



# COWORKING SPACES for inclusion

**RES-MOVE**

**Resources On The Move**

WORK PACKAGE 2 – Research

T2.7 Data Collection and Reporting – Field research

## LOCAL REPORT

Prepared by Elena Tornariti, Stephania Savva, and Irene Che

(SYNTHESIS Center for Research and Education, Cyprus)

DECEMBER 2024



RES-MOVE is co-funded by Asylum, Migration and Integration Fund of the European Union. The contents of this publication represents the views of the author only and is their sole responsibility. The European Commission does not accept any responsibility for use that may be made of the information it contains.



## 1. The context of the research

The field research was conducted in Cyprus, focusing specifically on the capital city of Nicosia. Within Nicosia, interviews were carried out in coworking and collaborative spaces, each offering unique perspectives and contexts for fostering inclusivity and collaboration. These coworking spaces served as dynamic environments, allowing for both formal and informal discussions with stakeholders. The research was supported by the managers of these spaces, who played an integral role in facilitating access and coordination.

Nicosia, the capital and largest urban center of Cyprus with a population of approximately 330,000, serves as the island's political, economic, and cultural hub. The city remains divided by a UN-administered Green Line, separating the south from the north, which has been under illegal Turkish occupation since 1974. The territory is urban with a vibrant mix of modern infrastructure, cultural diversity, and historical heritage. These elements contribute to the diverse experiences and challenges faced by its residents, making it a good setting for exploring themes of inclusivity within coworking spaces.

The research centered on coworking spaces that operate as community hubs, engaging directly with their local neighborhoods and fostering social collaboration. These neighborhoods within Nicosia are diverse in terms of cultural, social, and economic backgrounds. The coworking spaces selected for this study reflect a socially conscious ethos, prioritizing inclusivity and community support alongside professional and entrepreneurial activities. The research sought to uncover how these spaces address inclusivity, particularly for marginalized groups, including refugees, and how they contribute to social and economic integration in an urban environment.

The coworking spaces examined in this research displayed varied operational and funding models: these spaces prioritize community support and social impact, with initiatives that aim to empower vulnerable groups. Some of them combine commercial viability with a strong focus on social initiatives, fostering a diverse and collaborative environment. These differences provided valuable insights into the approaches and capacities of coworking spaces to serve and include refugee communities and other underserved populations.

The interviews were conducted in person, primarily within the coworking spaces themselves, creating an authentic and participatory atmosphere for discussions. This setup allowed for deeper engagement and contextual understanding of each space's operations and environment. Participants included managers, staff, and users of the coworking spaces, offering a multi-dimensional perspective on inclusivity practices and challenges. The research team comprised individuals with diverse expertise, enriching the data collection and analysis process. This study's findings highlight the potential of coworking spaces in urban environments like Nicosia to act as inclusive, community-oriented hubs that bridge social and economic gaps while fostering innovation and collaboration.

### 1.1 Migrants and migrant communities in the field and in the labour market

Cyprus, due to its geographic location at the crossroads of Europe, Asia, and Africa, has become a significant destination for migrants, asylum seekers, and international students. Over the years, the country has experienced a steady increase in migration, driven by both economic opportunities and



geopolitical factors. In recent years, asylum applications have risen sharply. Many applicants come from Syria, Nigeria, and Afghanistan, reflecting ongoing conflicts and instability in these regions. Additionally, the country has granted temporary protection to over 18,500 Ukrainian refugees. Refugees and asylum seekers represent a growing demographic, posing challenges for integration.

Labor migration also plays a critical role in Cyprus's demographic landscape. Approximately 90,500 third-country nationals and 93,100 EU citizens reside in Cyprus, collectively accounting for nearly 20% of the population. These migrants largely work in sectors such as tourism, construction, and domestic services, contributing to the economy but often facing challenges such as limited legal protections and exploitation.

