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Report on the implementation of the five regional intercultural network action plans in Cyprus

Contents

Background	3
Introduction	4
Overview of results on intercultural integration activities in the five districts (2024).....	5
Analysis by intercultural theme	6
Commitment	6
Education	7
Public services.....	8
Business and labour market.....	8
Cultural and social life	9
Public space.....	9
Mediation.....	9
Languages	10
Media and communication	11
International outlook	12
Intercultural competence.....	12
Welcoming newcomers.....	13
Anti-discrimination.....	13
Participation	14
Main challenges, lessons learned and recommendations	15

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Background

From 2021 to 2024, the Council of Europe’s Intercultural Inclusion Unit and the European Commission’s Directorate General for Structural Reform Support, in partnership with the Migration Department of the Deputy Ministry for Migration and International Protection of the Republic of Cyprus, implemented two projects aimed at [strengthening intercultural integration structures and policies in Cyprus](#).¹

During the implementation of the first project, Regional Intercultural Networks were established in [Famagusta](#), [Larnaca](#), [Limassol](#), [Nicosia](#) and [Paphos](#) districts, following a mapping of integration stakeholders in each region. Each regional network prepared its own terms of reference and completed the Intercultural Cities Index in April 2022. Following the recommendations in their [Intercultural Index Analysis Report](#) each network prepared and adopted an intercultural action plan or strategy for their district:

[Famagusta District Action Plan on Social Integration and Inclusion for 2023-2025](#)

[Larnaca District Strategy for Intercultural Integration](#)

[Limassol District Intercultural Strategy 2023-2025](#)

[Nicosia District Intercultural Network action plan for social integration and inclusion](#)

[Action plan for inclusion and diversity in Paphos District \(2023-2025\)](#)

In May 2023, and again in November 2024, at the end of each project, the network coordinators used the tool developed under the project to monitor integration activities from their district action plans/strategies. This report is a comparative analysis of the results.

¹ “Building structures for intercultural integration in Cyprus” and “Enhancing structures and policies for intercultural integration in Cyprus” co-funded by the European Union via the Technical Support Instrument, and implemented by the Council of Europe, in cooperation with the European Commission.

