



SUMMARY

Introduction

The project's ultimate objective is to foster social inclusion of migrants (including refugees, asylum seekers, TCNs, and people under subsidiary protection), irrespective of racial and ethnic identity, gender, age, and sexual orientation, in France, Cyprus, Greece, Germany, and Italy.

The PR1, "Identification of local and national social inclusion needs," aims to collect data and information, create the content of the Web app that will be developed under PR2, and foster the social inclusion of migrants in the partner countries.

This comprehensive report has the following structure: the first part describes the methodology followed in the research; the second part consists of desk research, which includes statistics, main policies regarding the most relevant sectors of migrants' integration in partner countries, along with the deeds and challenges detected during the integrational process. The third part is dedicated to the analysis of the field research conducted with both third-country nationals (TCNs) and with professionals working with migrant populations. Conclusions are provided to give a comparative view of the findings extracted along with recommendations on how these findings can be used for the best migrants' integration. At the end of the documents, the research team presents the tools used for the field research and integrational initiatives assessed as good or promising practices in the partner countries.

Methodology

Desk Research

The present part of the research was conducted based on the most recently available data at the national level. Desk research has an important impact on the project since it constitutes the stage that depicts the current migration situation in the partner countries, presents the common needs that have been registered so far, and provides an idea of what is needed to help migrants overcome the difficulties they face.

Field Research

The tools

To identify the needs and challenges currently faced by migrants, partners, with the help of associations and experts, two different questionnaires were created and distributed: a) a *Questionnaire for migrants* and b) a *Questionnaire for professionals working with migrants*.

The research in the consortium countries



For the research with migrants in **Cyprus**, SYNTHESIS invited migrants who live in Cyprus to participate in the research through an open call. The team also used its contacts and contacts collected from migrant organisations to reach a specific number of replies on time.

For **France**, as a first step, an earlier list of entities working with migrants and their contact was identified by GIP FIPAN through an online search. As a second step, contact was established by phone and e-mail with identified associations and professionals working with migrants to explain the goals of the project and details of the interviews. Having questionnaires for migrants filled out was somewhat tricky due to vulnerable conditions and confidence-based relationship issues found in working with this public.

In the case of **Germany**, Impact Circles e.V. used its professional and personal network over social media channels such as Facebook, WhatsApp groups, and LinkedIn. They also used their network of local organisations and stakeholders to circulate the need-assessment survey to reach different nationalities of migrants.

In the case of the **Greek** partner, KMOP, a quantitative approach was preferred with the creation (in English), translation (in Greek and French), and dissemination of the aforementioned questionnaire targeting migrant populations.

In the case of **Italy**, the HT partner interviewed asylum seekers, refugees, holders of any form of protection and TCNs. Most of the migrants interviewed in Italy fall into the category of asylum seekers and holders of any form of protection.

Vulnerability indicators¹

Vulnerability indicators focus on human rights situations and can serve as the basis to find common lines of migrant difficulties and reasons for fleeing their countries. Therefore, vulnerability indicators describe the situations that migrants face or that can arise from a series of situational or personal factors that may relate to the person, the family circumstances, the community and social context, and structural factors such as political, economic, social and environmental conditions that influence the framework that migrants are placed in.

¹ International Organization for Migration, IOM (2019). *Handbook on Protection and Assistance for Migrants Vulnerable to Violence, Exploitation and Abuse*. Retrieved from <https://publications.iom.int/books/iom-handbook-migrants-vulnerable-violence-exploitation-and-abuse>



Field Research Data Analysis - Migrants

Profile of the participants

Partners managed to contact using interviews and questionnaires 230 migrants, TCN, refugees and asylum seekers residing in the five participant countries. Regarding their **country of origin**, most participants came mostly from Asian and African countries and fewer from European or American ones. The age of the respondents ranged from 11 to 80 years old, and was different in the partner countries, although the majority mainly ranged from 21 to 50 years old.

Most participants travelled alone to the consortium countries, with the pandemic of Covid-19 affecting the journey of half of them.

Experiences in the host country: needs and challenges

The first unit of analysis aimed to investigate the difficulties faced by migrants. The arising needs of people on the move are many and diverse in all partner countries; considering the totality of the answers, the most selected needs are to find a place to sleep, to find legal help and to receive administrative help.

Experiences in the host country: information received/available

The second unit of analysis concerns access to information. Participants from almost all partner countries highlighted the need for legal and administrative information on the asylum process, followed by information about finding accommodation and on the health care system. Participants in Germany mentioned their interest in learning about the tax system and the access to German and Arabic courses (for their children), where to find doctors who speak either Arabic or English.