Migrant integration in the Republic of Cyprus presents a complex landscape, characterized by both opportunities and significant challenges, particularly in economic participation. The Cypriot government has implemented various policies to facilitate integration, including Greek language courses and vocational training programs aimed at enhancing migrants' employability. However, the absence of a comprehensive national integration policy has led to fragmented efforts, often leaving migrants to navigate the labor market with limited support. This situation is further complicated by bureaucratic hurdles and a lack of recognition for foreign qualifications, which impede migrants' access to employment opportunities commensurate with their skills and experience.

Migrants in Cyprus, especially those from non-EU countries, often find themselves confined to low-skilled and low-paid sectors such as domestic work, agriculture, and construction. This occupational segregation is partly due to legal restrictions that limit asylum seekers to specific employment sectors, regardless of their professional backgrounds. Additionally, language barriers and limited access to affordable housing exacerbate the difficulties migrants face in securing stable employment. The lack of targeted support for women migrants further compounds these challenges, as they may encounter additional layers of discrimination and limited access to childcare services, hindering their labor market participation.

## 1.2 CWCS in Cyprus

Coworking and collaborative workspaces have gained significant traction in Cyprus, particularly in urban centers like Nicosia. These spaces cater to a diverse clientele, including freelancers, startups, and established businesses seeking flexible and cost-effective office solutions. While an exact count is challenging due to the dynamic nature of the industry, numerous coworking spaces operate across the island, each offering unique amenities and environments to suit various professional needs. These venues provide amenities such as high-speed internet, ergonomic furniture, meeting rooms, and event spaces, fostering a collaborative atmosphere for professionals.

The types of coworking spaces in Cyprus vary to meet the diverse demands of the professional community. Traditional coworking spaces offer open-plan areas and hot-desking options, ideal for freelancers and remote workers seeking flexibility. Serviced offices provide private, fully-equipped offices within a shared building, suitable for small to medium-sized enterprises desiring a dedicated space without the overhead of traditional leases.

In addition to these professional settings, more community-oriented collaborative spaces have emerged, particularly among migrant communities. These grassroots spaces frequently serve as informal hubs for creativity, mutual support, and knowledge sharing. While they may not be as formal



as traditional coworking spaces, they do offer basic amenities like internet access, communal work areas, and shared equipment. More importantly, they serve as important social and cultural anchors for migrants, providing a sense of belonging, opportunities for collaboration, and a platform for group projects or small-scale entrepreneurship. These spaces reflect the Cypriot urban landscape's growing trend of inclusive, community-led innovation.

## **2. Results from the Field Research**

### **2.1 Migrant`s population and the CWCS**

#### **2.1.1 Characteristics and experiences of migrants interviewed**

The field research reached a total of 10 migrant respondents, all of whom were women. The respondents represented a diverse group in terms of legal status: most of them refugees, asylum seekers, and a minority under subsidiary protection. Most respondents were between the ages of 26 and 35, reflecting a predominantly young, working-age group. In terms of education, the majority held secondary education qualifications, and vocational, some of them, while the minority had obtained Bachelor's degrees. The average length of stay in Cyprus varied, with most having resided in the country for 2, 4, 5, or 7 years. A small percentage had lived in Cyprus for as long as 17 years, indicating a mix of recent arrivals and long-term residents.

Outside the structured questionnaire, participants highlighted challenges such as language barriers, difficulties in accessing stable employment, and experiences of discrimination, particularly in securing jobs that matched their qualifications. Several respondents emphasized the need for tailored vocational training and psychological support to navigate these challenges. Despite the obstacles, there was a strong consensus on their aspirations for integration, economic independence, and contributing to Cypriot society.

The respondents' experiences in the job market highlight significant challenges and systemic obstacles. The majority indicated they had some prior work experience, either in their home countries or in Cyprus, which they believed would enhance their employability. Despite this, they faced considerable difficulties in securing jobs, with most attributing these struggles to discrimination and prejudice from employers. Several participants reported experiencing racism in the workplace, including being treated unfairly compared to their colleagues or being subjected to stereotypes based on their migrant status.

