# **Language learning**

List of Language Learning Resources:

**Mobile Apps**

For instantaneous translation:

Google Translate <https://translate.google.com/>

* Input in any language
* Includes microphone option (speak what you would like translated) and photo translate (take a photo and the text will be translated automatically)
* Save translations for future reference

Lexico <https://www.lexilogos.com/english/greek_dictionary.htm>

* Modern Greek dictionary online; input words in English, French or Greek

For Language Learning:

Duolingo <https://www.duolingo.com/course/el/en/Learn-Greek>

* Exercise based learning incorporating grammar and vocabulary
* Also useful for French, Arabic, Hindi, Vietnamese, Turkish, Romanian and Polish speakers to practise English

Memrise <https://app.memrise.com/courses/english/greek/>

* Greek vocabulary learning for English speakers
* English vocabulary learning for French, Arabic, Bengali, Hindi, Urdu and Farsi speakers

Parlissimo <https://play.google.com/store/apps/details?id=com.digiapp.vasseur&hl=en_US>

* French app for francophones to learn English and Greek

**Online Courses**

[Learn Greek: Free Greek Courses Online](https://www.livelingua.com/project/fsi/Greek/) <https://www.livelingua.com/project/fsi/Greek/>

[Filoglossia - Learning Greek as a foreign language](http://www.xanthi.ilsp.gr/filog/default.htm) <http://www.xanthi.ilsp.gr/filog/default.htm>

**YouTube channels**

* [Learn Greek with GreekPod101.com https://www.youtube.com/channel/UC3ntiYnE2MYWmwyS4mZCH4w](https://www.youtube.com/channel/UC3ntiYnE2MYWmwyS4mZCH4w)
* [Learn Greek with Lina](https://www.youtube.com/user/linaaaap1) <https://www.youtube.com/user/linaaaap1>
* [Learn Greek in 5 Days - Conversation for Beginners](https://www.youtube.com/watch?v=xhDLPS_mqZs) <https://www.youtube.com/watch?v=xhDLPS_mqZs> (in this channel there are many useful videos for learn useful and/or common expressions and words)

**Grammar book**

[A Short and Easy Modern Greek Grammar](https://www.forgottenbooks.com/de/download/AShortandEasyModernGreekGrammar_10457586.pdf) <https://www.forgottenbooks.com/de/download/AShortandEasyModernGreekGrammar_10457586.pdf>

**Greek Textbook**

[Teach Yourself Modern Greek - PDF Free Download](https://epdf.pub/teach-yourself-modern-greek.html) <https://epdf.pub/teach-yourself-modern-greek.html>

[**GeiaXara: Greek Language courses for minor TCNs**](https://www.mihub.eu/en/info/info-by-topic/learn-english-greek#collapse1)

The resource includes a number of different online games that place a focus on the learning of the Greek language. The games aim to enhance the correct use of grammar and syntax in the Greek language through gamification.

<http://www.geiaxara.eu/en/language-games>

**Digital Inclusion**

The Digital Inclusion course is built on a digital platform. It provides a user friendly interface where the user can find information about the course modules. It aims to provide migrants, asylum seekers and refugees the opportunity to learn strategies and practices that can be beneficial for their personal and professional development through the use of digital technologies. Specifically, the course consists of the following five modules:

* Basic Computer Skills
* Basic Language Skills
* Practices for Entering the Labor Market
* Know Your Laws
* Entrepreneurship

During the course participants can have the opportunity to interact with the course material, discuss in forums with others and go through an assessment in order to gain an accredited certificate.