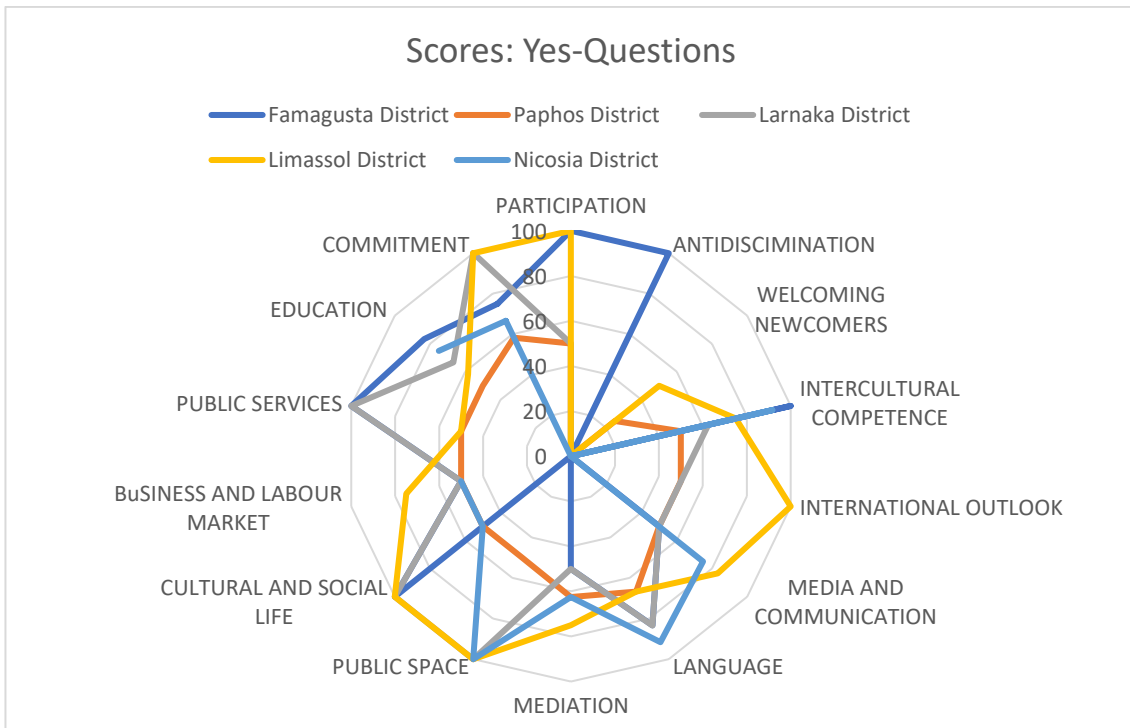
Introduction

With the increase in European immigration, the importance of promoting intercultural integration within local communities cannot be overstated. Intercultural activities that bring together people from different cultural backgrounds to share experiences, traditions and perspectives play a key role in this process. At the local level, these activities help to build mutual understanding, reduce prejudice and create a sense of belonging among community members. They encourage the celebration of diversity while promoting inclusiveness and respect, laying the foundations for a harmonious and united community.

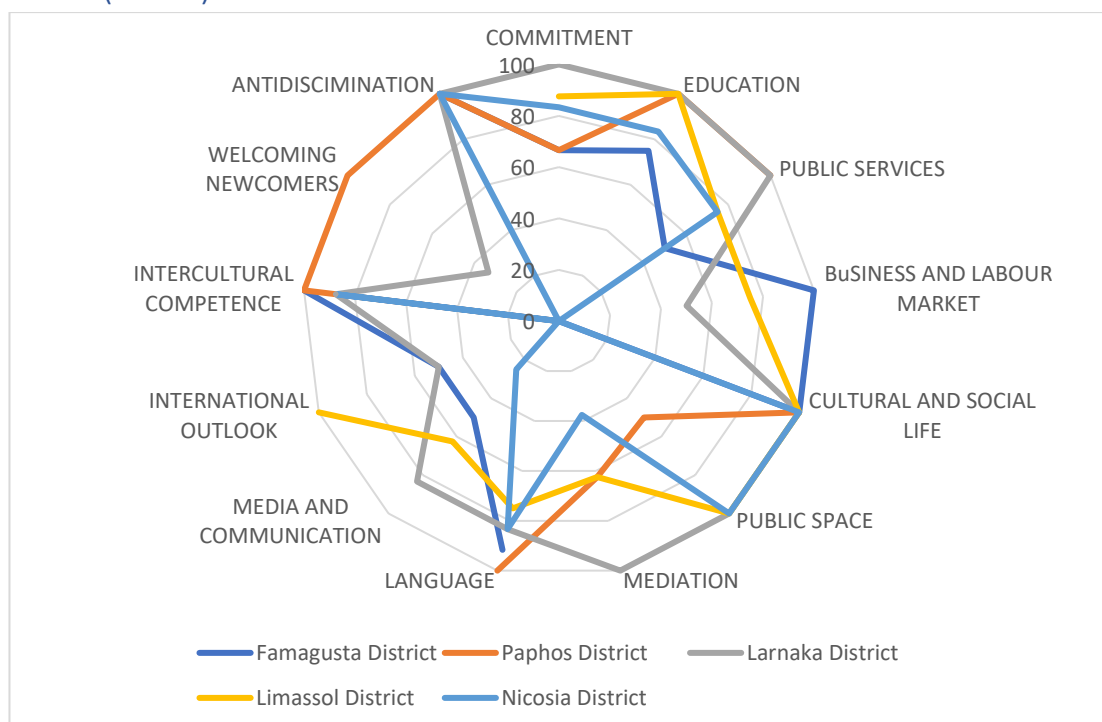
Moreover, the benefits of intercultural engagement extend far beyond local boundaries, contributing significantly to a national inclusive society. Countries enriched by a variety of cultures benefit from increased social capital, economic growth and innovative problem solving. Intercultural activities at the local level serve as microcosms of the broader national context, where the lessons of cooperation and mutual respect can inform policies and practices that strengthen national unity. By investing in these grassroots initiatives, Cyprus can cultivate a more resilient, inclusive and dynamic society that thrives on its diversity.

Equally important is the need to monitor and evaluate intercultural integration activities. Monitoring ensures accountability, tracks progress, and identifies areas for improvement, allowing for the refinement of strategies over time. It provides critical insights into what works and what does not, helping policymakers and stakeholders allocate resources more effectively. By systematically assessing these initiatives, communities can celebrate successes, address challenges, and ensure sustainability. Monitoring also facilitates the sharing of best practices across regions, amplifying the impact of local efforts on a national and international scale.