To cover these needs of information, most of the participants made researches either before or after arriving to the consortium countries, using internet and social media, newspapers, word of mouth, or asking their relatives and friends already there. Most of them declared being disappointed considering that the information' access is not easy.

Vulnerability indicators

An innovative element of the *STAGE* field research with migrant populations is the appliance of the vulnerability indicators introduced by IOM². A range of individual, family, community and structural

² International Organization for Migration, IOM (2019). *Handbook on Protection and Assistance for Migrants Vulnerable to Violence, Exploitation and Abuse*. Retrieved from <https://publications.iom.int/books/iom-handbook-migrants-vulnerable-violence-exploitation-and-abuse>



factors put participant migrants at risk of experiencing violence, exploitation and abuse before, during or after migrating, or protects them, by improving their capacity to avoid, cope or recover from harm.

In **Cyprus**, it became evident that gender (individual factor), family size (household and family factor) and respect for human rights in the host country (structural factor) constitute *protective factors* for the participant migrants. It was mentioned that Cyprus is a safe country for women (gender - individual factor) which, as an EU Member State, was chosen by respondents because they were looking for safety (respect for human rights - structural factor). On the other hand, sexual orientation and lack of access to money/financial instability in Cyprus were recognised as risk factors.

In **France**, migrants mentioned a range of *risk factors* that contributed to leaving their countries of origin. Individual factors, such as sex and sexual orientation, made some women and one gay participant flee in an attempt to escape from forced marriages, sexual mutilations and death. Domestic violence and/or rejection were the two household and family risk factors detected, and the difficulties in accessing healthcare and high-quality education in host countries were recognised as the community ones. Structural factors, such as poor governance and wars, were also mentioned. In **Italy** the *risk factors* mentioned were individual factor such as age, sex, travelling alone, experiences of violence and the inability to communicate in the national language that put many respondents in a vulnerable position. In addition, among the respondents there were unaccompanied minors which may have been exposed to traumatic events. It was mentioned the unsafety of women travelling alone across risky countries exposing them to gender-based violence. A protective factor is that some participants declared to have family or friends in Italy who helped out with their early needs. Examining the community and structural factors, many respondents declared that they had fled their country due to unequal access to available resources (community factors) and due to war and political instability (structural factors).

In Greece, the data reveals protective and risk factors. Most of the risks are related to individual factors such as travelling alone and Greek language knowledge, which may constitute a barrier for integration. As a structural factor, the long and complex bureaucratic procedures constituted a risk indicator for a considerable 76%. As protective individual factors, the most of the participants knew the national laws, their legal rights and obligations, and the necessary documentation in terms of housing, entrance into the educational system, job market, access to health services (individual factors). The protective community factor is their acceptance to the support from migrants, local, national and international associations. Another protective factor is the risk support received from associations.

The data analysis from **Germany** brought to light community and structural factors. Germany is an attractive choice considering the community factors as university studies, the high level of services



provided and the ease to learn about job opportunities. As structural factors Germany is recognised as a country of freedom and equality.

Field Research Data Analysis – Experts and Professionals

Profile of participants

Consortium partners managed to engage 34 experts and professionals in their research using different tools (i.e., interviews, focus group discussion, and questionnaires). In **Cyprus**, two experts and three fully qualified professionals took part in the research phase with several years' experience working with migrants. The legal status of their target group includes asylum seekers, refugees, international protection beneficiaries, TCNs, domestic workers, resettled refugees, and university students.

The 11 professionals from **France** had similar backgrounds with activities as social mediators supporting the migrants to find accommodation, obtain official papers, job and accompanying them in several procedures.

In **Germany** the participants were 7 professionals and experts from different entities with several years' experience working with migrants and refugees. They worked with a variety category of migrants. The services provided were a) psychological, legal and socio-legal assistance, b) job and training coaching, c) cultural mediation, and d) indirect assistance via staff coordination.

In **Greece**, the 4 participants were female and experienced in migration affairs, with several years working with young people as psychologists and social workers. The participants were colleagues in the same NGO in northern Greece.

In **Italy**, the 7 professionals and experts were working in different entities, with several years of experience in migration, providing legal and socio-legal assistance, job and training orienteering, cultural mediation, indirect assistance via staff coordination.

