Country Report Cyprus
by Martin Baldwin-Edwards

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About the author

Martin Baldwin-Edwards, Co-Director, Mediterranean Migration Observatory, University Research Institute for Urban Environment and Human Resources, Panteion University, Athens, Greece and Associate Researcher, ICMPD, baldwin-edwards@migrationresearch.info

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A. Key data sources and responsible institutions

The Statistical Service of Cyprus (CYSTAT) has a prominent role in the collection and processing of data relating to non-nationals and minorities. The primary dataset is the Population Census (last conducted in 2001); CYSTAT has also developed a Migrant Workers Register, which is an aggregate dataset derived from the Aliens Register and the Social Insurance Register, and intended to provide better data on third country migrant workers in Cyprus (Cantisani & Greco 2005: 6). Other datasets administered by CYSTAT are passenger surveys of arrivals and departures, the Labour Force Survey, and counts of pre-primary, primary, secondary and (up to 2004) tertiary pupils in education; from 2005, there has been a Register of students in tertiary education.

The Ministry of the Interior controls two major administrative datasets relevant to migrants: these are the Civil Register and the Aliens Register. The Civil Register includes all resident and non-resident Cypriots, persons of Cypriot origin, and foreigners (both Third-Country Nationals [TCNs] and EU/EFTA nationals) who have applied for any of 10 documents¹ issued by the Civil Registry. Based on the Civil Register, there is a separate Electoral Register. As it only includes citizens usually living in the country, it may provide a basis to estimate the number of Cypriot citizens living abroad.²

The Aliens Register covers all foreigners (including EU/EFTA) who have applied for a residence permit of more than 3 months duration, as well as applications from TCNs for entry permits. The Interior Ministry is also responsible for asylum applications, administered by the Asylum Service which is part of its Migration Department.

Two important datasets concerning employment are held by the Ministry of Labour – namely, the Social Insurance database and the Candidate Placement System (the latter, for job-seekers; it includes EU and EFTA nationals as well as authorised TCNs).

The Ministry of Justice and Public Order maintains several datasets that are of interest, some of which (mainly those related to judicial proceedings and prison records) are held only manually. Of the computerised datasets, the integrated police database (a complex interlinked arrangement of many registers) is of the most interest, and in particular the Criminal Records Registry.

The Ministry of Health at the time of research (2007) was in a somewhat inchoate state with most of its statistical databases, but had one dataset – the Medical Card System – consisting of those registered to receive free healthcare on the basis of low income.

The key datasets can be identified as the Census (a statistical data collection), the Civil Register, the Aliens Register, and the Social Insurance Register (administrative

¹ birth certificates, death certificates, consular birth certificates (Cypriots abroad), consular death certificates, passports, voting cards, civil identity cards, refugee identity cards, displaced family certificates, permanent residence certificates (issued to Cypriots studying abroad)

² Information collected in the framework of the ILMAS project ( “Implementation of the Legislation on Migration and Asylum Statistics”), courtesy of Michel Poulain
datasets); of lesser importance are the Criminal Records Registry, the passenger surveys, the counts of students in education, the Candidate Placement System, the Medical Card System and the Labour Force Survey (LFS). The LFS in particular is of very limited value since its sample frame does not include TCNs, who are sampled only by virtue of being included in the housing unit sample. TCNs living in collective household are excluded from the sample. The key datasets on migration in Cyprus are summarised in table 1 and 2 in the annex.

B. Historical evolution of the national data collection system/practices and policies

Cyprus’s immigration policy was mostly formulated in the 1990s, in order to recruit immigrant workers to fill labour shortages in a rapidly expanding economy. Almost overnight, Cyprus was transformed from a country of emigration to a net recipient of migration. All immigration was conceived as temporary, with an administrative distinction between those requiring a permit from the Ministry of Labour and those (mainly in housekeeping) whose residence status fell within the competence of the Interior Ministry (Trimikliniotis 2005). Immigration policy was essentially protectionist, confined to specific sectors, and tied immigrant workers to one employer, with a limit to maximum duration of stay (Thomson 2006).