Those with work experience found that their qualifications and skills were often undervalued or dismissed, with employers frequently relegating them to low-paid, insecure jobs. Language barriers were another key obstacle, as many jobs required proficiency in Greek, limiting their access to more desirable positions. For some, legal restrictions tied to their refugee or asylum-seeker status further hindered their ability to enter certain sectors or obtain stable employment.



## 2.1.2 Migrants' interaction and expectations of CWCS

The respondents were generally familiar with the idea of collective spaces and community centers, where they could engage in work or activities in a more informal, community-oriented environment. These settings were described as non-formal and less structured, which many of the participants found comfortable and approachable. However, their experiences and perceptions revealed a degree of hesitation with the concept of formal co-working spaces (CWCS).

Upon learning more about CWCS, most respondents expressed concerns about their ability to focus and concentrate in such settings, citing potential distractions as a significant drawback. Additionally, there was a sense of insecurity and reluctance to trust the concept enough to invest time or resources in more structured co-working environments. For many, the formality and unfamiliarity of CWCS contrasted sharply with the supportive and familiar atmosphere they associated with community-based spaces, which better aligned with their needs and comfort levels.

These insights highlight the need for CWCS to adapt their offerings to be more inclusive and culturally sensitive, providing reassurance and fostering trust among migrant communities. Introducing hybrid models or creating tailored spaces that balance structure with the welcoming, informal nature of community centers could help bridge this gap and make CWCS more accessible to this demographic.

## 2.1.3 Conditions of getting involved

The respondents shared that they are already part of a co-working space that functions more like a community center and collective space, and they feel comfortable in this environment. These spaces are informal, inclusive, and community-oriented, providing them with a supportive atmosphere that aligns better with their preferences and needs. The relaxed structure and focus on collaboration without the rigidity of formal settings make these spaces more accessible and welcoming to them.

Their involvement in such collective spaces has fostered a sense of belonging and trust, which is critical for their comfort and productivity. Unlike traditional or more formal co-working spaces, these environments allow them to engage in activities without the pressure of adhering to strict professional norms, which can feel intimidating or alienating. They appreciate the opportunity to build connections and access resources in a way that feels natural and non-judgmental.

The respondents shared a variety of ways they plan to utilize a co-working and collaborative space membership, reflecting their diverse interests and aspirations. Many have specific ideas or projects they wish to pursue, while others are drawn to the opportunities for personal and professional development that such spaces can provide.

Some respondents expressed a desire to use the CWCS to offer their own services or pursue entrepreneurial endeavors. These include creative or small business initiatives that require a supportive and resourceful environment to grow. For these individuals, access to tools, facilities, and networking opportunities would be crucial to helping them develop their projects and establish a customer base.

Others are more focused on learning and skill development, planning to benefit from workshops, knowledge-sharing sessions, and collaborative opportunities offered within the CWCS. They are



particularly interested in upskilling in areas such as digital literacy, language learning, and vocational training to enhance their employability and confidence.

Several respondents also highlighted the need for mentorship and targeted support to achieve their goals. This includes guidance in business planning, marketing, and navigating the job market, as well as technical support for specific projects. They emphasized the importance of tailored mentorship programs and access to experts who can help them refine their ideas and build the skills necessary for success. Overall, the respondents see CWCS as a platform for both personal empowerment and professional growth, provided it offers the right balance of resources, guidance, and inclusivity.

The respondents view spending their free time in a co-working and collaborative space positively, seeing it as a valuable opportunity to build connections, access resources, and foster a sense of belonging. Beyond work-related activities, they expressed interest in a range of community-oriented and personal development activities that align with their needs and aspirations.

Many respondents highlighted their enthusiasm for workshops and skill-building sessions, which they believe provide both practical benefits and personal empowerment. These workshops could cover topics like personal development. For them, such activities not only help develop new competencies but also enhance their confidence and self-sufficiency.

