LABOUR FORCE SURVEY 2008

AD HOC MODULE:

“ON THE LABOUR MARKET SITUATION OF MIGRANTS AND THEIR IMMEDIATE DESCENDANTS”

INSTRUCTIONS TO THE INTERVIEWERS
1. INTRODUCTION:

The ad hoc module on “The labour market situation of migrants and their immediate descendants” has been incorporated in the Labour Force Survey (LFS) and covers only the second quarter that is the period April-June 2008.

This module is being conducted in all member states in 2008 and refers only to people aged 15 – 74 years old.

2. SCOPE:

The principle aim of this module is to collect statistical data on the labour market situation of migrants and their immediate descendants since the successful integration of them is an important factor that contributes towards social cohesion and economic welfare throughout the European Union. Particularly the following issues will be considered:

- Migrants´ social integration and their access to the labour market.
- Main reasons for migration and duration of stay.
- Use of services and help received by migrants for labour market integration

3. COVERAGE:

The 2008 LFS ad-hoc module covers only persons aged 15 – 74 years old.

4. THE QUESTIONNAIRE

The questionnaire consists of two parts:

4.1 FIRST PART - DEMOGRAPHIC CHARACTERISTICS

This part (questions NATCY1 – NATCY3, TotYRes, COBCF, COBCM), deals with the demographic characteristics of the persons. These questions are incorporated in the demographic section of the core LFS questionnaire.

More specifically:

Questions NATCY1 – NATCY3 are to be completed by persons aged 15 -74 years old who have Cypriot Nationality.

Question TotYRes is to be completed by all foreign born persons aged 15 – 74 years old.

Questions COBCF, COBCM are to be completed by all persons aged 15 -74 years old and refer to the country of birth of the father and the mother of the person respectively.
4.2 SECOND PART – MAIN PART

This part (questions M1 to M7d) follows after the end of the core LFS questionnaire. It is to be completed by persons aged 15-74 years old who were mainly either born abroad or who do not have Cypriot Nationality.

5. ANALYSIS OF THE QUESTIONNAIRE

5.1 FIRST PART

Questions NATCY1, NATCY2, NATCY3 are to be completed by all persons aged 15 – 74 years old who have Cypriot Nationality.

Based on the establishment of the Republic of Cyprus on the 16th of August 1960, question NATCY1 is to be completed by persons who have Cypriot Nationality, are 15-74 years old and were born on the 16th of August 1960 or after.

In case the answer is «At birth», question TotYRes follows.

In case the answer is «Later», question NATCY3 follows.

Question NATCY2 is to be completed by persons who have Cypriot Nationality, are 15 – 74 years old and were born before the 16th of August 1960 that is before the establishment of the Republic of Cyprus.

In case the answer is «Since the establishment of the Republic of Cyprus in 1960», question TotYRes follows.

In case the answer is «Later», question NATCY3 follows.
Question NATCY3 is to be completed by persons aged 15 -74 years old who have Cypriot nationality which was acquired after their birth or after the establishment of the Republic of Cyprus in 1960.

Nationality is defined as the legal bond between an individual and his State, acquired by birth or naturalization, whether by declaration, option, marriage or other means according to the national legislation.

The main aim of questions NATCY1 – NATCY3 is to distinguish «Nationals at birth» and «Nationals by acquisition» and the comparison of the situation of naturalised versus non-naturalised migrants regarding the equal opportunities in the labour market (employment / unemployment issues, job possibilities etc).

Another important aim of the questions NATCY1 – NATCY3 is to gather information regarding the year of acquisition of the Cypriot Nationality.

In cases of dual citizenship then the year of the Cypriot acquisition should be filled.

In case a person has dual citizenship at birth (a foreign and a Cypriot one) then the year of birth must be recorded as the year acquiring the Cypriot nationality (nationals at birth).

<table>
<thead>
<tr>
<th>Question TotYRes is to be completed by all persons born abroad</th>
</tr>
</thead>
<tbody>
<tr>
<td>TotYRes Total numbers of years of residence in Cyprus for those not born in Cyprus</td>
</tr>
<tr>
<td>No. of years ........................................................................</td>
</tr>
<tr>
<td>211-212 211-212 211-212 211-212 211-212 211-212</td>
</tr>
</tbody>
</table>

Question TotYRes is to be completed by all foreign born persons and aims to identify the persons total number of years of residence in Cyprus. Short-term residence (of less than a year) for tourism or family purpose visits in Cyprus should be excluded.

Note:

Only interruptions of residence of more than one year should be considered as an exit from Cyprus.