Immediately prior to EU Accession in 2004, immigrant stocks had been climbing, reaching 30,000 with permits (6.7% of working population) in 2002, but with another 10-30,000 undocumented workers and circa 20,000 Greek and Pontian-Greek workers (Trimikliniotis 2009). Thus, immigrant labour represented 15-20% of the total labour force and was amongst the highest in Europe. In 2005, a new immigration policy (although not law) was introduced making permit renewals difficult, and this approach has allegedly encouraged legal immigrants to continue their residence by applying through the asylum process (Polykarpou 2005: 8).

As would be expected from the above, most data collection relating to immigration has been initiated within the last decade. The exceptions lie with censuses (although these actually tended to focus on housing issues, owing to the refugee problem after the Turkish invasion of 1974), criminal records and social insurance. The Labour Force Survey started in 1999, but is still highly underdeveloped with respect to coverage of non-nationals. The recording of foreign school pupils and students dates from 2000, as does their inclusion in the Civil Register. The Aliens Register dates back to 2002, but by mid-2007 was still incomplete in its coverage. Asylum applications data also are of recent provenance, since Cyprus has assumed responsibility for asylum processing only since 2002 (previously it was managed by UNHCR). Passenger surveys were introduced in 1997 for arrivals, and in 2002 for departures. The most recent addition is for the Medical Card System: from April 2003 it included Turkish Cypriots, and since January 2006, EU/EFTA nationals, refugees and asylum-seekers.

One problem affecting data quality is the extent of irregular migrant stocks, estimated at over 5% of total population, thus making it the highest ratio in the EU(27) (Baldwin-
Edwards & Kraler 2009: 49). Since Cyprus has not engaged in any regularisation programmes, these stocks are thought to have grown in recent years.

C. Co-ordination and linking

CYSTAT takes an active role in co-ordinating, disseminating and (in some cases) compiling statistical datasets. The most relevant compiled or combined dataset is the above-mentioned Migrant Workers Register, which is derived from the Aliens Register and the Social Insurance Register, held separately by the Interior Ministry and the Labour Ministry. CYSTAT advises all ministries on data-collection practices and provides technical assistance where needed.

Linking of administrative datasets is known to have been achieved, although not always automatically, between the Criminal Records Registry bilaterally with the Aliens Register and the Civil Register, and unilaterally from the Aliens Register to the Civil Register to the Social Insurance Register and back to the Aliens Register. One dataset, the Candidate Placement Scheme, in 2007 received input from the Social Insurance Register: automatic linkages were planned for 2009 with the Aliens Register, the asylum-seekers database, the Social Insurance Register and the wider police register (including the Criminal Records Registry).

Figure 1, below, shows schematically the known existing linkages. All of the administrative datasets listed in Table 2 are computerised, utilise dataset-specific PINs and, in theory, are capable of being linked together.

Figure 1
Schema of known linkages between administrative datasets
D. Concepts and definitions

The population with usual residence in Cyprus is measured mainly through the censuses, administered by CYSTAT. The Census counts as resident quite a few categories of Cypriots abroad for periods exceeding one year: this includes students, spouses, seamen, the National Guard, and all expatriates and their families temporarily working in Arab countries. Non-nationals living in Cyprus are included if their residence permit is for one year or more, or if their residence has exceeded one year. The Census records place of birth of each parent, own place of birth, citizenship, place of usual residence at census date and 12 months previous, and country of permanent residence abroad and year of entry/return to Cyprus.

The Civil Register includes all citizens of the Republic of Cyprus, regardless of whether they live in the country or not, persons of Cypriot origin living in Cyprus, and foreigners legally resident in Cyprus (the latter includes asylum-seekers) Foreigners only after a residence permit and an Alien Registration Certificate has been issued (Cantisani & Greco 2006: 491). The Aliens Register records only those aliens with residence permits of duration greater than 3 months, and its coverage of aliens is therefore narrower than that of the Civil Register.

Generally, the concept of ethnic origin takes precedence over matters of legal nationality: for example, overseas Cypriot in the male line, but without Cypriot citizenship, may enter the country without a visa and work without formalities for an unlimited duration, unless the employment is in public administration or regulated professions (Cantisani & Greco 2006: 493). Equally, the emigration (and even death abroad) of Cypriot nationals is rarely recorded, resulting in over-stated measurements of the actual stocks of Cypriot nationals.