Professionals' training needs and opportunities

The Project Result 3 (PR3) is dedicated to the development of a capacity-building program for mentors and adult TCN trainers; the participants shared their experiences and thoughts on the matter. Mentors can contribute to facilitating access to information, and explaining or orientating migrants to the right services. In this regard, it is important to note how migrants who experienced institutional violence or traumatic experiences might be reluctant to trust unfamiliar people and information that comes from unfamiliar sources. Therefore, the data collected from the 5 countries give some recommendations for the PR 3 content, as the following:

- Offering more tools for the holistic psychological and legal support of their beneficiaries.

- Supporting enough Knowledge for the basic information about the staying requirements, migrants' duties and rights, and necessary numbers (e.g., emergency numbers, numbers of medical centres, governmental agencies and embassies).
- Provide soft skill training courses managing vulnerabilities, respect, empathy, listening skills, cross-cultural communication skills, different coaching approaches to respond to the different profiles of their beneficiaries, more about migrants' mental health, especially post-traumatic stress disorder (PTSD).
- Provide soft skill training courses for tools for integration outside the reception system).

Regarding the qualifications the future mentors should be equipped with, the following skills, in order to support migrants as mentors should:

1. knowledge regarding the culture, history, and lifestyle of migrants in accordance with their country of origin and its specifics;
2. the reality in the country of residence (e.g., legal framework, bureaucratic procedures, opportunities in education, and job market);
3. do's and don'ts in a mentoring relationship – expectations and limitations
4. core values, e.g., acceptance, equality, understanding, empathy.

Considering the structure of such training sessions, the workshops should be regular and dedicated to a different topic each time, containing theoretical, practical, and experiential parts, bringing migrants and future mentors together.

Conclusions and Recommendations

The report aimed to map the needs, gaps and challenges newcomers face while arriving in the consortium countries (Cyprus, France, Greece, Italy and Germany). Among the consortium countries the migration policies and opportunities offered are slow and not tailored to migrants' needs regulations. Therefore, the newcomers' needs are many and diverse, with the understanding of the national languages and bureaucracy being at the top of their concerns.

The professionals and experts working with individuals with migration background share their thoughts for better support to people on the move. The Italian participants proposed a stronger institutional presence and funds deployed to migration, creating a solid network among the territories. They recommended higher accessibility to public offices with support from cultural mediators. Migrant mentoring services coordinated by institutional services were welcomed, appreciating the value of peer support. Similarly, participants from Germany applauded the promotion of mentoring opportunities and migrants' involvement in action planning. The Cypriot participants encouraged the presence of Mentoring for more effective coexistence and connection between migrants and locals.

STAGE programme provides a pool of mentors and a space for mentor-mentee match-making process through a Web-App, then develop a capacity-building programme for mentors (and adult TCN trainers) to educate the stakeholders on the skills they need to become mentors of people with a migrant background and to offer the best possible orientation and support to migrants.

STAGE partners included the determinants of migrants' vulnerability model introduced by IOM, which led to a functional design of the STAGE Web-App for people with vulnerabilities. These vulnerability indicators provide recommendation, in regard to the contents, services for potentially vulnerable people should be also included, for example, services targeting people with disabilities, victims of trafficking, single mothers with children, people affected by chronic diseases or mental health challenges, unaccompanied minors, elder people, pregnant women, LGBTQIA+ and survivors of institutional violence. The information should be presented in simple language for the newcomers to understand the host country's language. Besides, the presence of verbal content that is integrated with visual elements, such as images, icons, and media, to facilitate learning via multiple channels. The information accessibility should be easy, using searching filters and categorizing contents. Additionally, the Web-app should be user-friendly, and the steps for registration should be few, and password/ user recovery should be intuitive. Therefore, using these vulnerability indicators will help make STAGE PR2 more accessible, inclusive, and impactful.

Challenges in the access to education and language acquisition

The report sheds some light on the host countries' framework regarding the access to education and language acquisition of people with migrant backgrounds and the challenges they face in these sectors. Some of the major types of challenges reported in the consortium countries include institutional gaps at school, bureaucratic and systemic gaps and xenophobia: Institutional gaps include the lack of directed and intercultural training in language institutions, and as such, lead to segregation and isolation of pupils. This type of gap puts pressure on the school authorities, and teachers who sometimes feel unsupported to manage multicultural and diverse classes. This is particularly the case in areas with high allocation of students with migrant backgrounds. Systemic gaps and bureaucratic obstacles comprise the constant demand for legal and administrative documents that migrants have difficulty to acquire, problematic access to education in initial reception centres, the high difficulty level for migrants to meet requirements set by higher education laws and the lack of entitlement to apply for financial aid addressed to students. Xenophobia is not institutional and was reported only in the case of Greece as having an impact on migrants' education.