<http://digitalinclusiontools.com/>

# **Useful links**

|  |  |  |
| --- | --- | --- |
| Category | Title | Links |
| Gaining status | Four steps to seek asylum (Arabic subtitles) | <https://www.youtube.com/watch?v=7qpMTbs8YgY> | |
| Gaining status | Applying for asylum | <https://help.unhcr.org/cyprus/applying-for-asylum/how-and-where-can-i-apply-for-asylum/> | |
| Gaining status | The Asylum Process | <https://help.unhcr.org/cyprus/applying-for-asylum/> | |
| Gaining status | Asylum in Cyprus | <https://www.youtube.com/watch?v=2RELWDLFCWU> | |
| Gaining status | Asylum in Cyprus - Appeals Process 2020 (Arabic) | <https://www.youtube.com/watch?v=P_tpl3Yax6A> | |
| Integration | Integration tips | <https://www.youtube.com/watch?v=cagQV3QDSv4> | |
| Work procedure | The labour market | <https://www.youtube.com/watch?v=YY5Bku2NzPI> | |
| Work procedure | Labour Market - The Basics (French) | <https://www.youtube.com/watch?v=2uM8LVPe-b0> | |
| Work procedure | Labor Market - The Labor Office and Job Referrals (Arabic) | <https://www.youtube.com/watch?v=3dE2VXfjrh0> | |
| Language – translations |  | <https://www.unhcr.org/cy/education/> | |
| Language – translations | Learn Greek In 5 minutes a day | <https://www.duolingo.com/course/el/en/Learn-Greek> | |
| Language – translations | Learn Greek | <https://www.loecsen.com/en/learn-greek> | |
| welfare | Cost of living tips | <https://www.youtube.com/watch?v=gkL_242yeEU> | |
| welfare | Social Welfare - Your Rights and Responsibilities (Arabic) | <https://www.youtube.com/watch?v=NFfggwCPZuw> | |
| welfare | Your rights as an asylum-seeker | <https://help.unhcr.org/cyprus/applying-for-asylum/your-rights-and-duties-as-an-asylum-seeker/> | |
| Medical / Health System | Medical Care - All About (Arabic) | <https://www.youtube.com/watch?v=_LUl1J15xSo> | |
| Medical / Health System | Access to health care ( français) | <https://www.youtube.com/watch?v=8FHi8Uq27KA> | |
| Medical / Health System | Access to health care ( arabic) | <https://www.youtube.com/watch?v=0WYJgKUfnuc> | |
| FAQ | FAQ | <https://help.unhcr.org/cyprus/faq/> | |

# **Employment**

BENEFICIARIES OF INTERNATIONAL PROTECTION STATUS

[**Applicants**](https://www.mihub.eu/en/info/info-by-topic/employment#collapse1)

Applicants access to the job market is determined by decision of the Minister of Labour, Welfare, and Social Insurance, in agreement with the Minister of Interior.

[**Asylum Seekers**](https://www.mihub.eu/en/info/info-by-topic/employment#collapse2)

Asylum Seekers have access to the labour market one month after the date of the submission of their application for international protection, in specific sectors and occupations according to the relevant Decree of the Minister of Labour, Welfare and Social Insurance. A company/employer willing to recruit an asylum seeker must be authorized to employ foreigners and a contract of employment must be stamped by the district Labor Office

[**Refugees**](https://www.mihub.eu/en/info/info-by-topic/employment#collapse4)

Section 21B of the Cyprus Refugee Law provides that the person who is recognized as a refugee receives equal treatment as the citizens of the Republic as regards wage- earning employment. In other words, refugees have the same rights as Cypriot citizens to employment, hence there are no restrictions to any particular sector and there is no need for the Labor Department to approve and stamp a contract of employment between an employer and a recognized refugee.

**EMPLOYMENT POLICY**

The employment of foreigners who are nationals of countries outside the European Union is regulated by the Law on Foreigners and Immigration. This legislation determines:

* Employing a foreigner without the permission required by law or [1] employment in violation of the terms of the employment license or employment in violation of any other law or regulation, constitutes an offense punishable by imprisonment and / or a fine. (**APPLIES TO EVERYONE)**
* The temporary residence permit for employment purposes provides the right to the foreigner to be employed in the specific employment and for a specific period of time as specified in writing in the permit and in case the holder undertakes another employment then the employment permit ceases to be valid and is considered revoked **(VALID FOR IMMIGRANTS NOT ASYLUM SEEKERS)**
* The responsibility for the implementation of this Law and the issuance of a temporary residence and employment permit to the foreigner is the responsibility of the Department of Population and Immigration Archive. (**VALID FOR IMMIGRANTS NOT ASYLUM SEEKERS)**
* The Ministry of Labor and Social INSURANCES as the fully competent Ministry, for employment policy and labor issues, is responsible for setting policy for the employment of foreigners and granting approvals to employers or companies for the employment of foreigners from third countries. (**APPLIES TO EVERYONE)**