Owing to the division of the island, and the constitutional guarantee of the rights of Turkish Cypriots in the Republic of Cyprus, there is some discreet measurement of ethnicity in certain administrative datasets. However, formal recording of ethnicity is not approved, and such data cannot easily be accessed from the records. The Census, on the other hand, does record citizenship, ethnic group and mother tongue.

Another specificity of Cyprus is the focus on property in the censuses, as well as the LFS, owing to the mass displacement of refugee populations since 1974. This emphasis means that the proportionately large immigrant population (much of it irregular) is probably not well covered by the Census or the LFS.
E. Availability of data

E.1. Core demographic data on immigrants and migration control

E.1.a Population stocks and general demographic characteristics

The primary data source for demographic data is the Census, although these data could be supplemented by information from the Civil Register and Aliens Register. Since the Census overstates the number of usually resident Cypriots, and probably undercounts irregular migrants, this data source is insufficient without taking these factors into account. CYSTAT has developed an ad hoc methodology for annual estimates of the population stock by group of countries of citizenship as requested by the recent EU regulation. The estimate is based on census results, which are adjusted by demographic events (births and deaths, drawn from relevant administrative datasets) and estimates on international migration, which is estimated on the basis of the IPS and the LFS.\(^3\)

E.1.b Migration flows

The existence of Passenger Surveys for Arrivals and Departures provides useful indicators for migration flows, but (as with the Census) there are some problems of non-conformity with international definitional standards. In particular, Cypriot students and family members resident abroad are counted as residents of Cyprus and excluded from measurements of migration flows. Moreover the Passenger surveys is conducted only at four external ports of entry, basically Cyprian airports and thus does not cover arrivals and departures via the green line border with the Turkish Occupied part of Cyprus. For 2006, the number of persons crossing the green line was 2.5 millions in 2006 and 1.7 millions for 2007 (total of entries and exits).\(^4\)

There are also problems of sample size, when grossing up figures based on one or two cases; serious discrepancies between different data sources are evident for the measurement of migration flows into and out of Cyprus (Cantisani & Greco 2005: 9). Given the limitations of the Passenger Survey on departures, CYSTAT effectively estimates immigration on the basis of data on arrivals, while it considers data on departures to largely underestimate emigrations flows.\(^5\)

Data on border crossings are also available from the Border Police. However, it only concerns third country nationals and does not cover US, Canadian, Japan and Australian citizens. The border crossing dataset records all border crossings (i.e. events) as well as the individuals crossing the border. The database allows calculating the duration of stay, or, conversely, the duration of absence of any individual recorded in the database. It thus would provide a useful basis for statistics of an important part of international migrations in accordance with international

\(^3\) idem
\(^4\) idem
\(^5\) idem
recommendations on migration statistics and the EU regulation on migration statistics.  

E.1.c Legal status of immigrants

Despite a very large recent irregular migrant stock, Cyprus has not held any regularisation programmes. The Aliens Register, for registration of residence permits, goes back only to 2002 and was still incomplete in 2007. In view of the implementation of the Council Regulation on Statistics on Migration and International Protection the database seems to have been considerably improved and Cyprus also has delivered data on residence permits issued to Eurostat, as requested by the regulation. 

The residence permit database includes information on individuals rather than cases. It thus includes all accompanying minors as well as newborn babies who are automatically granted a residence permit. EU citizens receive an authorisation to stay if they intend to stay in Cyprus for more than 90 days. This authorisation is permanent and does not have to be renewed. Data extracted from the Aliens Register have been transferred to CYSTAT for the years 2006 and 2007 (first permits) as well as the number of valid residence permits on 1st January 2006, 2007 and 2008.