For example:

1. A person (born abroad) took up residence for 6 months and then went back to his country for 4 years and then took up residence again in Cyprus 2 years ago: the total duration of his residence is 2½ years and therefore code 3 should be recorded. (The 4 years of stay in his country are excluded since it is an interruption of more than a year)

2. A person took up residence for 6 months and then went back to his country for 9 months and then took up residence again in Cyprus 5 years ago: the total duration of his residence is 6 years and 3 months (6months + 9 months + 5 years) and therefore code 7 should be recorded.
In Questions COBCF and COBCM the respondent gives the country of birth of his father and mother. The same country codes as the ones in the core LFS apply. In case of adoption the respondent gives the country of birth of his parents of adoption.

**Note:**

Current country borders should apply for questions COBCF and COBCM.

**Example:**

If the respondent’s father was born in the former U.S.S.R (Soviet Union), currently Moldavia, then in question COBCF, Moldavia is the country that should be recorded and not U.S.S.R or Russia.

**5.2 SECOND PART**

**Question M1 is to completed by all persons born abroad and age at last arrival >=15 years old**

<table>
<thead>
<tr>
<th>(Interviewer: Read the choices to the interviewee)</th>
<th>213</th>
<th>213</th>
<th>213</th>
<th>213</th>
<th>213</th>
<th>213</th>
</tr>
</thead>
<tbody>
<tr>
<td>For employment, after intra-corporate transfer ..........</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>For employment, and found a job before migrating to Cyprus</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>For employment, came to find a job in Cyprus (but did not find a job before migrating)</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>For study (incl. trainees, apprentices, interns)</td>
<td>4</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>For international protection (political refugees, asylum seekers)</td>
<td>5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>For accompanying a member of the family / family reunification</td>
<td>6</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>For family formation (e.g. to get married)</td>
<td>7</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>For other reasons (e.g. for retirement, for the climate, for health reasons etc.)</td>
<td>8</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Question M1 is to be completed by all persons born abroad who came to Cyprus at the age of 15 years old or more.

In question M1 the respondent is asked to state the main reason for migrating to Cyprus which refers to his/her last migration (the most recent).

For example if a person came to Cyprus in 2001 for family formation (to get married), went back to his/her country in 2004 and came again back to Cyprus in 2006 (last migration) to find a job, then code 3 should be recorded. (For employment, came to find a job in Cyprus but did not find a job before migrating).

The aim of question M1 is to identify the different types of migrants: (persons who migrated for business – employment reasons, for studies, family reunification, family
formation -marriage etc) so it is important that the **interviewer reads the choices** to
the interviewee.

The person interviewed should state his/her personal real reason for migrating. Different reasons in the same household could be expected (e.g. father = employment, mother and child = family).

In case where multiple reasons apply, the main reason should be recorded (spontaneous choice from the person interviewed). The main reason for migrating at the moment of the migration should be recorded.

**Explanation of codes:**

Codes 1, 2, 3 have as main reason for migrating, employment.

Code 1: The person works abroad (e.g. at Barclays Bank in England) and transfers at Barclays Bank in Cyprus. The main reason for migrating concerns employment and has to do with an intra-corporate transfer.

Code 2: The person migrates to Cyprus for employment – and found a job before migrating to Cyprus.

Code 3: The person migrates to Cyprus to find a job but **did not find** a job before migrating. Code 3 also includes persons who search for employment as well as persons who intend to set up their own business.

Code 4: The person migrates to Cyprus for study purposes (it includes trainees, apprentices, interns etc)

Code 5: Forced Migration – It includes political refugees, asylum seekers, other forms of international protection – temporarily protected, persons in asylum procedure etc)

Code 6: The person migrates either to accompany a family member (e.g. spouse / children) or for family reunification. Nuclear family is taken into account as well as other dependant parents and **dependent** close children relatives.

Code 7: The person migrates for family formation (marriage)

Code 8: The person migrates for other reasons e.g. retired persons who came in Cyprus for their retirement, migrations for the climate, for health reasons, for better medical or health services, less insecurity etc.
Question M2 is to be completed by all persons who do not have Cypriot nationality/citizenship.

It is important to know whether the respondent has unlimited or limited residence permit in Cyprus.

Any kind of authorization issued by the authorities of Cyprus allowing a legally stay in Cyprus should be taken into account (e.g. residence permit/visa/certificate). Visas often refer to short duration (normally less than 3 months but can be less than 1 year).

Note:

1. The residence permit duration refers to the **total duration** of the authorization and **not** to the duration which is still valid.

   Example: If a Sri-Lankan took in 2005 a residence permit for 4 years and the interview will take place in April 2008 then the total duration of the residence permit of the person is 4 years.

2. In case of **successive permits**, the duration of the **current permit** should be taken into account.

   Example: Residence permit (1997 – 2001)
   
   
   2nd renewal (2005 – 2009)

   The current residence permit duration is the duration of the last residence permit renewal that is 4 years.

