



Famagusta District Intercultural Network's Draft Action Plan on Social Integration and Inclusion for 2023-2025

December 2022

Table of Contents

1. Introduction.....	2
2. Building Structures for Intercultural Integration in Cyprus	3
2.1 About the Project.....	3
2.2 Objectives of the Project:	3
2.3 Project Activities:	4
3. Who we are:	4
4. ICC Index Introduction and Results for the District of Famagusta	4
4.1 Introduction:.....	4
4.2 ICC Index Results for the District of Famagusta:	5
5. Famagusta District Network Action Plan on Social Integration and Inclusion for 2023-2025:	5
A. Commitment:.....	6
B. Education:.....	6
C. Language:	7
D. Anti-discrimination:	7
E. Participation:	8



Co-funded
by the European Union



Co-funded and implemented
by the Council of Europe

1. Introduction

The main scope of this **Action Plan** which was supported by the joint European Union and Council of Europe project “**Building structures for intercultural integration in Cyprus**”,¹ is to understand, assess and propose actions regarding the state of integration policies and levels of community cohesion/social integration in Cyprus. The Action Plan, which is mainly based on the results derived from the [Intercultural Cities Index Analysis for the Famagusta District](#) as well as relevant discussions within the Famagusta District Network and experts from the Council of Europe (CoE) raises current issues and challenges that characterise the daily practices and highlights areas that need to be further discussed and acted upon. It is blended with the views and thoughts of four main groups of participants (i) professionals from the governmental sector, ministries and state agencies, (ii) local authorities, (iii) NGO’s who work on a wide spectrum of migration and integration issues and (iv) from experts who have experience in the notion of what intercultural cities. The Action Plan aims to underline the responsibilities and relationships between the interested parties and propose relevant governmental procedures interlinked with social integration.

The Action Plan for the District of Famagusta is a response to tackle the challenges which are faced due to increased migration. Successful integration policies will also create a milestone for the establishment of a well-functioning intercultural society.

¹ The “Building structures for intercultural integration in Cyprus” project is being carried out with funding from the European Union, via its Structural Reform Support Programme, and in co-operation with the European Commission’s DG for Structural Reform Support. The views expressed herein can in no way be taken to reflect the official opinion of the European Union or the Council of Europe.

2. Building Structures for Intercultural Integration in Cyprus

2.1 About the Project

Intercultural Cities (ICC) is a Capacity Building Program running at the Council of Europe since 2008. The programme supports local authorities to design and implement inclusive integration policies.

"**Building structures for intercultural integration in Cyprus**" is being implemented through the Intercultural Cities Programme and the European Commission's Directorate General for Structural Reform Support (DG Reform), in partnership with the Civil Registry and Migration Department of the Ministry of Interior of the Republic of Cyprus.

CODECA and CARDET, are regional co-ordinators for the Districts of Nicosia and Famagusta. The main aim of the Project is the creation of five Regional Intercultural Networks in the districts of Nicosia, Limassol, Paphos, Larnaka and Famagusta.

This will aid in the support of:

- The implementation of a **National Action Plan** for the Integration of Foreign-born Nationals in Cyprus (2020 –2022).
- The **Empowerment** of Local Authorities, Public and Private Stakeholders, NGOs, and Migrant Organisations to be part of the policy development and implementation process.
- The utilisation of conceptual, analytical, and political tools created by the Intercultural Cities to address the challenges of integration of foreign-born citizens in relation to building trust, fostering community cohesion, and managing diversity as a resource.

2.2 Objectives of the Project:

The main objectives of the program are to:

- **Attain** the support of Local Authorities and other Stakeholders for the design and implementation of inclusive migrant integration policies.
- **Promote** the 'Intercultural Integration Policy Model' of the Council of Europe which focuses on enabling communities, organisations, and businesses to manage the diversity of people in a way which ensures the equal value of all identities, cohesion, and competitive advantage.
- **Indicate** an all-rounded strategic engagement to develop institutional capacity ensuring equal rights and opportunities for all, promoting positive intercultural mixing and interaction, and encouraging participation and power-sharing.