E.1.d Change of citizenship

The Civil Register has a complete record of acquisitions of Cypriot citizenship, some of which are available by previous citizenship. THESÍM reports a serious inconsistency with the JAI report of 2001, in that the Cypriot authorities include as naturalisations a very large number of marriages of non-Cypriots to Cypriots, registrations of minor children and registrations of adults of Cypriot origin (Cantisani & Greco 2005: 10). Between 1985 and 2009, close to 13,000 spouses received Cypriot citizenship by virtue of their marriage, while some 5,000 children, whose parents obtained citizenship were registered as citizens. At the same time, 2,250 persons of Cypriot descent were registered while another 24,000 acquired citizenship on grounds of origin. Ordinary naturalisations of non-nationals, by contrast, only make up a relatively small share of overall acquisitions of citizenship – little more than 5,300 persons were naturalised between 1985 and 2009 and this presumably includes a large share of Pontian Greeks. The possible recording of multiple nationality is not known although seems unlikely to occur; dual nationality is accepted. The largest category of de facto acquisitions of citizenship however, involves Turkish Cypriots. While they always had a right to Cypriot citizenship, they could not make use of this right before the opening of border between Cyprus and the Turkish occupied North in 2003. Since 1995, more than 100,000 Turkish Cypriots registered their Cypriot nationality through obtaining birth certificates, close to 55,000

6 idem
7 See the Eurostat database under http://epp.eurostat.ec.europa.eu/portal/page/portal/population/data/database
8 Information collected in the framework of the ILMAS project ( “Implementation of the Legislation on Migration and Asylum Statistics”), courtesy of Michel Poulain
acquired citizenship through obtaining a Cypriot passport and more than 83,000 through obtaining Cypriot identity cards (Trimikliniotis 2009: 408f).

**E.1.e Asylum-seeking and refugees**

Cyprus has managed its own asylum system only since 2002 – prior to that, UNHCR managed applications. According to the THESIM country report on Cyprus, most variables on asylum-seekers are available but only some data has been published until recently (Cantisani & Greco 2006: 498). No further information has been provided on this dataset, and is also not available from the website of the Interior Ministry. However, Cyprus is now able to provide statistical data to Eurostat and first results on asylum applications and asylum decisions have been published by Eurostat in 2010. Data on refugee stocks are not published and may not exist, other than for displaced Cypriot refugees from the 1974 Turkish occupation. However, the 2008 ad-hoc module, also conducted in Cyprus, contains a question on reasons for migration which also includes international protection and asylum.

**E.1.f Irregular migration, apprehensions and expulsions**

Border apprehensions of illegal migrants are held by the Cyprus Police, although the exact nature of the dataset is unclear at this time. The police authorities maintain a complex integrated database, with no separate datasets as such: it is thought that apprehensions are recorded on this. Expulsions may also be recorded on the integrated police database, but in some cases should be available from judicial sources. Again this dataset has not been identified. Statistics on irregular migration in Cyprus are available.

**E.2. Measuring integration, discrimination and diversity**

**E.2.a Employment**

Employment data are available from several sources, of which the social insurance register is probably the most reliable. While participation in the LFS is compulsory, it has poor sampling of non-Cypriots and is unlikely to be of much use. Another source of data is the Candidate Placement System (unemployment register), which includes EU and EFTA nationals and legally employed TCNs. There is no dataset that could deal with the significant black economic activity that TCNs engage in, which is a major source of discrimination and exclusion.

**E.2.b Incomes, transfers and social benefits**
These are available from the Census (although the TCN coverage is weak); some limited data can perhaps be gleaned from the LFS, but its coverage is even weaker. The EU-SILC, given its comparatively small sample size, is even less useful. Some relevant data can be derived from the social insurance and unemployment registers, and also from the Medical Card System although the latter’s coverage is very restricted. The Criminal Records Registry contains important information for comparative study, although access to it is almost impossible to achieve.

**E.2.c Housing and residential patterns**

Housing data are available only from the Census; there may be some limited proxy measures (e.g. location) available from the Civil Register and the Aliens Register.

**E.2.d Health and access to Healthcare**

Access to healthcare was covered by several datasets that were being revamped at the time of research. The only operational database has been the Medical Card System for free healthcare.

**E.2.e Education**

Participation in education is recorded by annual counts of school pupils and a register (since 2005) of tertiary students. Educational attainment is recorded adequately only through the Census.