Bureaucratic challenges and challenges in the administrative system

The report also focuses on the challenges posed by the host country's administrative systems to migrants. The existence of bureaucratic gaps, delays and complicated legal regulations and bureaucratic procedures create an unfriendly environment for migrants who wish to obtain all the necessary legal documentation. The lack of flexibility of competent services and the long bureaucratic procedures are considered crucial factors leading to increased distress of migrants. Some of the most significant elements for this distress include the complicated language in legal documents, the occurrence of delays, the difficulties to set an appointment with public authorities and the public administration's resistance to adapt the procedures to meet the migrants' needs. Besides migrants, the existence of such factors puts additional pressure on the host countries' governments and local authorities as well since they are called to deal with increased numbers of asylum applications and overcrowding in reception and accommodation centres and detention facilities.

Field Research Data Analysis – Migrants

Profile of the participants

The vast majority of study's participants in all partner countries came from the African and Asian continents, while the age range was diversified among the consortium countries. The majority travelled alone to the host countries, while significant proportions of them were affected by COVID-19 throughout their journey to the partner countries.

The report discusses the needs of people with migratory background during the initial phase of their arrival to the host countries. Main first needs include: understanding the language, finding mediation with state agencies and legal support, and finding a safe place of residence and shelter provision.

Desk research analysis

Statistics and data on migration

Migration flows, as a growing body of evidence shows, are related to global transformations concerning economic, social, political, environmental, industrial, and technological changes.



According to the Migration Data Portal (2020)³, 190.400 international migrants, with an overall population estimation of 1,2 million documented in **Cyprus** in mid-2020. Based on the data, 173.200 was the total number of emigrants.

In the same year in **Greece**, the total number of arrivals reached 84.221, coming from Albania (36%), Afghanistan (14.4%), Pakistan (10.6%), Georgia (7,4%), and from Iraq (7.1%)⁴. Regarding the legal status of people on the move, the number of *asylum seekers* in 2020 was 40.559 in total; 26.371 (33%) were recognised *refugees* and 7.954 (10%) were eligible for *subsidiary protection*. At the same time, a large number of applications (28%) were *rejected*⁵.

In 2020 1.1 million refugees, 295.205 asylum-seekers, and 15.320 stateless people were living in **Germany**. The main countries of origin for both the refugees and asylum seekers were Syria, Afghanistan and Iraq. About 50% of the new arrivals moved to Germany from an EU country (Romania, Poland Bulgaria), 13% from Asia, 4% from Africa and 3% from the United States⁶.

According to INSEE⁷, 7 million migrants were living in **France** in 2021, which was about 10% of the total French population. Thirty-six per cent (36%) of them has obtained French nationality. In 2020, France delivered 271,675 residence permits, which kept increasing to 21.9% for the year 2021. In 2021, newcomers mainly arrived from Afghanistan, Ivory Coast, Bangladesh, Guinea, and Turkey.

In the same year, a downward trend in the population of foreign origin present in **Italy** was spotted (from 5.306.548 residents in 2020 to 5.035.643 in 2021)⁸. Overall, foreigners represented around 10% of the population on January 1st 2021, as highlighted by ISMU (2021)⁹. Regarding asylum applications, Italy, thanks to its central position in the Mediterranean Sea, is among the top five European countries in terms of first-time application lodging. The main asylum seekers' countries of origin in the year 2021 have been Pakistan (13%), Bangladesh (13%), Tunisia (13%), Afghanistan (11%), and Nigeria (10%). In 2021 Italy rejected 56% of asylum requests. Rejections by country of origin are more relevant for Tunisia (92%), Bangladesh (85%), Egypt (84%) and Morocco (83%). International protection data by country of origin show that a form of protection has been mainly given to people from Afghanistan, Somalia, Venezuela and Iraq.