The main criterion for granting approvals to employers for the employment of foreigners is the inability to meet the specific needs of the employer with a workforce either from the local labor market or from the member states of the European Union. (**APPLIES TO EVERYONE)**

Applications for employment of foreigners by Cypriot companies are accepted by the local District Employment Offices if it is found that the following conditions are met:

* The complete inability to meet the specific needs of the employer with a local workforce (Cypriot or European citizens).
* Saving and better utilization of the local workforce
* Improving working conditions in the workplace
* The offered terms of employment which should not be inferior to those provided by the collective agreements and the legislation.

Work permits are issued by the Director of the Department of Population Records and Immigration.

**The procedure for examining applications submitted by Cypriot Companies is as follows:**

Employers turn to the local District Employment Offices where the appropriate investigation is done to verify compliance of[Criteria for Foreigners work](http://www.mlsi.gov.cy/mlsi/dl/dl.nsf/All/C8F036BAB9EA9F81C225809F002B4C3E?OpenDocument) with the main provision being the investigation of the possibility of satisfying the needs of the employer from the local labor market.

The interested employer notifies a vacancy through the Public Employment Service and for a period of 2 weeks (except for the livestock sector where the request for employment of foreigners is submitted at the same time as the vacancy announcement), an attempt is made to find staff from the labor market on the ground. At the same time, the vacancy is published in the daily press. In case no people are found from the local labor market to fill the vacancies, the employer submits an application for a special form for employment of foreigners, duly completed together with all the required documents listed on it.

For the agriculture / livestock sector, labor market control is not required in cases of requests for renewal of foreign employment approvals.

When the employer applies either for additional foreign staff or for the renewal or replacement of existing foreign staff, in addition to the above evidence, evidence is required for the medical care safety (outpatient and inpatient) of the foreign staff already employed.

The relevant application with all the attachments is forwarded to the Head Offices for a final decision and then an answer is sent to the employer regarding his request.

**COMMON QUESTIONS**

**Is there a minimum wage for domestic workers from third countries and if so what is it?**

The minimum gross salary of domestic workers amounts from 1.7.2013 IS € 460. From this amount 15% is deducted for food, 10% for accommodation, 8.3% for social insurance and 2.65% for GESΥ. The health insurance of the employee is paid in half by both parties. However, in the event that a different salary is set and agreed in the contract which exceeds the minimum salary, then the salary agreed on the contract applies.

**If a domestic worker has left his / her place of work and a labor dispute is pending in the Labor Relations Department, when can the guarantee paid by the employer be released?**

The guarantee is released in cases where after the end of the labor dispute and the decision of the Labor Dispute Resolution Committee, the employee is located and fired. In this case, part of the guarantee corresponding to the cost of the air ticket is withheld and the rest is released. It should be noted that in case of voluntary departure of the domestic helper, the responsibility for the payment of the air ticket is assumed by the employer and the guarantee is released in full. The guarantee is released in full and in case of finding a new employer by the domestic helper.

**How many annual leave are domestic workers entitled to per year?**

As they work on a 6-day basis they are entitled to 24 days a year annual leave.

[**What is the regular working time?**](https://www.mihub.eu/en/info/info-by-topic/employment#collapse12)

According to the Organization of Working Time Law of 2002-2007, employees’ working time in any week may not exceed the 48 hours on average, including overtime. It is specified though, that more favourable arrangements arising from other Laws or Regulations, personal or collective agreements are not affected by the provisions of the above mentioned Law. Whether someone will work 38 or 40 hours or more a week is a matter governed by the applicable collective agreement or agreement between the two parties.

**Who pays for the domestic worker's ticket for arrival and departure to and from Cyprus?**

The payment of the ticket for the arrival and final departure of the domestic helper from Cyprus is the responsibility of the employer, according to the contract.