Overview of results on intercultural integration activities in the five districts (2023)



Overview of results on intercultural integration activities in the five districts (2024)



Analysis by intercultural theme

Commitment

The area of commitment within the action plans focuses on three key objectives: the adoption of public statements by municipalities on intercultural integration, the allocation of public funds for intercultural activities, and support for municipalities in preparing requests for EU funding.

In 2023, four of the five districts had either drafted or were in the process of drafting a public statement on intercultural integration. However, Nicosia had not yet started this process. In Famagusta, Deryneia Municipality and Famagusta Avenue Garage had already agreed to or signed the statement, reflecting some momentum despite the district being in the drafting phase. Similarly, Paphos was also drafting its statement, with Pegeia, Geroskipou, and Paphos municipalities having received initial drafts. By 2024, progress was evident, with Paphos finalising its statement and publishing it on the network coordinator's website. This statement was translated into English, French, and Arabic, highlighting an effort to ensure accessibility to a broader audience. Larnaca has completed a statement on intercultural integration in 2023 and the municipalities of Larnaca, Athienou and Aradippou have agreed or signed the statement. Limassol has also finalised a statement and Agios Athanasios, Mesa Geitonia, Germasogeia, Kato Polemidia, Ipsonas have approved or signed it. However, there remains a lack of translated versions of these statements in most districts, which could limit their reach and impact.

The allocation of public funds for intercultural activities is another important indicator of commitment. By 2023, the majority of districts - Nicosia, Larnaca and Limassol - had started to allocate public funds for intercultural activities, reflecting their commitment to promoting inclusion. Famagusta had not allocated any public funds, although there were plans to do so in the future. This status remained unchanged in 2024. Similarly, Paphos had not allocated any public funds for intercultural activities in either 2023 or 2024, suggesting a need for greater financial commitment to diversity initiatives.

Another important aspect of the commitment is to assist municipalities in securing EU funding for intercultural programmes. In 2023, four out of five districts expressed interest in receiving support from the network in preparing applications for EU funding, with Limassol planning to engage in such efforts in the future. By 2024, this interest has grown and significant progress has been made in identifying relevant EU programmes in Famagusta, Paphos, Limassol and Nicosia. Both Famagusta and Nicosia have started drafting applications by 2024, which was an encouraging step forward. However, none of the districts have submitted their applications by the end of 2023 or 2024, indicating that while interest and initial efforts are there, more support is needed to move the application process forward to completion.

Education

Education plays a crucial role in enhancing intercultural inclusion and understanding, especially in districts with diverse migrant populations. The survey focused on two main objectives within the education sector from the district action plans: raising awareness of diversity and intercultural competences and advocating for local teachers and parents to assist migrant families in adapting to Cypriot schools. While progress was made in 2023 and in 2024 in identifying interested schools, teachers, associations, and youth groups in most districts, there was a delay in organising the necessary training or activities. In 2023, with the exception of Paphos, all districts had either completed or were in the process of completing the identification process but had not moved forward with arranging activities. By 2024, progress was more tangible in certain areas. Both Paphos and Larnaca districts had already organised activities, while Nicosia was still in the process of planning training sessions. Meanwhile, Famagusta and Limassol have yet to arrange any such initiatives. Notably, in Nicosia, a training session is scheduled to take place during the second meeting of the district's intercultural network, with the Pedagogical Institute of the Ministry of Education leading a session on appropriate language use.

Larnaca has shown significant progress in 2024, implementing an intercultural model to improve the integration of migrant pupils in local schools. This includes transitional classes offering 14 hours of Greek per week, as well as shorter classes with 5 hours weekly aimed at improving language proficiency. For the 2022–2023 school year, the Minister of Education recognised the need for improved induction processes for non-Greek-speaking children, introducing measures to foster better school-family interaction and closer monitoring of language use. Larnaca's schools have responded with 52 transitional classes at A1 level, 44 at A2 level, 24 for Greek as a second language, 28 for unaccompanied minors, and 12 intensive Greek language classes at A1 and A2 levels in lyceums. Additional Greek lessons have been organised in schools with high concentrations of non-Greek speakers, reflecting the district's commitment to addressing linguistic barriers.