Additionally, respondents appreciate the supportive and communal environment of a CWCS, which helps alleviate feelings of isolation. They value opportunities to connect with others, share experiences, and create informal support networks, which are especially meaningful for individuals navigating challenges in a new country.

Finally, the respondents want CWCS of comfort and empowerment, where they can engage in activities that promote relaxation, well-being, and a sense of community. This includes social gatherings, cultural events, or simply spending time in a welcoming and inclusive atmosphere. These experiences contribute to their overall well-being, helping them integrate more effectively while fostering a sense of purpose and belonging.

The respondents expressed a willingness to work outside of the city, provided there are suitable working opportunities and the potential to improve their quality of life. For many, this openness is driven by the desire for better employment prospects, lower living costs, and a chance to create a more stable and secure environment for themselves and their families.

While the majority acknowledged the advantages of working in urban areas, such as access to resources and networking opportunities, they were also drawn to the idea of exploring opportunities in suburban or rural settings if these offered viable career options and enhanced living conditions. Locations with supportive communities and access to essential services were seen as particularly appealing.

Additionally, respondents highlighted the importance of childcare facilities at CWCS premises. Many felt that having access to such facilities would significantly enhance their ability to focus on work or participate in activities without the added stress of arranging external childcare. They emphasized that this would not only benefit them professionally but also provide a safe and engaging environment for their children, making CWCS more accessible and inclusive for working parents.

Respondents emphasized that a welcoming and inclusive CWCS should have a warm and friendly atmosphere, with staff and members who are approachable and respectful. They value a sense of





community, where members connect through social gatherings, networking events, and collaborative activities.

To feel included, respondents highlighted the importance of tailored activities, such as language classes, skill-building workshops, and mentorship programs, along with practical benefits like affordable childcare facilities and flexible memberships. A CWCS that is culturally sensitive and acknowledges the unique challenges faced by migrants, such as flexible hours and accessible resources, would make them feel supported and valued. They see such spaces as more than just work environments—places that foster belonging, growth, and empowerment.

## **2.2 CWCS and migrant population**

### **2.2.1 Characteristics and experiences with migrant users**

The field research engaged 10 respondents, including members and managers of co-working and collaborative spaces (CWCS) in Cyprus. Respondents were associated with CWCS that serve as hubs of activity, offering diverse services and fostering strong community connections. Notable examples include Hub Nicosia, a collaborative space known for its focus on workshops, events, and community engagement.

The respondents highlighted that these spaces provide a variety of workshops and events, catering to skill development, networking, and professional growth. Managers emphasized their role in organizing and maintaining the space, ensuring it meets the needs of its members, while also fostering connections with other CWCS both locally and internationally. Members, on the other hand, appreciated the collaborative environment, access to resources, and opportunities to engage with a diverse community.

Additionally, some CWCS in Cyprus are highly community-oriented, actively participating in local initiatives and creating a welcoming atmosphere for members from various backgrounds. They play a crucial role in bridging professional opportunities with community support, making them more than just physical workspaces.

The respondents described their experience working with migrant members in their CWCS or other workplaces as positive overall. They emphasized the value that migrants bring to their spaces, highlighting their unique perspectives, resilience, and contributions to the community. The majority of migrant members they work with are refugees and asylum seekers, primarily women and mothers, from countries such as Cameroon, Gambia, Somalia, Afghanistan, Iran, Iraq, Syria, and Kurdish regions. These members often engage in creative, entrepreneurial, or skill-development activities within the CWCS.

While the experience has been largely positive, respondents recognized that more could be done to enhance migrant inclusion. Suggestions included reducing membership fees to make the spaces more accessible, especially for those facing financial difficulties. Additionally, they proposed organizing cultural events and activities to foster a greater sense of belonging and celebrate the diversity of their members. They also stressed the importance of providing tailored mentorship, language support, and childcare facilities to address the unique challenges faced by migrant women, particularly mothers.



Overall, respondents believe that implementing these measures would not only increase migrant participation but also enrich the community and strengthen the role of CWCS as inclusive, supportive environments.