The above data depict a multicultural scenery in the consortium countries in which the numbers of people on the move mostly from Eastern Asia and North Africa are considerably high. This reality

³ Migration Data Portal. (2020). International Data.Total number of international migrants at mid-year 2020. Source:UN DESA, 2020. Retrieved from https://www.migrationdataportal.org/international-data?i=stock_abs_&t=2020&cm49=196

⁴ Hellenic Ministry of Migration and Asylum. (2021). National Integration Strategy 2021. Retrieved from <https://migration.gov.gr/en/migration-policy/integration/politiki-entaxis-se-ethniko-epipedo/>

⁵ Eurostat. (2020). Immigration by age and sex. Retrieved from: https://ec.europa.eu/eurostat/databrowser/view/migr_imm8/default/table?lang=en

⁶ UNHCR 2020 Mid-Year Statistical report and UNHCR Refugees. Retrieved from: <https://www.unhcr.org/5fc504d44.pdf>

⁷ INSEE, L'essentiel sur... les immigrés et les étrangers. (2022). Retrieved from: <https://www.insee.fr/fr/statistiques/3633212>

⁸ CARITAS (2021), Report on Migration (synthesis), available at: <https://www.migrantes.it/wp-content/uploads/sites/50/2021/10/Sintesi-XXX-Rapporto-Immigrazione.pdf>

⁹ ISMU, XXVII Report on Migration, available at: <https://www.ismu.org/ventisettesimo-rapporto-sulle-migrazioni-2021/>

has forced governments to critically evaluate and adapt their pre-existing migration policies to the constantly arising needs and demands. A summary of these policies is presented below.

National Migration Policies

Migration policies constitute a core element of the EU and the member countries, where there are national laws, regulations and decrees for migrants, asylum procedures, reception conditions, detention and content of protection.

For example, in **Cyprus**, the relevant legislative acts are: a) Refugee Law 2000 (6(I)/2000), b) the Aliens and Immigration Law (Cap.105), c) the Rights of Persons who are Arrested and Detained Law 2005 (163(I)/2005), d) the Legal Aid Law 2002 (165(I)/2002), e) Civil Registry Law 2002 (141(I)/2002), and a range of Ministerial Decrees (e.g., 308/2018, 140/2019, 228/2019, 297/2019). In **Italy**, the main legal framework for migration and integration in Italy is the Legislative decree 286/1998 and its amendments.

The national legislation is also based on bilateral treaties and conventions, such as the Geneva Convention on the Status of Refugees (1951, ratified by **Greece** in 1959) and the New York Protocol (1967, adopted by **Greece**).

It is also formulated based on EU Commission's action plans, such as the European Pact on Migration and Asylum (adopted by **France** in 2008) and the New Pact on Migration and Asylum¹⁰ (adopted by **Cyprus** and **Greece** in 2021).

Based on the EC recommendations, the national legislative frameworks are further reformed, the most recent being the Law on Asylum and Immigration (**France**, 2018), the National Plan for the Integration of Migrants¹¹ (**Cyprus**, 2021) and the National Integration Strategy¹² (**Greece**, 2021). Similarly, key legislative acts of **Italy**, available in the Asylum Information Database (AIDA) Country Report¹³, are also the result of the adoption/implementation of EU directives on the Common European Asylum System (CEAS).

However, municipalities in **Italy** hold the main responsibilities in terms of defining concrete integration measures and policy implementation (EC, Governance of migrant integration in Italy)¹⁴. In **Germany**, there has been a strong collaboration between the public sector and civil society to

¹⁰ European Parliament (2021). *Legal Migration policy and law- Annex 1: European added value of EU legal migration policy and law*. [https://www.europarl.europa.eu/thinktank/en/document/EPRS_STU\(2021\)694211](https://www.europarl.europa.eu/thinktank/en/document/EPRS_STU(2021)694211)

¹¹ Republic of Cyprus Home Affairs Unit. National Plan for the Integration of Migrants (2021). Available at: <https://tcnintegration.com.cy/wp-content/uploads/EthnikoShedioEN.pdf>

¹² Hellenic Ministry of Migration and Asylum. (2021). National Integration Strategy 2021. Retrieved from <https://migration.gov.gr/en/migration-policy/integration/politiki-entaxis-se-ethniko-epipedo/>

¹³ AIDA Country Report https://asylumineurope.org/wp-content/uploads/2021/06/AIDA-IT_2020update.pdf

¹⁴ European Commission, Governance of migrant integration in Italy https://ec.europa.eu/migrant-integration/country-governance/governance-migrant-integration-italy_en#ecl-inpage-5007



quickly adopt an integration framework to facilitate the inclusion of migrants, refugees and asylum seekers in the German community. For example, there were some reforms in Germany's policies to increase the overall availability of integration measures by offering an integration course.