Paphos has also taken significant steps in enhancing inclusion. In 2024, a variety of creative and intercultural activities were organised, demonstrating a holistic approach to promoting integration. These included an Anti-rumours training session with 21 participants from diverse backgrounds, and a pilot project to develop future intercultural ambassadors, with 8 participants acting as liaisons between their communities and the municipality. Paphos also hosted four multilingual cafés in a friendly and informal environment, attracting around 80 participants, as well as a creative workshop for personal development through storytelling, attended by 8 young mothers. Additional initiatives included the creation of a digital one-page welcome guide, a roadmap for newcomers, and an online calendar featuring city-related actions, events, and language courses, translated into English, French, Arabic, and Chinese. Other hands-on activities included museum tours guided by translators in Arabic, French, and Chinese, pottery workshops introducing local culture, and an Easter puppet workshop for young students.

The data also highlights the development of mentorship programmes and intercultural ambassador roles in schools, designed to assist migrant families with admission processes and

integration into school life. In 2023, only the Famagusta District had initiated the creation of such programmes, with the other districts yet to start. By 2024, Famagusta was still in progress, while Larnaca reported having completed its mentorship and intercultural ambassador programmes to support migrant families.

Public services

The provision of accessible information to migrants on how to access public services is a critical aspect of fostering inclusion and supporting integration. The action plans highlight the importance of strategic communication, translation efforts, and tailored dissemination methods to ensure that migrants can effectively navigate public services.

In 2023, the districts of Famagusta and Larnaca stood out for their efforts in providing information to migrants. Famagusta primarily used social media as a dissemination tool, using its wide reach to connect with migrant communities. Meanwhile, Larnaca employed a more comprehensive approach by organising public events, issuing press releases, and translating key materials into English and Greek. These efforts ensured that non-Greek-speaking migrants had greater access to critical information. By 2024, Larnaca has further advanced its support by developing the “Leaflet for Applicants for International Protection,” a practical resource designed to guide migrants through public service processes. These initiatives highlight a strong commitment to breaking down barriers for migrant communities and fostering integration.

The districts of Paphos, Limassol, and Nicosia demonstrated limited activity in 2023, with little to no initiatives implemented to address the information gap. However, by 2024, signs of improvement were evident. Limassol and Nicosia began assisting municipalities and communities in their efforts to disseminate information, while Paphos completed its efforts by using municipal services and social media as communication channels. Additionally, Paphos and Limassol have made progress in translating materials into multiple languages. Paphos has translated key documents into English, French, and Arabic, while Limassol has completed translations into English. Unfortunately, no progress has been made with translations in Nicosia, which limits access for non-Greek-speaking migrants to information in this district.

Business and labour market

Collaboration between local labour offices and municipalities is essential to create job opportunities, provide career guidance, and support the professional integration of migrant communities. In 2023, the districts of Famagusta, Paphos, Larnaca, and Nicosia had yet to establish formal contact with local labour offices. While these districts demonstrated an intention to address the issue, no tangible steps were taken during the year to initiate cooperation or develop employment-related initiatives for migrants. In contrast, Limassol emerged as the only district to have taken initial steps, reporting ongoing efforts to connect with labour offices and work toward identifying job opportunities for migrants and refugees.

By 2024, Famagusta has made notable progress, reporting active contact with a local labour office. The district is now focused on disseminating job-related information to migrants and refugees, signalling a shift from intention to action. Limassol, while still in the process of collaboration, has clarified its approach by prioritising specific recruitment activities tailored to the needs of migrants. However, there is no reported progress for Paphos, Larnaca, or Nicosia in 2024.

Cultural and social life

In terms of cultural and social life, the action plans focused mainly on the organisation of specific public events to encourage meaningful intercultural mixing. By creating opportunities for meaningful interactions, public events can celebrate cultural diversity, build lasting connections, and ensure active participation. The data of 2023 indicates that the districts of Famagusta, Larnaca and Limassol had all demonstrated proactive efforts in organising events that promote intercultural interaction. In contrast, Paphos and Nicosia had yet to initiate such intercultural events, indicating a slower pace in fostering cultural engagement.

By 2024, however, there was a notable shift. The data reveals that all districts, including Paphos and Nicosia, had organised events to encourage intercultural interactions. These events range from participating in established local festivals (e.g. the Strawberry festival in Famagusta) to organising new events such as intercultural walks (e.g. in Nicosia and Larnaca) to attract diverse participation and interaction.