## **2.2.2 Perceptions and perspectives for a future engagement**

The CWCS included in the survey confirmed that they can provide mentorship to migrant members, focusing on key areas such as employment, skill development, personal growth, and integration. These mentorship programs are designed to support migrants in overcoming barriers and achieving their professional and personal goals within the local community. One manager explained, “Our mentorship programs focus on preparing migrants for the job market by improving their employability skills, such as resume writing, interview techniques, and workplace communication.” Another respondent highlighted that their space offers skills-based mentorship, helping migrant members acquire digital literacy, entrepreneurial skills, or creative abilities tailored to their interests and career aspirations.

Personal development and integration are also central to these efforts. “We work closely with migrant women, particularly mothers, to help them build confidence and navigate the challenges of balancing work and family responsibilities,” noted a mentor. This holistic approach ensures that mentorship goes beyond professional growth, addressing migrants' broader needs for inclusion and community support. Respondents emphasized the importance of mentorship as a tool for fostering empowerment and independence, creating pathways for migrants to thrive both within and beyond the CWCS environment. These programs not only equip migrants with practical skills but also help integrate them into a supportive and inclusive community.

The CWCS respondents shared positive views on the benefits and opportunities of collaborating with migrant members, emphasizing the impact migrants have on their communities. They highlighted that migrants bring unique perspectives, enriching the environment of co-working spaces and fostering a deeper sense of inclusivity. One respondent noted, “Migrants bring another kind of resilience to the community, teaching us about perseverance.” This resilience, coupled with diverse life experiences, was seen as a strength that enhances the collective mindset of CWCS members. Respondents also valued the cultural diversity migrants contribute, which promotes cultural awareness, empathy, and openness among all members.

“Working with migrants has made our space more inclusive and kind, opening us up to different people” explained another manager. This inclusivity extends beyond the immediate workspace, creating ripple effects in the broader community by fostering understanding. Respondents believed that engaging with migrant members helps build communities that are more adaptive and considerate, better reflecting the multicultural realities of modern societies.

Despite these benefits, respondents also acknowledged the challenges that come with such collaborations. Language barriers, differing cultural expectations, and financial constraints were common hurdles. As one manager shared, “It takes time and effort to break down these barriers, but the rewards of having a stronger, vibrant, and culturally aware community are worth it.” To address these challenges, CWCS respondents emphasized the need for tailored support such as language classes, cultural exchange events, and financial assistance programs. These measures not only help migrants integrate but also create a more welcoming and effective collaborative environment.





The CWCS respondents reported active collaboration with NGOs and other relevant stakeholders in the field of migrant inclusion, emphasizing the importance of such partnerships for knowledge exchange, networking, and the successful implementation of initiatives. These collaborations are seen as critical for providing the resources and support necessary to address the unique challenges faced by migrant members. One respondent explained, “We work closely with local NGOs to exchange knowledge and good practices. They help us better understand the needs of migrants and how we can adapt our services to support them effectively.” Partnerships with social and employment services have also allowed CWCS to provide tailored mentorship programs, training workshops, and employment opportunities for migrant members.

Respondents noted that these collaborations often extend to the organization of events and cultural activities, creating spaces where migrants and local communities can interact and build mutual understanding. As one manager shared, “Through joint events with NGOs, we’ve been able to foster not just professional growth but also cultural exchange, which is crucial for integration.”

For mentorship programs, NGOs provide vital expertise and resources, allowing CWCS to deliver comprehensive support. “We rely on the expertise of NGOs to connect us with experienced mentors who can guide migrant members in areas like business development, language learning, and personal growth,” said another respondent. While most respondents have established such collaborations, a few noted that they are still in the process of identifying relevant stakeholders. They expressed interest in expanding their network to include organizations that specialize in specific areas, such as legal assistance, mental health support, or refugee advocacy.