The model ensures to aid authorities to achieve inclusion, equality, and prosperity by unlocking the potential of diverse societies while minimizing the risks related to human mobility and cultural diversity.

2.3 Project Activities:

The Project Activities include but are not limited to the following:

- Conducting an overview and assessment of integration policies and community cohesion/social integration in each region.
- Developing an Intercultural Strategy outlining the vision, goals and actions of the Famagusta District Network and the local authorities.
- The development of a methodological tool for monitoring regional integration activity and a prototype tool for monitoring social cohesion/social integration on a regional and national level.
- Design of a multi-level coordination mechanism on integration policies for the Republic of Cyprus.

3. Who we are:

[CARDET \(Center for the Advancement of Research & Development in Educational Technology\)](#) is the lead coordinator [for the Famagusta Regional Intercultural Network](#). CARDET is an independent, non-profit, non-governmental, research and development organization based in Cyprus, with partners around the world. CARDET is one of the leading institutions in the Euro-Mediterranean region for research and development. Our team strives to offer the highest quality services to benefit society. We collaborate with local and international organizations, public and private bodies, and across diverse disciplines in designing solutions for local and global challenges.

CARDET has collaborated with organizations, governments, international agencies, and corporations in Asia, Europe, and the USA. The CARDET team has successfully completed more than 200 projects in more than 40 countries, reaching out to more than a million people. Several of our projects were supported by the European Commission, The Commonwealth of Learning, the United Nations Development Program, USAID, EuropeAid, Microsoft, Google, and governments around the world.

4. ICC Index Introduction and Results for the District of Famagusta

4.1 Introduction:

[Intercultural Cities](#) is a Council of Europe flagship programme. It seeks to explore the potential of an intercultural approach to integration in communities with culturally diverse populations. The cities participating in the programme are reviewing their governance, policies, discourse and practices from an intercultural point of view.

In the past, this review has taken the form of narrative reports and city profiles – a form which was rich in content and detail. However, narrative reports alone were relatively weak as tools to monitor and communicate progress. Thus, an “Intercultural Cities Index” has been designed as a benchmarking tool for the cities taking part in the programme as well as for future participants.

As cities embrace the intercultural approach, 161 cities embraced the ICC programme and approach, and 123 (including Famagusta District) have analysed their intercultural policies using the Intercultural Cities Index. Among these cities, 30 cities (including Famagusta District) have less than 100,000 inhabitants and 37 (including Famagusta District) have less than 10% of foreign-born residents

[The ICC index, presents the results of the Intercultural Cities Index analysis for Famagusta District, Cyprus, in 2022](#), and provides related intercultural policy conclusions and recommendations.

4.2 ICC Index Results for the District of Famagusta:

The ICC Index is a tool for the District Coordinators and the Network to start a dialogue on what actual intercultural integration entails within the local government, to convey the importance of cooperating horizontally amongst the numerous services and departments that help to fulfil the intercultural goal and to determine "best practices" from other Intercultural Cities, take note of them, and suggest comparable initiatives that the District of Famagusta might want to adopt.

The Intercultural Cities Index Analysis is based on a questionnaire comprising of 86 questions (73 of which were mandatory), grouped in 12 indicators with three distinct types of data. For each indicator, the participating cities (*in this case District of Famagusta*) can reach up to 100 points.

A set of standards for measuring intercultural integration is included in the intercultural Cities Index (ICC Index). The Index also compares the results of the city to a sample of cities with a comparable population density. The Index's data are used to calculate the average scores and city samples.

The District of Famagusta scored **13/100 points**, which demonstrates that municipal authorities there are just getting started with the creation of their intercultural integration plans.