The codes that apply for **European Union (E.U.)** citizens are:

Code 5: For 5 years

Code 6: More than 5 years

Code 8: For Unlimited duration (from 2008 onwards)

The codes that apply for **third country** citizens are:

Code 0: Less than 1 year

Code 1: 1 year
Code 2: 2 years
Code 3: 3 years
Code 4: 4 years
Code 7: Limited, but do not know the duration

In case of dependant persons aged 15 years and over whose parents do not have Cypriot nationality, their residence permit duration should be the same as their parents’ (in case they do not have a residence permit yet).

<table>
<thead>
<tr>
<th>M3</th>
<th>In which cases is your legal access to the labour market restricted?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Access restricted to employment for specific employers/sectors/occupations</td>
<td>1</td>
</tr>
<tr>
<td>Access restricted to self-employment</td>
<td>2</td>
</tr>
<tr>
<td>Access not allowing self-employment</td>
<td>3</td>
</tr>
<tr>
<td>Combination of 1 and 2</td>
<td>4</td>
</tr>
<tr>
<td>Combination of 1 and 3</td>
<td>5</td>
</tr>
<tr>
<td>Other legal access restrictions</td>
<td>6</td>
</tr>
<tr>
<td>None</td>
<td>7</td>
</tr>
<tr>
<td>Does not know</td>
<td>8</td>
</tr>
</tbody>
</table>

The aim of question M3 is to identify the legal/work permit restrictions on the migrant’s access to the Labour market.

Codes 1 and 2 apply simultaneously in Cyprus.

Code 1: Access restricted to employment for specific employers / sectors / occupations

Code 2: Access restricted to self-employment

Therefore for question M3, code 4 should always be recorded, without the question being asked.

Code 4: Combination of codes 1 and 2

Questions M4 and M5 are to be completed by all persons born abroad AND who during the previous week worked or had a job from which they were temporarily absent or were seeking employment (C99=1,2,4) or were not seeking employment but nevertheless like to have work (C116=1)

Questions M4, M4a, and M4b follow.

The aim of questions M4, M4a and M4b is to find out whether migrants have tried to obtain a certificate that established what their highest qualification equates to in the Cypriot system and whether this effort had any positive results. In case migrants haven’t used such a service, then the reason is asked.
The Ministry of education is the body responsible for evaluating Secondary education qualifications (high school, etc) whereas ΚΥ.Σ.Α.Τ.Σ (the Cypriot Council for Academic Recognition of Qualifications) is the responsible body to assess tertiary education degrees (Colleges and University diplomas and degrees, Postgraduate degrees, Professional qualifications etc).

<table>
<thead>
<tr>
<th>M4</th>
<th>Have you used KYSATS or the Ministry of Education services to assess/evaluate your highest qualification/level of education? (Note: KYSATS (The Cyprus Council for Academic Recognition of Qualifications))</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>..................................................................................................................................................................................................................</td>
</tr>
<tr>
<td>No</td>
<td>..................................................................................................................................................................................................................</td>
</tr>
</tbody>
</table>

If the response in question M4 is positive (YES) then the next question, M4a is asked in order to find out if the evaluation led to the establishment or not what the qualification equates to (to the Cypriot one).

If the answer is NO then question M4b is asked where we try to find out the reasons why the respondent did not use the above services.

<table>
<thead>
<tr>
<th>M4a</th>
<th>Has it been established or not, what your qualification equates to (to the Cypriot one)?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes, established what qualification equates to ..........................................................</td>
<td>1</td>
</tr>
<tr>
<td>No, not established what qualification equates to or procedure not complete yet .................</td>
<td>2</td>
</tr>
</tbody>
</table>

In question M4a irrespective of the respondents’ answer (positive or negative) question M5 follows.

<table>
<thead>
<tr>
<th>M4b</th>
<th>For what reason? (Interviewer: Read the choices to the interviewee)</th>
</tr>
</thead>
<tbody>
<tr>
<td>No need because highest qualification/level of education was obtained in Cyprus ..................................................</td>
<td>3</td>
</tr>
<tr>
<td>No need because person does not need such a certificate for the work he/she is doing or going to do or qualification is equivalent ..........................................................</td>
<td>4</td>
</tr>
<tr>
<td>For other reasons, eg. person was not aware of such a possibility, or thought that the procedure was too expensive or time consuming or complicated .................................</td>
<td>5</td>
</tr>
</tbody>
</table>

In question M4b we try to find out the reason why the respondent did not use the services of the Ministry of education or ΚΥ.Σ.Α.Τ.Σ. For this reason the interviewer reads the choices to the interviewee and records the answer.