**What is the procedure for submitting complaints from Third Country employees / political asylum seekers / foreign students?**

Complainants from Third Countries submit their complaint in writing to the Aliens and Immigration Service of the Police, where it is sealed and then submit it to the relevant District Office of the Department of Labor Relations.

The Provincial Labor Relations Office invites the two parties (employer-employee) to a meeting to be placed on the complaint. Then, after the case is examined by an Inspector / Officer of the Department of Labor Relations, a letter is prepared to the Department of Population and Immigration Records and / or the Department of Labor, with the conclusion of the Department on labor issues, as well as a relevant suggestion for stay and licensing of the foreigner for work, as well as for licensing of the employer to replace the employee.

The final decision is taken by the Deputy Director of the Department of Population and Immigration Records and is notified in writing to both parties.http://www.mlsi.gov.cy/icons/ecblank.gif

**FOREIGNERS / COMMUNITY EMPLOYEES - What is the grievance procedure for workers from Third Countries?http://www.mlsi.gov.cy/icons/ecblank.gif**

Complainants from Third Countries submit their complaint in writing to the Aliens and Immigration Service of the Police, where it is sealed and then submit it to the relevant District Office of the Department of Labor Relations. The Provincial Labor Relations Office invites the two parties (employer-employee) to a meeting to be placed on the complaint. Then, a report of facts is prepared by an Inspector of the Department of Labor Relations with a relevant suggestion, which is sent to the Labor Dispute Resolution Committee for a decision. The Commission is tripartite and consists of an official of the Ministry of Labor, Welfare and Social Security, an official of the Department of Population and Immigration Archive of the Ministry of Interior and an official of the Aliens and Immigration Police Service. The final decision is taken by the Deputy Director of the Department of Population and Immigration Records and is notified in writing to both parties.

Complaints of recognized refugees/asylum seekers with supplementary protection status will be submitted and examined in the same way as Cypriot/Community complaints are submitted, as described in question 1 of the section "SUBMITTING COMPLAINTS".

**Are foreign students allowed to work in Cyprus?**

This issue falls under the responsibilities of the Department of Labor. Foreign students generally have the right to work 20 hours per week in areas specified by Decree of the Minister of Labor, Welfare and Social Security. For more information, interested parties can contact the Department of Labor, at 22403000, 25827350, 24805312, 26821666.

**If a domestic worker wishes to travel to his / her country during the leave, is the employer obliged to bear the cost of the tickets?**

No. These costs are proportional to his / her own.

# Health

[**Asylum Seekers**](https://www.mihub.eu/en/info/info-by-topic/health#collapse1)

Asylum seekers are entitled to free medical care covering emergency health care and essential treatment of illnesses in public institutions. The Ministry of Health grants all asylum seekers with free access to hospitals, regardless of whether one receives MRC (material reception conditions) by Social Welfare Services. Asylum seekers need to submit an application in order to confirm their residence status and then receive their medical card (valid for 1 year) by post. Asylum seekers are not included in the provisions of GESY. Access to health services for asylum seekers continues under the provisions of the previous system, in which treatments are provided by in-patient and out-patient departments of the public hospitals.

[**Required Documents for Medical card**](https://www.mihub.eu/en/info/info-by-topic/health#collapse2)

* Letter of confirmation issued by the Asylum Service.
* Copy of Social Insurance Account from the Department of Social Insurance Services or the Citizen Service Centers (for all family members except from children below the age of 18 who are not employed).
* Certified copy of the last tax statement or Income Tax certificate. (for all family members except from children below the age of 18 who are not employed and persons above the age of 70 without any income apart from their old age pension).
* Employer's certificate showing the amount of earnings or a work contract.

**Foreign Workers**

Anyone working in Cyprus, regardless of nationality or residency, must register for social insurance with the District Labour Office. The District Labour Office will in turn issue a medical card. Third country citizens who are legally working and have their ordinary residence in the areas controlled by the Cyprus Government are entitled to healthcare services under the GHS.