Public space

The regional action plans highlighted the importance of the use of public spaces for activities involving migrants and refugees. Public spaces, such as squares and parks, provide accessible venues for hosting intercultural activities, creating opportunities for meaningful interaction between migrants and locals. In 2023 Famagusta and Paphos districts reported no significant use of public spaces for activities involving migrants and refugees, though there were indications of potential future initiatives in Paphos. Limassol, Larnaca and Nicosia demonstrated positive engagement, utilising public spaces to host events that encouraged cultural interaction and promoted integration. Across all active districts, squares and parks emerged as the most commonly used venues for cultural events, serving as central hubs for interaction. The 2024 data reflect a largely unchanged situation. While the districts of Limassol, Larnaca and Nicosia maintained their levels of engagement, Famagusta moved from 'no' activity to 'not yet', signalling some potential for future initiatives. However, the districts provided more examples of the specific events that took place.

Mediation

The responses received in 2023 and 2024 also provide an insight into the status of mediation interpreters in the different districts of Cyprus. In 2023, the districts of Paphos, Limassol and

Nicosia had identified a clear need for mediation interpreters. Limassol had identified paid interpreters focusing on African languages, Arabic, English, and Russian. This demonstrates an effort to cater for the linguistic diversity of its migrant population. In contrast, Famagusta and Larnaca had not yet taken steps to identify interpreters. Data from 2024 shows only modest progress. No action has been taken to address the need for mediation interpreters in Famagusta. However, Larnaca has made progress in identifying language needs in collaboration with relevant municipalities and communities, demonstrating a growing awareness of the importance of mediation interpreters in promoting effective communication and support for migrants.

Languages

The provision of language courses across Cyprus is a crucial element in fostering integration and enhancing the linguistic proficiency of migrants and refugees. Language learning not only facilitates communication but also enables individuals to access education, employment, and social networks. The action plans explored two main themes: the increase in informal language courses within the districts and the promotion of the visibility and benefits of various languages spoken in these regions.

In 2023, the level of support for informal language courses at the local level varied significantly across districts. Famagusta and Larnaca demonstrated full support for these initiatives, while Paphos had not yet fully implemented such support. By 2024, Paphos had taken steps to finalise this support, marking a positive development. Limassol, which had no support for informal language courses in 2023, showed signs of progress by 2024, shifting its status to "not yet," suggesting potential future implementation. Limassol also noted that the Ministry of Education offers informal language courses in Greek, English, Arabic, and Russian, though these are not part of the district's own initiatives.

In general, the range of languages taught in informal courses remained consistent between 2023 and 2024. In Famagusta and Larnaca, the focus was exclusively on Greek, while Paphos and Nicosia offered both Greek and English, ensuring a broader linguistic foundation for migrants and refugees.

In terms of adaptation to the specific needs of migrants and refugees, there was a noticeable progress between the two years. In 2023, Famagusta, Paphos, and Nicosia networks partially tailored their courses to be inclusive and supportive of these groups, while Larnaca stood out by fully adapting its language programmes. By 2024, all districts reported that their courses were either adapted or maintained to meet the needs of migrants and refugees. Even Limassol, which had not provided information in 2023, indicated that its courses would be adapted for these groups in 2024. This overall improvement reflects a growing recognition of the importance of tailoring educational initiatives to ensure inclusivity and accessibility for migrant and refugee communities.

Participation levels in 2024 indicated positive trends in several districts, building on groundwork laid in previous years (e.g. the "Γεια Χαρά" initiative in Famagusta in 2019). Famagusta showed significant progress, with structured Greek courses conducted over a two-

to-three-month period (September to November). These courses included 30 sessions, each lasting two hours, totalling 60 learning hours. The face-to-face format attracted 15 participants, demonstrating a modest but impactful engagement. In Paphos, participation levels were higher, with 35 students attending courses in 2024. This mirrored the trend from 2023, when 35 students enrolled, and 25 successfully completed the programme. Paphos offered a more extensive schedule, with three classes per week over a six-to-eight-month period, providing more in-depth instruction compared to the shorter courses in Famagusta. This suggests that the longer duration and more frequent sessions in Paphos may contribute to stronger language acquisition outcomes. In Nicosia and Limassol, specific participation data was unavailable, as language courses in these districts are provided externally, mainly by the Ministry of Education.