### **3. Reflection and strategic considerations**

The CWCS respondents recognized the RES-MOVE project as a valuable and viable partner in supporting the inclusion of people from migrant communities within their membership pool. They expressed optimism about the potential for collaboration, emphasizing that the project could help them enhance their efforts through connections, shared knowledge, and innovative practices. Respondents highlighted the importance of establishing connections with similar initiatives across regions to exchange knowledge and resources. “RES-MOVE can help us connect with other organizations that have experience in migrant inclusion, enabling us to learn from their successes and challenges,” noted one participant. This networking could provide insights into strategies for creating more inclusive and culturally sensitive environments within CWCS.

Another key area identified was the exchange of good practices and tailored approaches for migrant inclusion. Respondents believed that RES-MOVE could serve as a platform to share tested methods for mentoring, integrating, and engaging migrant members effectively. “We are always looking for new ways to adapt our services. RES-MOVE can show us what has worked in other contexts,” one manager shared. Additionally, respondents expressed interest in exploring other models of co-working spaces that have successfully implemented migrant inclusion strategies. Learning about diverse approaches could inspire them to innovate and improve their own spaces. “Seeing how other coworking spaces operate, particularly those with strong migrant engagement, would give us ideas on how to expand our offerings and make our space more accessible,” remarked another.



Overall, respondents viewed RES-MOVE as an opportunity to strengthen their existing practices while building a network of like-minded organizations committed to inclusion. They believe the project can offer practical support, foster collaboration, and provide inspiration for creating a more inclusive and empowering environment for migrants in CWCS.

Co-working and collaborative spaces in Cyprus have implemented several practices aimed at creating inclusive and safe environments for migrants and marginalized groups. These efforts include offering workshops and training tailored to migrants' needs, such as language learning, vocational skills, and entrepreneurial guidance, as well as mentorship programs designed to empower and integrate members from diverse backgrounds. Spaces like Hub Nicosia have also taken steps to foster a sense of community, using cultural events and networking opportunities to break down barriers and promote inclusivity. While these practices are impactful, there is room for improvement. For example, many CWCS could further reduce financial barriers by introducing subsidized memberships or scholarships for migrants facing economic hardship. Expanding childcare facilities would also make these spaces more accessible to migrant mothers, a significant portion of the target group. Incorporating culturally sensitive design elements and ensuring multilingual support would help create an even more welcoming atmosphere.

Additionally, creating partnerships with local NGOs and EU-level organizations can provide CWCS with greater resources and expertise, enabling them to enhance their services and address gaps. Implementing data-driven approaches to track the impact of these initiatives could also help refine strategies and demonstrate success. These practices are not unique to Cyprus and have significant potential to be adopted by other countries. Inclusive practices such as tailored workshops, mentorship programs, and community-building events align with universal principles of integration and inclusion. However, their success depends on adapting them to local contexts and the specific needs of migrant populations.

From a local perspective, one challenge lies in limited resources and funding to sustain these initiatives. Additionally, societal attitudes toward migrants and cultural differences can create barriers to effective inclusion. At the EU level, the lack of a unified policy framework for integrating migrants into co-working spaces means that practices may vary significantly between countries. Bureaucratic hurdles and differing legal statuses for migrants further complicate these efforts.

Based on fieldwork insights, the recognition of migrants' skills and knowledge within CWCS can be improved by creating structured frameworks that assess, validate, and integrate these capabilities into meaningful opportunities. CWCS can serve as a bridge, enabling migrants to translate their skills into projects, employment, or entrepreneurial endeavors while fostering inclusivity in line with the goals of pilot actions.

To enhance recognition, CWCS could collaborate with NGOs and employment agencies to identify and align migrants' skills with opportunities in the local job market; work with educational institutions and local governments to help migrants obtain recognition for qualifications earned abroad; organize events, exhibitions, or networking sessions where migrants can present their skills, products, or projects, thereby building confidence and visibility.



Mentorship and targeted workshops can help migrants refine their business ideas or professional skills, providing guidance on project planning, market analysis, digital tools, and financial literacy. This tailored support would enable them to better navigate entrepreneurial and professional pathways.

