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Introduction

This report presents a gap analysis on existing support and information on Labour laws and employment policy in Cyprus. The research conducted and findings presented in this report form part of the Intellectual Output 1 of the Erasmus+ programme “Know Your Rights” [KYR].

Aims/Objectives of the Report

The aim of this report is to offer information on the situation of migrant workers and their knowledge about their workers’ rights, while at the same time identify gaps in existing processes and practices. In so doing, the report has the following objectives:

- To support and enhance processes acknowledged as existing “good practices”.
- To identify relevant resources and available support to migrant workers.
- To examine existing processes in order to identify gaps and needs.
- To provide a valid scientific background for the development of trainings and open educational resources that will aim to address existing gaps.

Scope of Research

The scope of the research conducted for the purpose of this report is the national context of Cyprus. The scope of the report is also defined by the overall aims and purpose of the KYR project. Namely, the report examines the level of knowledge of national and EU laws and regulations on workers’ rights by migrant workers who are employed in Cyprus. As such, the focus of the report is primarily directed on assessing, addressing and responding to the gaps, needs and challenges that exist in relation to this issue.

Method

The method used in this report blends desk-based research and field-based research. The desk-based research makes use of quantitative material (i.e. statistical data), relevant legal sources, as well as qualitative analyses (literature review, policy and practices review) dealing with the topic of migrant workers’ rights. The field-based research comprises interviews with representatives from three stakeholders, whose work and expertise are pertinent to the issue at hand. It is worth noting that even though the desk-



and field-based work are methodologically different, they were not conducted as two entirely separate stages of research. Rather, they were understood to be *mutually reinforcing* processes. For instance, desk-based research provided important leads for finding organisations and individuals who could be interviewed. Similarly, the interviews done as part of the field-based research offered crucial insights regarding existing “good practices”; these insights often might not be visible from a desk-based perspective.

Contribution to existing Literature

This report contributes to the existing literature in the following three ways:

- It informs and updates existing research on the topic by performing its analysis of recent and relevant data and resources through the specific lens of the regulatory context (e.g. laws, policies, and practices) which surrounds the employment of migrant workers in Cyprus.
- Its methodological blending of desk- and field-based research enriches studies that are grounded on only one of the two types of methods.
- Finally, in their selection of interviewees, the authors of this report contacted stakeholders who have dissimilar administrative relations to (and, therefore, experience of) the topic of migrant workers’ rights. Even though there were commonalities between the interviewees’ views on the key needs and challenges in creating awareness about workers’ rights in migrant communities, there were also crucial differences. Taking multiple perspectives into consideration was important because it demonstrated that existing gaps and needs are not a fixed category – instead, what these gaps and needs are can also depend on each stakeholders’ relation to the topic under examination.

Desk Review – Key Findings

National Context – Statistical Information

According to statistical data by Eurostat, in Cyprus there are approximately **24.8** migrants per 1000 inhabitants.¹ The movement of long-term migrants to Cyprus has seen a gradual increase in recent years, with this movement numbering **15,183** in 2015 and that number rising annually to reach **23,442** in 2018.² Furthermore, large-scale migration movements in Cyprus is a relatively new phenomenon. Between 1981-1988 the number of long-term migrants was between **246-597**, with the numbers increasing substantially, especially after the late 1990s.³

Regarding the migrant workforce in Cyprus, the most recent data from the government's statistical services shows that the average number of TCNs employed in Cyprus for the year 2019 reached **35,003** (with 15,640 being male and 19,364 female TCNs). In comparison, the EU-national workforce in Cyprus for the same year was **51,247** (26,564 male and 24,683 female). Finally, the average number for the total workforce in Cyprus in 2019 was **416,478** (221,253 male and 195,225 female). In this context, the TCN workforce amounts to **8.4%** of the total workforce in Cyprus.