The promotion of linguistic diversity and the visibility of the benefits of different languages in Cyprus showed varied progress across districts in 2023 and 2024. In 2023, Limassol and Nicosia had demonstrated significant interest and progress in promoting the benefits of multilingualism. Limassol organised events, distributed leaflets, posted on social media, updated its website, and wrote press articles to highlight the advantages of different languages. Similarly, Nicosia focused on social media and engaged schools, youth clubs, and sports clubs in activities to promote language diversity. In contrast, Famagusta, Paphos, and Larnaca districts displayed minimal activity in this area, indicating a need for further initiatives. By 2024, there was clear progress in some districts. Famagusta reported being "in progress," suggesting steps toward future initiatives, yet no specific initiatives reported. Nicosia indicated "not yet". Paphos continued its engagement with social media and local activities and expanded its focus to include Arabic and Chinese alongside Greek and English. Limassol, in particular, stood out in 2024 with activities such as public events, announcements, and school-based initiatives promoting the Chinese language, reflecting a shift toward greater inclusion and visibility of languages. Larnaca also showcased a unique approach, emphasising its multicultural history through city walks where participants shared words from their own languages, such as Arabic, celebrating Cyprus's linguistic diversity over centuries.

Media and communication

According to the 2023 results, in the districts of Famagusta, Paphos, Nicosia and Larnaca, the initiatives to improve the visibility and representation of people with migrant and minority backgrounds in media had not yet started. However, Limassol had taken initial steps in 2023 to address this issue. Local media outlets in Limassol began to create space on their websites and portals in English and Russian, marking the beginning of their efforts to reach migrant communities. In 2024, this process continued, with local newspapers such as "Lemesos" publishing editions in English and Russian, and frequently featuring migrant success stories. Larnaca made some progress in 2024, having worked with municipalities and partners to improve the visibility of its diverse population. They indicated plans to incorporate a course focusing on intercultural competence and ethical migrant reporting during their upcoming network meetings. Nicosia also began addressing the issue, with plans for the second

intercultural network meeting to include media and communication training focused on the use of appropriate language regarding migrants.

The 2023 results also highlights varying levels of support for migrant journalists and the distribution of local news in other languages. In Famagusta, Paphos, and Larnaca, no municipalities or partners had yet shown interest in supporting writers and journalists from migrant backgrounds or in distributing local news in other languages. In contrast, Limassol had identified partners to support these initiatives, with local media showing a clear interest in helping migrant journalists and disseminating news in multiple languages. Nicosia had not identified any partners in this area.

By 2024, there was little change across the districts, except for Larnaca. The district identified partners interested in supporting migrant journalists/writers and distributing local news in other languages. The district specified that the press offices of each municipality will participate in the network meeting, which will include a course focusing on intercultural competence and ethical reporting on migrants.

The surveys also explored intercultural activities related to official twinning between municipalities or communities. In 2023 the districts of Famagusta, Paphos, Larnaca and Limassol had not yet organised such activities. Nicosia had organised joint events with twinning cities, reflecting their commitment to promoting intercultural understanding and cooperation. By 2024, no district reported any significant change in this regard, as Famagusta, Larnaca, Limassol, and Nicosia all indicated that no intercultural activities related to twinning had taken place yet, suggesting that such initiatives may still be in the planning stages.

[International outlook](#)

The network's activities to help foreign-born communities establish connections with their cities of origin show different levels of commitment in different districts of Cyprus. The data for 2024, when compared to 2023, reflects mixed results, with some improvements but also areas where no progress has been made. Famagusta, Paphos, Larnaca and Nicosia remain inactive in both 2023 and 2024, as they have not included this initiative in their action plans. These districts have not taken any significant steps towards establishing international links or promoting cultural exchange, indicating a need for further engagement with these communities. In 2023, Limassol had identified communities and is actively engaged. The district has organised joint events to facilitate links between foreign-born communities and their cities of origin, reflecting a proactive approach to promoting international relations and cultural exchange. By 2024, Limassol has expanded its efforts to include economic, educational and cultural cooperation.

[Intercultural competence](#)

The action plans also focused on the engagement and progress in assessing intercultural competences across the districts of Cyprus. In 2023, in Limassol, groups interested in receiving training in intercultural competences, such as pupils, students, teachers, police, and municipal employees, have been identified. Additionally, the municipality provided a venue for the training courses. In contrast, the districts of Famagusta and Larnaca identified interested

groups but lacked municipal support in securing a venue for the training. Meanwhile, Nicosia and Paphos had made no progress in 2023, as neither interested groups nor training venues were identified in these districts.