5. Famagusta District Network Action Plan on Social Integration and Inclusion for 2023-2025:

The Action Plan outlines a series of recommendations and actions to bring actors from all levels together in a common effort to achieve integration and inclusion, and ultimately to build a more cohesive and inclusive society. These actors come from the private and public sectors, NGO's, Civil Society Organizations, and Grass Root Organizations. Inclusion in a society also entails making sure that all of its members, including people who were not born there, can benefit from all of its laws.

The table below lists many of Famagusta's strengths and selected areas where there could be interesting mutual learning to be gained together with other cities. The

suggested activities were generated from talks and meetings with the Network in the past, from encounters with specialists from the Council of Europe, and from CARDET.

A. Commitment:

For the indicator of **COMMITMENT**, Famagusta District achieved a rate of 5%, which is considerably lower than the city sample's achievement rate of 68%. According to this result, Famagusta District is just starting its intercultural journey.

Suggestions:

- Engaging local authorities' stakeholders who will support and promote integration goals on a long-term basis and who are not currently members of the Famagusta District Network.
- Local authorities and stakeholders who are current members of the Famagusta District Network to sign a Letter of Support
- More regular meetings to keep the interaction within the project

Recommended actions:

- Encourage the communication with more local stakeholders
- Be more present and disseminate the ICC project
- Organize events through the municipalities and some social event for networking
- Identify a key person within the Famagusta district which will be the key person to organize the communication and keep the commitment of the stakeholders active

B. Education:

For the indicator of **EDUCATION**, Famagusta District achieved a rate of 40%, which is considerably lower than the city sample's achievement rate of 69%. The district already provides a number of programmes in the field intercultural education, but this might be further developed.

Suggestions:

- Provide more training to the stakeholders
- Intercultural training to our stakeholders and possible adopt it to their practices
- Establish a system for aiding and guiding migrants on the application procedure for their everyday life (school, work and language)

Recommended actions:

- Provide the necessary authorities with a plan for objectives, quality control measures, and monitoring procedures for people with migrant background academic progress.
- Involve public and private schools within an intercultural training and also provide training to our stakeholders

The municipalities in the Famagusta District may think about enhancing their existing ties with regional and national educational institutions as well as local schools in order to broaden the multicultural education offer and address the lack of formal education expertise. They could also use additional EU, domestic, and foreign funding to do this.

C. Language:

In the indicator of **LANGUAGE**, Famagusta achieved a rate of 4%, which is considerably lower than the city sample's achievement rate of 45%. The region's initiatives should be a basis for further promotion of multilingualism.

Suggestions:

- Provide and continuation of the Greek and English language courses to help migrant gain a strong foundation in both languages and be able to connect with peers and on a local level.

Recommended actions:

- Provide language lesson services in collaboration with other NGOs and the Municipalities.

D. Anti-discrimination:

In the indicator of ANTI-DISCRIMINATION, Famagusta District's rate of achievement in the field of anti-discrimination is 13%, out of city sample of 67%. This score shows that certain actions on diversity and anti-racism could be a basis for further antidiscrimination actions.

Suggestions:

- With the help of the intercultural expert Dani De Torres to run the anti-rumours training that can help the public and private sectors stakeholders

Recommended actions:

- With the collaboration of the Municipalities we can gather our stakeholders and start new collaboration with a college or private school / universities to run the anti-rumours training

E. Participation:

In the indicator **PARTICIPATION**, Famagusta's rate of achievement in the field of participation is 0% and the city sample 44%. More efforts on increasing participation will make Famagusta a more intercultural region.

Suggestions:

- Engage more the participants and stakeholders
- Define and specify responsibilities for those who provide social and material help.
- Create regional information centres to direct recipients of benefits toward whatever services they may require.
- Create cultural community places to foster contact between various social groups, immigrant populations, and the local young.
- Create a viber group or WhatsApp group to keep the communication with the stakeholders and participants ongoing.

Recommended actions:

- Create a webpage for the Famagusta network with all the necessary information
- Create a viber group or WhatsApp group to keep the communication with the stakeholders and participants
- Provide all the necessary information and document for the participation
- Key person, to communicate regularly with the network to keep the engagement alive.