<table>
<thead>
<tr>
<th>M5</th>
<th>Is there a need to improve your Greek for the kind of job you are doing now or for the kind of job you are searching for or for the kind of job you would like to have (in line with your qualifications)?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>..................................................................................................................................................................................................................</td>
</tr>
<tr>
<td>No, person can speak greek well or cannot speak greek well but for the job he/she does or is going to do it is not needed ..................................................................................................................</td>
<td>2</td>
</tr>
</tbody>
</table>
In question M5 we mean the type of job a person would normally do / search for if language skills were not an issue (i.e. more in line with his qualifications, skills and previous work experience).

**Explanation of codes for question M5:**

Code 1: It includes the need to improve Greek language skills and not the willingness to actually learn Greek.

Code 2 includes:
- Cases where person’s ability in Greek language is good
- Cases where person’s ability in Greek language is not good, but that is not an issue for the kind of job that he is doing or he is going to do.

| Question M6 is to be completed by all persons who during the previous week worked or had a job from which they were temporarily absent |
|---|---|---|---|---|---|---|
| **M6** | **Who helped you IN CYPRUS in finding your current job?** | **218** | **218** | **218** | **218** | **218** |
| **Interviewer: Read the choices to the interviewee** | | | | | | |
| Friends/relatives living in Cyprus | 1 | | | | | |
| Public Employment Office in Cyprus | 2 | | | | | |
| Private Employment agencies in Cyprus | 3 | | | | | |
| Migrant or ethnic organisations in Cyprus | 4 | | | | | |
| Other help in Cyprus (eg from employers, business contacts community etc.) | 5 | | | | | |
| Nobody, or nobody in Cyprus, friend/relative or somebody else living abroad | 6 | | | | | |

Question M6 is to be completed by all persons who work, irrespective of nationality. We are mainly interested in finding out what methods were used by migrants/Cypriots in finding their current job.

For better codification of the methods migrants used to obtain their current job in Cyprus the interviewer should read the choices to the interviewee.

**Explanation of codes:**

Codes 1 to 5 should be used only if the person was helped by persons /organizations set up in Cyprus.

Also these should be used for migrants who before their arrival in Cyprus were helped by persons /organizations in Cyprus in finding their current job (e.g. a migrant who found his job in Cyprus before migrating thanks to a relative living in Cyprus).

Code 1: To be used only if the respondent was helped by friends / relatives living in Cyprus.

Code 2: To be used only if the respondent was helped by the Public employment Office in Cyprus.
Code 3: To be used only if the respondent was helped by Private employment agencies in Cyprus.

Code 4: To be used only if the respondent was helped by Migrant or Ethnic Organizations in Cyprus (Armenian, Latin, Maronite organizations).

Code 5: To be used only if the respondent was helped by others in Cyprus (e.g. from employers, business contacts, community etc).

Code 6: To be used only if the respondent did not receive any help in Cyprus for obtaining his current job or if the help that he received was by a friend, relative or somebody else living abroad.

The purpose of questions M7a – M7d is to find out whether the migrant has made use of services (special courses, training, and guidance) in order to help adapt to and integrate into the labour market.

### M7a

**In the first two years following your last arrival in Cyprus have you contacted an adviser for job guidance / counselling or job search assistance for labour market integration?**

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>X</td>
</tr>
</tbody>
</table>

If the migrant in the **first two years** following his last arrival in Cyprus had contacted an adviser for job guidance, counseling or job search assistance for labour market integration, code 1 (YES) should be recorded.

### M7b

**In the first two years following your last arrival in Cyprus have you participated to labour market training/programs? (eg. Seminars at work, professional work-place training)**

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>X</td>
</tr>
</tbody>
</table>

If the migrant in the **first two years** following his last arrival in Cyprus had participated to labour market training /programs, code 2 (YES) should be recorded.

Participation to labour market training /programs includes work experience schemes, professional training programs, integration programs designed specifically in assisting or helping migrants to adapt to the labour market conditions successfully and making the individual more marketable in find a more suitable job for his qualifications.
In the first two years following your last arrival in Cyprus have you attended Greek language lessons for labour market integration?

Yes ............................................... ...............................................

No ................................................ ................................................... 

If the migrant in the **first two years** following his last arrival in Cyprus had attended Greek language lessons, code 3 (YES) should be recorded.

**Note:**
1. Public and private services should be included. (e.g. services provided by public employment offices or by other public services, services provided by associations, employers, Trade Unions etc).
2. Students who were in school without having used services for labour market integration are **excluded** from codes 1 to 7.

Question M7d is to be completed by all persons who gave negative answers in all questions M7a – M7c and its aim is to identify the reason why the individual in the first two years following his last arrival in Cyprus did not use any of the above services.

Question M7d is the last question of the questionnaire.