The data reveals mixed progress between 2023 and 2024: Paphos and Nicosia demonstrated improvement by successfully identifying groups interested in intercultural competence training. This marks a significant advancement compared to the inaction reported in 2023. In contrast, Larnaca and Famagusta showed no change from 2023, as they continued to identify interested groups but still lacked municipal support to provide venues for the training sessions. Limassol, however, experienced a decline in activity. Despite its proactive efforts in 2023, the district reported no interested groups or venues for training in 2024, representing a step backwards from its previous progress.

Welcoming newcomers

The results from 2023 reveals that no district in Cyprus had finalised a comprehensive welcome package or guide for newcomers. However, by 2024, two districts made notable progress in this area, marking improvements in the accessibility of information for migrants and refugees. In Paphos, a welcome guide for newcomers has been finalised. This guide was developed with input from municipalities and, importantly, involved consultation with refugees and migrants during its drafting process. The inclusion of this feedback ensures that the guide is not only informative but also inclusive, catering specifically to the needs and interests of the migrant and refugee community. The guide is now available on the district's website and is published in English, Arabic, and French, further enhancing its accessibility. The district of Larnaca also completed a similar guide in 2024. This guide was developed in collaboration with other networks and civil society organisations (CSOs). However, unlike Paphos, migrants and refugees were not yet consulted during the creation of the guide.

Anti-discrimination

The assessment of anti-rumours training efforts in the different districts in Cyprus shows that most of the districts had not yet identified groups interested in attending the training in 2023. Only Famagusta had identified a group interested in attending the anti-rumours training. The district has also secured a venue for the training, which was to be organised by the municipality. However, a trainer had not yet been identified and dates had not yet been agreed. In contrast, Nicosia, Larnaca, Limassol, and Paphos had not identified any groups for training, had not found venues and had not taken any further steps to implement anti-rumours initiatives.

By 2024, there were clear improvement across most of the districts. Famagusta continued its efforts and held a successful anti-rumours workshop on 26 September. The workshop focused on providing practical tools to combat stereotypes and misinformation, with insights from a leading expert in the field. However, despite the workshop Famagusta has yet to develop a comprehensive anti-rumours strategy.

Paphos also made significant progress in 2024, identifying a group for an anti-rumours training and securing a paid venue. The district organised four meetings and formed an anti-rumours strategy team that included foreign-born residents, reflecting an inclusive approach to the training. Social media was also used to promote the anti-rumours initiatives. Members of the intercultural network in Paphos participated in training courses in both 2022 and 2024, resulting in a draft anti-rumours strategy and strengthening the district's commitment to combating stereotypes.

The Larnaca network identified a group for an anti-rumours training in 2024 but has faced challenges in securing a venue or a trainer, indicating limited progress in implementing this training and strategy development.

The Nicosia network made substantial progress in 2024. A group for an anti-rumours training was identified, a venue was secured at the regional coordinator's office (CIP), and a trainer was found. The training is expected to involve approximately 10 representatives from both governmental and non-governmental organisations. In addition, Nicosia is developing an anti-rumours strategy, however, the full implementation of the anti-rumours strategy is still pending.

Participation

The network coordinators also reported on participating in, and assessing support for, neighbourhood projects aimed at encouraging *all* residents to interact. The data shows that Nicosia, Limassol and Famagusta districts reported some support from their municipalities, communities and network members for initiatives aimed at bringing people together. In these districts, efforts were made to promote neighbourhood projects or create welcoming community centres for people of all backgrounds and ages. Notably, Limassol and Famagusta had already organised neighbourhood activities in 2023. For instance, the Deryneia Municipality in Famagusta regularly had hosted events that encouraged community-wide participation. Paphos reported that support for such projects was not yet confirmed, while Larnaca had stated that there was no support from municipalities or communities for neighbourhood projects in 2023.