The RES-MOVE project can help migrants by: offering grants, tools, and workspaces to help them implement projects; connecting migrants with professionals, mentors, and organizations that can support their growth; focusing on emerging job markets (e.g., digital skills, green industries) to enhance employability. These efforts align with existing EU policies, such as the European Skills Agenda and Action Plan on Integration and Inclusion 2021-2027, which emphasize the recognition of migrants' skills and lifelong learning. However, these policies could be improved by simplifying the validation of foreign qualifications and increasing funding for community-level initiatives like CWCS.

Challenges include language barriers, legal restrictions on work, and social stigma that hinders the integration of migrants into professional networks. At the EU level, greater emphasis on streamlining cross-border skill recognition and expanding funding for grassroots inclusion programs is essential. By addressing these barriers, CWCS and related projects can empower migrants to realize their potential, contribute to society, and achieve economic independence.

The responses gathered suggest that existing mentorship programs and training offered by CWCS provide valuable support but often fall short in ensuring full inclusiveness for migrants and other marginalized groups. While many CWCS offer workshops, training sessions, and mentorship, there are gaps in tailored support, accessibility, and outreach that hinder these programs from fully addressing the unique needs of these populations.

Many programs are not fully adapted to address language barriers or the cultural contexts of migrants. Offering multilingual mentorship and culturally sensitive training could bridge this gap. Migrant women, particularly mothers, highlighted the need for on-site childcare, which would enable them to participate more actively in training and networking opportunities. High fees for some programs and services act as a barrier for migrants with limited financial resources. Fee waivers or subsidized memberships could enhance accessibility. While mentorship is offered, it often lacks personalization. Migrants need tailored support aligned with their skills, goals, and challenges, including guidance on navigating local job markets or launching businesses.

CWCS could expand their inclusivity by developing mentorship and training specifically for migrant entrepreneurs, focusing on areas such as legal compliance, financial literacy, and digital marketing; collaborating with organizations that specialize in migrant inclusion to design programs that address structural barriers; including successful migrants as mentors or facilitators, providing relatable role models and fostering trust within the community.

To ensure equal opportunities, CWCS should implement regular sessions to connect migrants with professionals, employers, and potential collaborators; opportunities for migrants to present their projects or ideas to potential investors, stakeholders, or partners; events where migrants can demonstrate their talents, such as exhibitions, cultural fairs, or entrepreneurial showcases; small, diverse groups where members exchange knowledge and experiences, fostering collaboration and mutual learning. These collaborations can provide migrants with better access to resources, job opportunities, and networks, while also enhancing the CWCS ecosystem by integrating diverse perspectives and expertise. In Cyprus, multi-stakeholder groups focusing on migrant support, such as Hub Nicosia (a CWCS), have already partnered with local NGOs, educational institutions, and



community organizations to promote inclusion through workshops, mentorship programs, and cultural events.

The RES-MOVE project can act as a bridge to foster collaboration between CWCS and other stakeholders by bringing together CWCS, NGOs, companies, and authorities to share insights, build partnerships, and develop joint initiatives for migrant inclusion; creating a digital hub where stakeholders can exchange best practices, tools, and resources for supporting migrants in CWCS; assisting CWCS and their partners in identifying and applying for EU funding opportunities to support inclusive programs; highlighting examples of successful collaborations in Cyprus and other territories to inspire further multi-stakeholder initiatives.

## 4. References

European Commission. (2023). *Country factsheet: Integration policies – Cyprus*. Brussels: European Web Site on Integration (EWSI). Retrived from <https://ec.europa.eu/migrant-integration/>

UNHCR Cyprus. (2023). *Cyprus Operational Update – Refugees and Asylum Seekers*. Retrieved from <https://www.unhcr.org/cy/>

Statistical Service of Cyprus (CYSTAT). (2023). *Population and Labour Force Statistics*. Retrieved from <https://www.cystat.gov.cy/>