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ENGAGE Project Newsletter

Highlights from the discussion with LMS

Refugee women face more difficulties in entering the labour market.

Research indicates that women refugees face multiple discriminations as they are stigmatized for their ethnicity, skin colour, sexual orientation, migrant/refugee background, religion, and religion symbols such as hijab.

That been said, women refugees face all the difficulties that men refugees face during their labour market integration such as the legal restrictions, the complicated procedures, the language, childcaring, transportation and more.

What can be done?

Business community can and must have a key role in facilitating the smooth social integration of refugees. The **key** remains the full acceptance of people in the way they are. In other words, the development of the feeling of belonging. The cultivation of such a safe space in the workplace creates tremendous prospects and dynamics in the whole society.

“Labour Integration remains the most important part of social integration. It creates the conditions for re-building refugees lives and dream a future for them and their families.”

Capacity Building Workshops for Labour Market Stakeholders

Between March and June, the Cyprus Refugee Council and Emphasys Center implemented a series of workshops for Labour Market Stakeholders, namely Human Resources Managers from a broad range of economic sectors.

The workshops main aim was to inform labour market stakeholders about the rights of refugees to employment, shed light on the key challenges refugee and migrant women face during labour integration and the opportunities arise from their active participation in the labour market. Moreover, workshops gave special attention on diversity management in the workplace and the gender equality policies.





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CSR as a Tool

It is evident that companies hiring refugees benefit in multiple ways. Being a socially responsible company boost your image, provides access to new markets and pool of customers, and attracts new talents and skills!

Business community should stand out and drive the people to more inclusive societies. Through the engagement with refugees businesses can encourage acceptance and understanding; can become examples of breaking stereotypes and cultivating diversity inside and outside the workplace

Employer's representatives bombarded the workshop facilitators with questions, proving the importance of such initiatives. Most of the participants had questions regarding the procedures required to employ a person with a refugee or migratory background. Despite expressing some concerns on how they can become part of their team, they were open to give an opportunity and learn through the process.

The most frequently asked questions by employers were: who is a refugee? Is it legal to hire a refugee or migrant? Do they speak the language? Do they live in the community or in camps? What skills do they have?

Workplaces reflect attitudes and perceptions of the whole society in a smaller scale. Our behaviour in the workplace says a lot on our behaviour in the society.



Facts about Refugees inclusion in the labour market:

- ✓ *Create new jobs and boost employment in the long term*
- ✓ *Increase production and demand.*
- ✓ *Enriched the labour market with new skills*
- ✓ *Stimulate specialization and innovation*

Upskilling Workshops for TCN

“There is no secret recipe or a standard set of skills and behaviors that can be taught and create employable persons.”

Beyond narrow definitions that want employability to depend only on individuals' abilities to gain and maintain employment, the Workshops for TCNs **underlined** the importance of understanding employability as a broader definition that takes into consideration multiple factors and as “an



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interactionally achieved, co-constructed, and contextually-dependent identity”!

Participation in educational and/ or professional trainings boost self-esteem, confidence but most importantly create social networks!

Challenges refugees and migrants face require flexibility. Dreams and goals often need to be adapted to reflect the reality. Educational and professional qualifications and experience may require further steps to be accredited, as standards are different in from country to country.



***Adapt!
Adapt!
Adapt!***

Therefore, it is vital that migrants and refugees need to make plans that will enable them to adapt to the host country, and reality. Dreaming is not enough. Participants were invited to answer the several questions to reflect where they stand. What options do they have? What can they do based on your skills? What paths are available? What must be done to achieve their goals; Adapt; to make a plan based on their skills, experiences, interests and current opportunities.



1st Intercultural Festival – World Refugee Day Street Festival in Cyprus

Cyprus Refugee Council and Emphasys Center co-organized on 24th of June 2022, the World Refugee Day Street Festival for World Refugee Day (June 20th). The Festival brought together in Nicosia, refugees and migrants residing in Cyprus, locals and more than 20 organisations active in related areas.



The aim of the festival was to promote diversity, solidarity and raise awareness on the refugee and migrant population in Cyprus. The radio link by Kiss FM Cyprus, organised for the day, shared the atmosphere of the event across the radio waves in Cyprus. People gathered enjoyed the fantastic dance performance from the Room for Hope women’s group, the solo Djembe performance by Ibrahim and flavors from Palestine, Somalia, Iraq, Congo, and Cameroon. The DJ played music from all over the world.

Music Food and Dance Brings People Together

The event was implemented under the auspices of UNHCR Cyprus and the Nicosia Municipality.





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Few Words about Cyprus Refugee Council

The [Cyprus Refugee Council \(CyRC\)](#) is an independent, non- governmental, non- profit organisation that envisions a fair and inclusive society that offers protection and support for all. CyRC strives 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, gender-based violence victims, CyRC works closely with the local society in order to provide quality services at the individual, community and policy level.

CyRC advocates for the establishment and implementation of positive legislation, policies and practices, in accordance with International and European Law. It follows an interdisciplinary approach, by providing legal, social and psychological support with the aim to ensure access to rights and local integration; it works closely with related public and private stakeholders identifying and addressing gaps in the integration process of refugees; it conducts trainings, workshops, seminars and other capacity building activities in refugee communities, NGOs, field professionals, members of local communities, authorities and policy makers; it networks with relevant civil society actors, educational institutions and media to promote a positive and respectful public attitude towards vulnerable groups; it undertakes research and mapping activities in order to develop existing knowledge by conducting sound analysis of the cultural, political and economic context of population of persons of concern, their host communities as well as the community dynamics.



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