The 2024 data highlights several changes in the districts. A significant improvement was seen in Larnaca, with the district now supporting neighbourhood projects. One notable initiative launched in 2024 was *Mahalart - Larnaca 2030*, an annual cultural institution that emphasised inclusivity by focusing on the city's marginalised neighbourhoods. The initiative aimed to promote creative dialogue among residents and encourage collaboration through art. Theatre, music and visual arts were developed with the community, treating art as a shared public good accessible to all. Although no precise data on participation was recorded, the initiative attracted people of different nationalities, demonstrating its inclusivity and community-building impact. Nicosia also demonstrated progress in supporting and organising neighbourhood projects. *The MINGLE* initiative was introduced to help non-EU immigrants integrate into local communities. The programme combined language learning opportunities, social activities and practical support to make everyday life easier for migrants. Participants

were given the opportunity to meet neighbours, make friends and access essential resources to help them feel more at home. Limassol continued to support neighbourhood projects and organised the *Cine Volos Neighbourhood Festival*. This event brought residents together through the shared experience of cinema, fostering a sense of community and interaction between people from different backgrounds. In contrast to its active participation in 2023, Famagusta did not include neighbourhood projects in its 2024 Action Plan. As a result, there was no support or encouragement for initiatives aimed at bringing residents together or creating inclusive community spaces. Similar to Famagusta, Paphos reported no support for neighbourhood projects in 2024, as these initiatives were no longer part of the district's action plan.

Main challenges, lessons learned and recommendations

Some of the common challenges identified across the districts include:

1. Commitment and resource allocation
 - Uneven progress across districts in adopting public statements on intercultural integration.
 - Limited allocation of public funds for intercultural activities in some districts
2. Education
 - Inconsistent implementation of activities aimed at raising awareness and integrating migrant families in schools.
 - Insufficient mentorship and ambassador programmes across districts
3. Public services
 - Gaps in the translation and dissemination of important local information
 - Limited engagement with municipalities to improve access for non-Greek speakers
4. Labour market
 - Lack of structured cooperation between districts and local labour offices to enhance job opportunities for migrants
5. Cultural and social activities
 - Resistance or slower implementation of intercultural events in districts
6. Language courses:
 - Need for broader language offerings and tailored courses in some districts
 - Participation rates vary significantly, highlighting disparities in access and implementation

7. Anti-discrimination and mediation
 - Limited availability of mediation interpreters and anti-discrimination or anti-rumours training in several districts
8. Participation
 - Uneven political support for intercultural neighbourhood projects and events

Some of the lessons learned include:

1. Localised efforts matter: districts with proactive approaches (e.g. Limassol and Larnaca's intercultural events) yield better results in fostering inclusion.
2. Importance of translation and communication: efforts to translate public information (e.g., Paphos's multilingual guides) enhance accessibility and trust.
3. Capacity building: training sessions (e.g. intercultural competence training) can effectively build local capacities when implemented systematically.
4. Cultural events as catalysts: public events such as the Intercultural Walks in Nicosia and Larnaca can facilitate intercultural interaction and promote community cohesion.
5. Sustainability needs more planning and resources: initiatives are often temporary due to lack of resources or long-term strategies.

Recommendations for sustaining and strengthening the intercultural activities in the districts:

1. Strengthen coordination and commitment
 - Encourage districts to finalise public statements on intercultural integration and translate them into multiple languages
 - Promote consistent financial support for intercultural activities.
2. Enhance education initiatives
 - Expand mentorship and intercultural ambassador programmes across all districts.
 - Introduce more comprehensive and accessible training for parent and teacher associations
3. Boost public service accessibility
 - Development and wide distribution of district-specific guides in multiple languages
 - Promotion of cross-district learning to replicate successful models (e.g., Larnaca's comprehensive guide).

4. Foster labour market integration
 - Establish partnerships with local labour offices to provide employment support and training.
 - Create district-specific employment initiatives
5. Broaden cultural and language initiatives
 - Organise more intercultural events tailored to the cultural dynamics of each district.
 - Expand language offerings and participation through longer, more intensive courses.
6. Support anti-discrimination measures
 - Scale up anti-discrimination and anti-rumour training, and intercultural mediation programmes
 - Develop district-specific strategies to combat stereotypes and misinformation
7. Increase community participation
 - Encourage neighbourhood projects and initiatives such as Larnaca's Mahalart and MINGLE in all districts
 - Leverage partnerships with civil society and local governments to create inclusive spaces
8. Monitor and evaluate progress:
 - Implement regular assessments of district-level actions to identify gaps and successes
 - Use these insights to refine and align district strategies with the future national integration strategy