**E.2.f Family and household**

The existence and role of the family unit will also be found completely only in the Census, but certain measures are recorded in various administrative datasets. The most obvious sources are the Aliens Register and the Civil Register, but other datasets such as the Social Insurance Register and the Medical Card System also have a few relevant variables.

**E.2.g Political participation**

There are no known data on any form of political participation by non-Cypriots. In fact, the only known study on political participation of immigrants in Cyprus (Trimikliniotis & Corina 2005) resorts to the authors own assessments regard civic and political participation of immigrants in the absence of any qualitative or quantitative data.

**E.2.h Discrimination**

Quantitative data on discrimination is only available from the recent EU-Midis (European Union Minorities and Discrimination Survey), conducted by the European
Union Agency for Fundamental Rights. In Cyprus, the Survey covered various Asian groups (migrants from Sri Lanka, the Philippines, India, Bangladesh, Pakistan) and predominantly female migrants employed in the domestic sector (See European Union Agency for Fundamental Rights 2009). Previously, there has only been a small scale expert survey on experts’ assessment of patterns of discrimination (see Trimikliniotis & Demetriou 2005: 35).

F. Accessibility, quality and comparability

The Census is the main data source for integration, discrimination and diversity; however, the last census (2001) predates the large recent immigration flows, and would anyway not easily capture the large proportion of irregular immigrants resident in Cyprus. Healthcare (currently being revamped) and education data may be better at coping with irregularity and recency of immigration, although the extent to which the data can provide insights into this area is unknown. The Aliens Register, if properly integrated with other datasets (as CYSTAT has done with its Migrant Workers Register) may be of some use, although heavily restricted access for researchers makes this a difficult proposition. Overall, the focus on issues of discrimination in Cyprus tends to remain on Turkish Cypriots: TCN migrants tend to be viewed as temporary workers who will not remain in the country.

Aggregate data are published online for most of the CYSTAT statistical datasets – notably, the last two censuses, the LFS, and some limited data from the passenger surveys and education counts. CYSTAT does publish some statistical data derived from certain administrative datasets – most notably, with respect to criminal convictions. There are also printed (or more recently, electronic) publications providing more detailed analyses, in particular of all the censuses. For volumes published prior to 1990, these are usually available only for consultation in the CYSTAT library.

Data requests and analyses:
CYSTAT accepts requests from interested parties for tailor made statistics and analyses. The requests may regard information extraction from the databases or publications, special tabulations, data with specific breakdown level etc with the exception of cases where confidentiality issues are raised.

The standard rates applicable combine a minimum charge of €15,00 plus the hourly rate of a Statistics Officer plus the cost of the dissemination media. The interested party is informed about the total charges and work on special requests begins only after acceptance of the costs has been received.10

Access to microdata:
Under the provisions of the Statistics Law, CYSTAT may release microdata for the sole use of scientific research. Applicants have to submit the request form

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10 The application form is available online at: [http://www.pio.gov.cy/mof/cystat/statistics.nsf/All/AAA91EC7EAA99BA7C2257195002E0A36/$file/APPLICATION_TAILORMADE_EN.pdf](http://www.pio.gov.cy/mof/cystat/statistics.nsf/All/AAA91EC7EAA99BA7C2257195002E0A36/$file/APPLICATION_TAILORMADE_EN.pdf)
"APPLICATION FOR DATA FOR RESEARCH PURPOSES" giving thorough information on the project for which microdata are needed.

The application is evaluated by CYSTAT's Confidentiality Committee and if the application is approved, a charge is fixed according to the volume and time consumed for preparation of the data. Microdata may then be released after an anonymisation process which ensures no direct identification of the statistical units but, in the same time, ensures usability of the data.\footnote{The application form is available online at: http://www.pio.gov.cy/mof/cystat/statistics.nsf/All/1AEFDEDD41E1C2257195002D04E5/$file/APPLICATION_MICRODATA_EN.pdf?OpenElement}

Administrative datasets
Access to these in whole or in part is not permitted. Aggregate data are published for some datasets (e.g. the Social Insurance Register) and are in such cases available free from the relevant website of the dataowner. For certain datasets, the dataowner may accept requests for processing of data (similar to the CYSTAT provision above) but with costs and conditions to be individually negotiated.