It is worth noting that the employment of TCNs predominantly takes place in particular sectors of the Cypriot labour market. For instance, there are **14,227** TCNs employed as domestic workers ["Activities of Household"], **5,604** in the "Construction" sector, **3,303** in "Accommodation and Food Service Activities", and **1,511** in the Agriculture, Forestry and Fishing" sector. In sum, the four sectors mentioned above contain **70.4%** of the entire TCNs workforce. Domestic work is the employment sector that most starkly shows the TCNs workforce's distribution in specific labour market areas in Cyprus. Indicatively, domestic work is the occupation of **69.9%** of the total TCNs female workforce. Moreover, TCNs female workers make up the overwhelming majority of the overall domestic work

¹ According to the Migration and Migrant population statistics by Eurostat (data extracted in January 2019)

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

³ Ibid.



sector – out of the total 14,825 domestic workers in the island, **91%** are TCNs female workers. When male TCNs domestic workers are also added in the calculation, this percentage rises to **96.5%** of the total sector.⁴ These figures demonstrate that even though the TCNs workforce is less than 10% of the total national workforce, nonetheless TCNs are a major part of specific labour market sectors like domestic work.

National Context – Literature Review

According to Trimikliniotis and Demetriou, the current regime for the employment of migrants from third countries emerged out of the conditions created by ‘the labour shortages which were associated with the dramatic economic growth in the 1980s and 1990s’.⁵ While the pre-1990s Cypriot immigration policy was restrictive, after the economic growth in the 1980s led policy-makers to have a more open immigration policy to ‘cover the developmental needs arising from the shortage of labour’.⁶ This more open policy line, however, was aimed as a way to create ‘a regime of short-term contracts for migrants restricted to specific sectors of the economy’.⁷ Thus, as Trimikliniotis and Demetriou point out, the ‘policy assumption’ in the 1990s was that ‘the employment of migrant workers would be short-term, temporary and restricted to specific sectors and specific employers’ – this was an ill-founded policy because, they argue, it has led to the failure of the institutional framework to accommodate and encourage the civic participation of migrants’.⁸

More recent publications on this topic show that the implications of the 1990s policy line have carried through to the present. According to Vera Pavlou, the immigration regime has resulted into the domestic work sector which is almost exclusively occupied by non-EU nationals. She notes, further, that employment legislation in Cyprus makes no specific references to domestic work and ‘there seem to be no prospects to reform the sector’s

⁴ Ibid.

⁵ Trimikliniotis, N. and Demetriou, C. (2011). Labour Integration of Migrant Workers in Cyprus: A Critical Appraisal. In G. Campani (Ed.), *Precarious Migrant Labour Across Europe*. (p. 73). Ljubljana, Mirovni Institut.

⁶ Ibid., 73-75

⁷ Ibid., 73-75

⁸ Trimikliniotis N. and Demetriou, C. (2007). Cyprus. In A. Trandafyllidou (Ed.) *European Immigration: A Sourcebook*. (p. 45). Farnham: Ashgate Publishing.



labour regulation'.⁹ For Pavlou, the core reason why there has not been a dynamic legislative change in the domestic work sector is that 'domestic workers in private households are migrants, on guest-worker type visas, tied on their employers'.¹⁰ Added to this restrictive legislative framework is the fact that there are formal restrictions on the associational rights of domestic workers and also considerable ambiguity in the position of established Trade Unions on migrant workers.¹¹ These legal restrictions often have significant repercussions on migrants who work in the domestic work sector, specifically on their employment rights and their overall position in the labour market.¹² Finally, some of the issues regarding migrants working in the domestic sector may also be relevant in the context of broader issues relating to equal rights in the labour market in Cyprus. For instance, authors like Petroula Mavrikiou have noted that working life in the island is characterised by many challenges and gaps with respect to EU principles on gender equality,¹³ health, and employment among older adults. These challenges and gaps, Mavrikiou argues, have meant that the principles of The European Pillar of Social Rights are not ensured properly in Cyprus.¹⁴

Issues/Challenges

According to the literature review conducted on the topic of migrant workers, the conditions of migrant workforce in Cyprus has been shaped by the fundamental changes in migration policy during the 1990s.¹⁵ On the one hand, this policy line opened up the restrictive regime that was in place at the time, in order to allow access to migrants in the island. On the other hand, the policy line was intended primarily as a means of addressing the immediate labour market requirements at the time – this has led to a migration

⁹ Pavlou, V., (2016). Migrant domestic workers, vulnerability and the law: immigration and employment laws in Cyprus and Spain. *Investigaciones Feministas*, 7(1), 151.

¹⁰ *Ibid.*, 164.

¹¹ Trimikliniotis, N. (1999). Racism and New Migration to Cyprus: The racialisation of migrant workers. In F. Anthias and G. Lazarides (Ed.), *Into the Margins: Exclusion and Migration in Southern Europe*. Aldershot: Ashgate.

¹² Triandafyllidou, Anna (Ed.) (2013): *Irregular Migrant Domestic Workers in Europe: Who cares?* Farnham: Ashgate.

¹³ See also, Mavrikiou, P., Apostolidou, M. & Parlalis, S. (2014). Risk factors for the prevalence of domestic violence against women in Cyprus. *The Social Science Journal*, 51(2), 295–301.

¹⁴ Mavrikiou, P. (2020). Cyprus. In Á. Ní Léime et al. (eds.), *Extended Working Life Policies*, 205-215.

¹⁵ Kamali, M. (2008). *Racial Discrimination: Institutional Patterns and Politics*. London: Routledge. 194.



system characterised by short-term vision and designed to cover the needs of particular labour market sectors. In this context, many researchers have attributed the current gaps and challenges that have arisen (with respect to migrant working conditions in Cyprus) to the inadequacies of the migration regime that was implemented in the 1990s. These inadequacies have had repercussions on the working conditions of migrants in Cyprus: they have meant that migrants are often structurally positioned within particular labour sectors (most prominently, domestic work¹⁶); that immigration law and regulations often encroach on employment law;¹⁷ and that, in being in those sectors, migrant workers often experience discrimination which, despite its structural dimensions, it is largely perceived as “isolated incidents”.¹⁸ Finally, the topic of migrant accessibility to knowledge about their workers’ rights is not an area that is particularly elaborated on in the literature; however, the challenges and gaps mentioned above are central elements of the discussion about migrant workers’ rights in Cyprus. These elements also appear in the interviews conducted for the purposes of this report, presented below.

Research Results I: Good Practices

This section provides information about existing good practices which seek to redress issues regarding migrants’ lack of knowledge regarding their workers’ rights.

Good Practice 1 – The Refugees@Work Career Fair

This event was organised by the *Cyprus Refugee Council* on December 4th, 2019. It was the first Career Fair for Refugees ever in Cyprus and its aim was to bring local employers into contact with candidates with International protection, and inform employers as to the legal status of refugee employees who are allowed full access in the labour market and hold a wide range of professional experiences. Participants included employers, candidates of refugee background (International Protection Holders and Asylum Seekers) and professional organisations, educational institutions and training providers.

¹⁶ Panayiotopoulos, P. (2005). The globalisation of care: Filipina domestic workers and care for the elderly in Cyprus. *Capital & Class* 29(2). 99-134.

¹⁷ Pavlou. Domestic Workers. 165.

¹⁸ Trimikliniotis, N. (2004). Mapping Discriminatory Landscapes in Cyprus: Ethnic Discrimination in a Divided Education System. *Cyprus Review*. 16(1). 57.



Even though this specific Career Fair was a single event, its organisers sought to extend and multiply its impact by providing online material in the form of “Info-Packs” (one info-pack for employers and one for prospective employees) in both English and Greek.¹⁹

Good Practice 2 – “MigrAID: Educating Social Partners Towards Ethnic Diversity in SMEs”

The MigrAID project is an Erasmus+ programme running between 2016-19. The project examined the integration of migrants from various perspectives in the project’s partner countries (Cyprus, Greece, Italy, France and Denmark). The partnership also implemented a series of other activities such as seminars, trainings and conferences designed specifically for the two major target groups of the project – social partners and migrants; the seminars aimed to inform the audiences about the outputs of the project, to raise awareness among the participants on migrants’ integration and/or provide basic training. The overall purpose of this project was to increase the level of awareness and communication regarding the role and capacities of migrant workforce, in order to create room for diversity and reflexivity in EU labour markets.²⁰

Good Practice 3 – HelpRefugeesWork

HelpRefugeesWork is a free web service that brings motivated refugee job-seekers in contact with employers and training providers in Cyprus in an easy and efficient manner. This platform is an initiative of the United Nations High Commissioner for Refugees (UNHCR) Office in Cyprus, in collaboration with its NGO partner, the Cyprus Refugee Council. Its aim is to connect job-seeking refugees with employers and organizations interested in providing. It contains 60 programmes, which cover language and vocational areas of training, for both unemployed and employed individuals. In addition, it contains information about career related events happening on a local and/or national level, as well as a FAQ (frequently asked questions) option for both employers and migrant

¹⁹ Retrieved from <https://cyrefugeecouncil.org/refugeeswork-career-fair-2019/>

²⁰ Retrieved from <https://kisa.org.cy/educating-social-partners-towards-ethnic-diversity-in-smes-migraid-the-closing-phase-of-migraid/>



prospective employees. All the services of the *HelpRefugeesWork* platform are provided free of charge.²¹

Research Results II: Interviews with Stakeholders

Interview 1

In this interview the participant was a representative of the INEK-PEO [Cyprus Labour Institute], which is an independent non-profit research centre established in 2002 by the trade union “Pancyprian Federation of Labour”. INEK’s core activities consist of research and training mainly in the field of labour relations and working conditions

The interviewee noted that his organisation is primarily a research and educational institute, which deals with research projects on migration or migration-related topics and also provides education programmes to migrant workers. Some of their programmes cover the themes of working conditions, working rights and diversity management.

Regarding the level of knowledge of migrants about their working rights, the interviewee commented that the situation in Cyprus is chaotic – the majority of migrant workers have limited knowledge of their rights and in some cases they might not be aware that they have rights as workers to begin with. There is also limited knowledge about the existing reporting mechanism for violations of their rights. The interviewee’s suggestion was that for the situation to be improved, trade unions need to be informed and then they should start training migrants.

The interviewee also observed that while some individuals might know how to report violations of their rights (likely because they are involved with NGO’s or are otherwise well trained), the majority of migrants lack that knowledge. In addition, he commented that there are not enough organisations representing migrant workers’ rights – there are only a few in Cyprus and sometimes they are not even registered as organisations. Some of them are migrant-led initiatives, but because they are volunteer-based they have limited (organisational) capacities.

²¹ Retrieved from <https://www.helprefugeeswork.org/>

In the discussion about how a special training programme might help the situation improve, the interviewee noted that such a programme could only be one step among many. The objective, he noted, is to try and raise awareness among migrant groups about their rights and to provide further information so that they can deal with incidents of discrimination when they come. A training of a few hours would likely not be enough to fulfil this objective. Even though the interviewee remarked that these initiatives are important, he also emphasised that a more permanent infrastructure of training is needed.

Regarding the obstacles in improving knowledge about workers' rights, the interviewee repeated his point about the lack of appropriate infrastructure. He noted that there is no public organisation committed to offer access to migrants to knowledge about their rights. He commented further that there are good practices in place, but the problem is that the activities they usually create can include only a small number of people. Furthermore, he said, these practices often begin a beneficial process, but then there is no continuation – that's why there is a need for something institutional which will allow for consistency and continuity. He concluded by saying that, ideally, "good practices" should form a supplementary kind of action rather than being the main solution to the problem of lack of knowledge.

Speaking more generally about the issues faced by the migrant workforce, the interviewee listed four key challenges. *First*, is the aforementioned challenge of lack of knowledge about working rights. *Second*, the discrimination and exploitation against migrant groups. This discrimination, he commented, is layered and often expressed differentially – for instance, Northern European or Greek migrants are rarely discriminated against in the workplace; East Europeans who are EU national face more discrimination; and finally third country nationals (TNCs) face the most discrimination out of all groups. *Third*, there is a challenge in building solidarity between local and migrant workers – there is often tension between the two groups especially in the construction and hotel industries. *Fourth*, there is limited support and initiative on the



employer's side for distributing information about workers' rights among their migrant workforce.

The interviewee also spoke about groups who might be more vulnerable than others in terms of violations of their workers' rights. More specifically, he mentioned that domestic workers are one of the groups with the worst employment condition in the country with no right to enter trade unions or not having health coverage – this sort of situation, he remarked, points discrimination at the institutional level. A similarly bad condition also appears in the case of migrant workers who work in the agricultural sector.

Finally, as an example of a good practice, the interviewee mentioned the European Project “Educate Social Partners toward Ethnic Diversity” that his institution implemented in recent years. The aim of the project and its activities was to train trade union representatives and business executives. According to the interviewee, employers' organisations are vital in enforcing change and improving the situation; for him, these organisations hold great influence which can be mobilised to bring about positive change. In being asked about what actions he thought crucial to enhance the knowledge of migrants in Cyprus about their workers' rights, the interviewee's conclusion was that a more systematic approach should be put to place, which would include the following: awareness activities; training for migrants/local workers/employers/human resource management officers; and raising public awareness about both workers' rights and migrants.

Interview 2

This interview was conducted with the participation of two representatives from The Cyprus Refugee Council (CyRC), an independent, non-profit organization. CYRC's stated mission is to safeguard, support and advocate for the rights of vulnerable groups in Cyprus, promoting their effective integration into the host society. Focusing on refugees, asylum seekers, detainees, trafficking victims and survivors of torture, CyRC works closely with the local society in order to provide quality services at the individual, community and policy level. Embassy and other.



The interview opened up with the interviewees being asked on their relationship with the topic of migrant workers' rights. The interviewees noted that their organisation works specifically with people under the asylum procedure (e.g. refugees, asylum seekers, persons under international protection) rather than migrants in general. In addition, the interviewees mentioned that in relation to workers' rights they often engage in activities such as one-to-one consultation meetings or info session events.

As regards the level of awareness about workers' rights among the migrant groups they work with, the interviewees noted that from their experience a lot of asylum seekers have gaps in their knowledge about both their rights as workers and how to report violations of those rights to state agencies. While state agencies do disseminate information about these things, this dissemination does not necessarily mean that such information is comprehensive to people with limited language skills. Therefore, there is certainly an information gap concerning workers' rights. This gap has an impact on how migrant workers respond to violations of their rights – in order to report those violations, they first need to understand how the reporting mechanism works. The interviewees also observed that there is the matter of fear – there have been instances when people did not wish to report violations because they considered how that would have a negative impact on their lives in Cyprus (e.g. loss of welfare benefits). Finally, the interviewees observed that certain migrant groups might not proceed with reporting a violation because their country of origin might not have a similar legal framework regarding workers' rights – this, the interviewees commented, makes access to knowledge about the existence of such a framework in Cyprus all the more significant.

In being asked about how they would envision a training programme which would promote knowledge on workers' rights among migrant groups, the interviewees made three suggestions. First, that such programme should not be “training” necessarily, but instead an info-session (or a series of info-sessions) because the latter would be better in terms of accessibility. Second, that such a programme should be as open-access and widely disseminated as possible. Third, that multipliers should be actively engaged in such an endeavour (e.g. community leaders that can disseminate the information as deep



as possible within migrant communities) because that would cover more ground. They also noted that while there is information available online from various professional associations, this has not necessarily created trainings. Finally, the interviewees explained how the “Help Refugees Work Platform” ran by their organisation works as an online source of work-related information and it includes a Q&A section that shares information about barriers and accessibility in the labour market in Cyprus to both migrant employees *as well as* employers. This platform may be thought of as a good practice and in combination with actions like the Career Fair organised by CYRC on December 4th 2019, they can be viewed as ways to open up opportunities for migrant workers and increase possibilities of employability for both employers and employees.

Regarding obstacles, challenges and vulnerabilities, the interviewees emphasised that *language barriers* and *limitations in outreach* are the main two issues causing gaps in knowledge about working rights – even when information available, that doesn’t necessarily mean that it reaches the migrant population. As to whether there are migrant groups who are more vulnerable than others, the interviewees commented that they have come across cases of employers who would refrained from or were hesitant to hire migrants because the latter might come from a specific ethnic background. Even though migrants might have the required skill-set for a job, they might not be hired – this is especially the case in jobs in costumer service. This kind of obstacle is hard to report, because it is often difficult to prove discrimination in not hiring. Furthermore, the interviewees added that certain sectors are more problematic than others – for example the car washing sector often involves harsh working hours. Another obstacle is that employers often receive unofficial prior notice of upcoming Department of Labour inspections – this makes it harder to spot violations as they happen.

When asked about any existing practice to promote information in the field of gender equality the interviewees said that, to their knowledge, there is not such a practice in Cyprus. The concluding remark of the interviewees was that it is important to approach the issue of safeguarding migrant workers’ rights by first taking it as a given that exploitation exists, even if it is not reported. It is crucial, they argued, that approaches to



countering work exploitation do not wait for a violation to reach public channels before acknowledging the existence of violations in migrant workers' rights.

Interview 3

In this interview, the participant was a representative of the Department of Labour Relations [Ministry of Labour, Welfare and Social Insurance of Cyprus]. The Department's overall mission is to safeguard industrial peace and maintain healthy conditions in the area of industrial relations. Among the responsibilities of the Department is the protection of vulnerable groups of workers through the determination of minimum labour standards as well as the promotion and enforcement of Labour Law in Cyprus.

According to the interviewee, the most common violations reported to her department have to do with issues concerning *protection of wages, working hours and observation of public holidays*. In the case of migrant workers, the procedure to report a complaint begins in the Department of Immigration. When the complaint is submitted to immigration, migrant workers receive a document which they can bring to the Department of Labour Relations [DLR] to settle their dispute with their employer. The DLR officer assigned on the case drafts an internal report which includes the findings of their investigation; in turn, this report is examined by the Director of the DLR, who takes the final decision as to whether a violation of the employment contract occurred – depending on the specifics of the case, the finalised report may be sent to either the Department of Civil Registry and Migration or the Department of Labour. The interviewee commented that this procedure can be considered to be a good practice, especially given that recent changes have meant that complaints are dealt more promptly and efficiently than before.

Concerning the level of existing knowledge about worker's rights, the interviewee observed that, in general, there is a good level of knowledge about worker's rights. She did note, however, that a key challenge for her department has been the presence of *misinformation practices about workers' rights*, which have led to abuses of the complaint reporting procedure. In this context, the interviewee noted that there is room



for improvement in relation to how information about worker's rights is disseminated so as to avoid such abuses.

To the question of whether there are groups of migrant workers who might be particularly vulnerable to issues regarding their working rights, the interviewee noted that the domestic work sector is particularly challenging. A key reason for this is because the workplace of domestic workers is often also their living space – this frequently results to complaints of exploitation in relation to working hours. Furthermore, the interviewee noted that the blurring of the line between workplace and living space also creates complications in objectively determining whether a violation of working rights occurred. Added to this is also the fact that domestic workers are regularly thought off as carers for their employers – this is a type of work that domestic workers often do not have the expertise, inclination or knowledge to carry through. Occasionally, there are issues of sexual harassment in the domestic work sector, something that is under the competence of the Department of Labour.

Finally, as regards ways of promoting the distribution of knowledge about workers' rights to migrant groups, the interviewee mentioned that the main challenges are *language barriers* and, for some groups, *limited accessibility to the internet* (the latter being a key source of information about workers rights). Her view was that these obstacles could be partly tackled by a) targeted online information campaigns which could be supported by civic organisations and b) by publishing guides which would also be available on a multilingual basis including English and major migrant languages in Cyprus. In addition, due to the fact that issues about migrant working conditions may fall within the competences of different governmental departments [e.g. Labour, Labour Relations, Civic Registry and Migration], it would have been helpful to have a document that could serve as a “manual” – this manual could help avoid miscommunications and misunderstandings concerning complaints procedures. While these kinds of initiatives have not been implemented yet, they form part of DLR's future plan of action.



Conclusions and Recommendations

Key Results

The key results of the research conducted for the purpose of this report demonstrate that the migrant workers' situation of Cyprus has been shaped against the background of the recent history of the island's immigration policies. In view of that history, the migrant workforce on the island is mostly distributed within specific sectors of the labour market – predominantly domestic work, but also construction, accommodation and food services, and agriculture. More specifically, the case of domestic work – wherein TCNs comprise 96.5% of the sector – is indicative of how TCNs are often vulnerable to precarious working conditions. These conditions include hard manual labour, discrepancies on remuneration, unspecified working hours, and (a more gender-specific issue) sexual harassment. The situation described here can be corroborated by statistical data, academic analyses, and also the statements of stakeholder representatives who have been active in the field of migrant work.

In relation to the specific purpose of the KYR project – the state of awareness or knowledge of migrants about their workers' rights – a key insight provided by this report is that, in Cyprus, there is a lack of adequate channels of information linking migrants to knowledge about their workers' rights. This lack was noted by all interviewees, who also pointed the following as the key obstacles/barriers causing or exacerbating this issue: language barriers; not enough outreach; lack of continuity in awareness campaigns; reluctance to report violations of rights; and the general discrimination (social, gender-based, racial) faced by TCNs workers in Cyprus.

Recommendations for future action

This report, and in particular the stakeholder interview section, offers two core insights that should guide future action. First, there is the recognition of the lack of channels to accredited information about workers' rights and the need to initiate practices that build towards filling that gap. In this context, KYR addresses an existing and urgent need of the national context of Cyprus. Second, there is the mapping out the most significant challenges to achieving that end, as identified by individuals with substantial experience



in this area. It is of utmost importance make sure that the awareness raising activities of KYR take into consideration these challenges, and work towards addressing them.