Needs and challenges in the integrational process

People on the move wishing to settle down in the partner countries (i.e., Cyprus, France, Germany, Greece and Italy) face several obstacles that hinder their integration and make them feel unwelcomed or/and excluded. These challenges have been maximised in recent years since the peak of migration flows after 2015 and the break of the pandemic in 2020. The increase of the economic crisis in Europe and therefore, the increase in inequalities, along with the widespread anti-migrant propaganda and the criminalisation of solidarity, have reinforced an anti-immigrant sentiment and hostile reception of migrants. The main areas that migrants face major challenges are indeed the main aspects of one's life: employment, housing, education and entering the administrative system.

Challenges in the access to the labour market

Labor market and employment opportunities for those recognized as refugees in **Cyprus** are limited in numbers as well as in sectors and posts, while those rejected the status of "asylum seekers" stay unemployed or are offered jobs in the "black market"(undeclared employment) and in outrageous environments, resulting to violations of basic social rights. The same situation is reported in **Greece** with high unemployment rate and migrants' competition with the national workers-candidates, a situation deteriorated by the difficult economic conditions of the country. More than double unemployment rate of TCNs compared to nationals is reported in **France**, where language barriers and lack of recognition of professional qualifications hinder migrant integration in the job market. The latter is an obstacle reported also in **Italy**, a country providing refugees unconditional access to the labour market. Migrants however, cannot always be aware of their rights and it is easy to become victims of exploitation or other forms of employment, while many employers often lack the necessary knowledge to navigate the regulatory framework for hiring asylum seekers, especially if asylum seekers only have the receipt or of the request for renewal of the six-month permit.

The duration and complexity of the administrative procedures represent a major challenge for migrants' access to labour market in **all four** partner countries (Cyprus, Greece, France, Italy). **Germany** on the other hand, being one of the most desirable destinations for highly-skilled migrants and a country with one of the lowest unemployment rates, requires qualifications' certification as well as its recognition by the German authorities or professional associations, to provide access to certain professions, resulting in employment competition and delays in finding a job.

Challenges in the housing process

Migrants' and refugees' access to decent and stable accommodation constitute another part of their integrational journey full of obstacles in all partner countries. Despite their specifics, all reported countries seem to have inadequate measures regarding migrants' housing.

Specifically, in **Cyprus**¹⁵, **Greece** and **Italy**¹⁶, TCNs face higher difficulties than natives to find housing¹⁷, due to their legal status, their unstable/lack of employment as mentioned in the previous section, their lack of credit history and of financial guarantees and they experience mistrust, racism and discrimination from the house owners. This ends up in finding solutions in the black house market, overcrowded apartments, which are often sublet, abandoned houses, poor-quality housing or, even, remain homeless (Asylum Information Database, 2022). In **Greece** there is no provision for financial support for living expenses, nor structures reserved for recognised refugees or beneficiaries of subsidiary protection. They can apply for housing in the few public shelters, but it is challenging to be accepted, as these shelters, facilitating also nationals' homeless people, are always overcrowded and constantly receive new applications for housing.

In **France**, while migrants can apply for social accommodation, as French nationals, the wait is often very long, also for them. However, migrants might face additional difficulties related to language literacy, cultural differences, skin colour and other discriminations. However, it is very important that the "*la trêve hivernale*" regulation (=winter break regulation) which forbids evictions during the coldest months of the year (in 2021-2022 from 01/11/2021 until 31/03/2022) applies also to migrants¹⁸.

Finding accommodation, especially a long-term one, in **Germany** is the first essential issue for migrants and refugees relocating to Germany, due to lack of housing stability. People should ideally start searching for at least 4 months before moving to Germany¹⁹ and be ready to rent any flat they find without hesitating for it being outside the city centre or in the suburbs.

¹⁵ Mapping the current living conditions of Asylum Seekers, Beneficiaries of International Protection and Refugees in Cyprus Dr. Stefanos Spaneas Spaneas.s@unic.ac.cy 3rd Annual Refugee Integration Conference

¹⁶ OECD (2019), Working Together for Local Integration of Migrants and Refugees in Rome, OECD Regional Development Studies, OECD Publishing, Paris, <https://doi.org/10.1787/ca4d491e-en>.

¹⁷ AMAR 2014 http://www.programmaintegra.it/wp/wp-content/uploads/2014/07/Report_valutazione_finale_AMAR.pdf

¹⁸ INSEE (2022). Retrieved from <https://www.insee.fr/fr/statistiques/6469292>

¹⁹ Make it in Germany: the official website for qualified professionals <https://www.make-it-in-germany.com/en/>