G. Quality and scope of data collection

Cyprus’s experience of immigration is relatively recent, and its policies and data collection were mostly begun since 2002. The large irregular immigrant population is also of note, since special efforts will be needed to record as accurately as possible their presence on Cyprus. Thus, the primary tool of demographic measurement is the census and this has not yet been focused on the problem of measuring immigrant communities. The LFS also has not been sufficiently crafted to deal with a very large regular and irregular migrant worker presence in the labour market. Other statistical datasets are less useful in providing relevant information.

Access to administrative datasets, as in most countries, is highly restricted. However, there is at least the possibility for requests of data-processing with some dataowners. It is unclear if this extends, though, to the Aliens Register, Civil Register and other datasets dealing with legality of residence of aliens. Moreover, the actual functioning of these databases has been flawed, owing to their recency.

Access to CYSTAT’s microdata follows a fairly standard procedure, but its actual implementation and results are unknown at this time. Thus, the criteria that are used for evaluating applications, and the level of restrictiveness chosen, are central in determining whether or not there is sufficient accessibility for genuine researchers.

Older datasets could be used more effectively to include data pertaining to integration, discrimination and diversity. There are, in fact, some informal attempts to deal with these issues as they relate to ethnic Turkish Cypriots; these are rarely extended to TCNs, however. The reason for this seems to lie in the perception that the recent immigration is of temporary workers, who will not choose to settle and integrate in Cyprus. Thus, the particular phase of migration (as well as the great extent of irregularity) partly explains the lack of data-collection in this area.
H. Conclusions – Recommendations

For researchers: 
Although Cyprus has a rather limited number of datasets relevant to migration, there is the possibility of either access to, or requests for processing of, data. This is particularly true with CYSTAT, which seems to have a very professional and user-oriented outlook on statistical data. The actual implementation of data protection rules is unknown (from this research project) and may actually be largely untested with respect to migration and ethnicity data; therefore, any researcher wishing to access microdata should assume good faith and submit a detailed and accountable application for such access.

There is access to some administrative datasets, and again there seems to be a culture of trying to cater for the end-user. It may be that there is a bias in favour of state-owned research institutions and universities when making such requests. This should be borne in mind, if there are alternative ways of requesting data.

For policy-makers 
The interpretation of data in this area is a little tricky, since the Census is of little use (at least, until the 2011 round) and the Aliens Register has been incomplete for many years. Furthermore, the Census over-states the presence of Cypriots and massively undercounts the immigrant population. However, the expertise of CYSTAT should be able to minimise these difficulties and provide approximations of migration flows (from the passenger surveys) and regular migrant stocks (from the Aliens Register and the Civil Register). There are also important data contained in the Social Insurance Register, and probably since 2008 within the healthcare system. The main caveat with all of these data is that they do not cope well with irregular migrant stocks, and these are very high in Cyprus.

For improving the overall situation in the country... 
There are two priorities which appear strongly from the PROMINSTAT research on Cyprus. The first is that statistical emphases on Cypriot ethnicity are unhelpful and need to be revised: these include the Census and Passenger Surveys, which include family members resident overseas as if they are living in Cyprus, and exclude the migration of Cypriot students. Also, the right of ethnic Cypriots (without Cypriot citizenship) to enter and work in Cyprus without a permit likely obscures migration and labour market recording of such. In all of these areas, a movement toward international standards would be appropriate. Secondly, it is imperative that Cyprus develop more powerful tools for the measurement of its immigrant population. The assumption that migrants will not remain is likely (as in all countries) to prove false; furthermore, the extent of irregularity makes such migrant stocks very difficult to measure. The success of Greece in including most of its irregular migrant population in the 2001 Census should be taken into account when Cyprus is preparing for the 2011 Census. The LFS needs to have a much better sample frame, which actively seeks (irregular and regular) migrants; the Spanish LFS seems to have managed quite well in this regard. With respect to the measurement of integration and discrimination, a lot need to be done. