

# Current Policy and issues faced with the registration and placement of Asylum Seekers and Refugees

**Ministry of Labour, Welfare and Social Insurance**

**Department of Labour/PES Cyprus**

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# Existing Policy for the Employment of

- Recognized Refugees
- Subsidiary Protection Holders
- Asylum Seekers

# Employment Rights of Refugees

- Equal Access to Employment as Cypriots and EU Citizens
- No Restrictions to any particular Employment sector
- No need for the approval and stamping of an Employment Contract by the Department of Labour.
- Labour Law provisions

# Employment Rights of Subsidiary Protection Holders

- Equal Access to Employment as Cypriots and EU Citizens
- No Restrictions to any particular Employment sector
- No need for the approval and stamping of an Employment Contract by the Department of Labour.
- Labour Law provisions

# Employment Rights of Asylum Seekers

- Access to the Labour Market one month after the submission of their application for IP.
- Employment is permitted only in specific sectors and occupations according to the Decree 228/29 of the Minister of Labour, Welfare and Social Insurance (issued 20/06/2019)
- Decree was reviewed in 2019, taking into account the state of the labour market and after consultation with social partners

# Permitted Activities and Occupations

Economic Activity	Occupation
Commerce	Freight Handlers, Petrol and Car Wash Stations workers, Fishery Workers, Car Painters and Panel Beaters
Provision of Services	Building and Outdoors cleaners, Distributors of Advertising and Informative Material, Food Delivery, Garden Cleaning, Freight Handlers (services), Pest Control
Waste Management	Drainage and Waste Processing Workers, Garbage and Trash Collection and Processing Workers, Recycling Workers, Offal Workers
Manufacturing	Bakery and Dairy Night Shift Workers, Animal feed production workers , Freight Handlers, Poultry Slaughterhouse Night Shift Workers
Agriculture, Animal Husbandry , Poultry, Fishing, Animal Shelters and Animal Hotels	Agriculture, Animal Husbandry, Poultry, Fishery and Aquaculture workers, Animal care workers
Hotel/Restaurants/Catering	Cleaners and Kitchen Assistants
Other Activities	Laundry Workers

# PES Services offered -Registration-

## **Registration Options:**

- Regular Unemployed (seeking full time employment),
- Part timer (seeking part time work)
- Employed Seeking Better Employment ( In terms of e.g salary, working hours, nature of work environment, job tasks, future advancement)

## **Registration Process relatively easy in terms of Residence Status verification:**

1. Asylum Seekers (Confirmation Letter and Alien Book)
2. Recognized and Subsidiary (Residence Permit or Confirmation Letter for obtaining the status)

# PES Services offered

## -Registration Continued-

### **Registration Challenges at PES:**

- Communication difficulties (For those job seekers who do not possess basic communication skills in Greek or English- Bilingual Members of their community act as Translators)
- The purpose of the indented registration should many times required to be clarified and fully understood by the job seekers.
- Academic qualifications or other skills or examination certificates, is important to be translated in English or Greek by Certified/Licensed Translators



# PES Services offered

## -Job Matching and Referrals-

### **Job Matching and Job Referrals:**

- Effective Job matching (system wise) depends primarily on the desired occupations of the job seekers and the available vacancies at the time on PES electronic system.
- Other factors that are taken into account during the matching process are: Communication skills, size of family and family obligations, Working Hours and other employment terms like offered salary range, related experience, distance and available Transportation to and from work, health condition, required duties, preferred qualifications e.tc.

# PES Services offered

## -Job Matching and Referrals Continued-

### **Job Matching and Job Referrals Challenges:**

- The Language barrier.
- Guarantee Minimum Income registered unemployed and the requirement to actively seeking employment that “you are suitable and able to perform”
- Reluctance on part of few Employers to interview and hire Refugees and the need to soothe possible worries and consult them regarding false perceptions/beliefs.
- Size of family, Family obligations, availability of Childcare facilities, convenient working hours and Transportation (especially for mothers of big families).
- Right Timing in terms of the Assimilation process

## PES Services offered

### -Individualised Counselling Approach and Program Referrals

#### **What is Individualized Counseling Approach?**

It is a PES Counseling Service that is offered to the “hard to place” job seekers that belong to vulnerable groups (Youth, LTU, disable, GMI recipients, Single Parents e.t.c).

#### **Basic Components of the Approach:**

- Specially Trained Private Counselor and available tools.
- Development and Implementation of an Individual Action Plan
- Continuous Feedback and Monitoring by the Counselor
- After Placement Follow-up

# Registered Unemployed as of 03/12/2020

District	Asylum Seekers	S.P (Full Time)	S.P (Part time)	Recognized (Full time)	Recognized (Part Time)	Total
Nicosia	2,006	116	25	91	8	2,246
Limassol	680	178	79	44	12	993
Larnaca	316	38	10	32	5	401
Paphos	1,147	309	158	26	4	1,644
Famagusta	166	3	0	4	0	173
<b>Total</b>	<b>4,315</b>	<b>644</b>	<b>272</b>	<b>197</b>	<b>29</b>	<b>5,457</b>

## Placements of Unemployed from 01/07/19 – 30/11/2020

District	Asylum Seekers	Subsidiary Protection	Recognized	Total % share of all Placements
Nicosia	720	45	35	<b>800</b> <b>34% of 2,382</b>
Limassol	377	44	11	<b>432</b> <b>31% of 1,385</b>
Larnaca	104	5	7	<b>116</b> <b>20% of 581</b>
Paphos	258	53	12	<b>323</b> <b>39% of 837</b>
Famagusta	16	3	0	<b>19</b> <b>15% of 117</b>
<b>Total</b>	<b>1,475</b>	<b>150</b>	<b>65</b>	<b>1,690 (32% of 5,304)</b>

# Asylum Seekers Stamped Contracts as of 03/12/2020

-There are **1,470** Stamped Employment Contracts of Asylum Seekers at the moment.

**Major Economic sectors of these Contracts are the follow:**

- Hotel/Restaurant/Tourist: 286
- General Manufacturing: 285
- Commerce: 253
- Agriculture/Animal Husbandry/Poultry etc: 164
- Petrol and Car Wash Stations: 179
- Waste Management : 80

# Needs to be Further Addressed and Recommendations

- 1) **Lack of knowledge of Host Country Language Training and need for more Vocational and Technical Training.**  
→ Recommendation: More Intensive and better organized Language Training, Vocational and Technical Training and better recognition of academic or atypical qualifications, skills and work experience.
- 2) **Family Responsibilities prevent training opportunities and employment prospects (especially for women of big families)**  
→ Recommendation: Convenient Training times and better childcare arrangements but also willingness and desire from the Migrants side.
- 3) **Xenophobia and Prejudices in Employment**  
→ Recommendation: Continuous Employer Guidance and Information, effective mediation for successful arrangements of interviews and sustainable good quality Placements. Organizations of campaigns against Xenophobia and Discrimination with the synergy of all relevant stakeholders

Thank you for your attention

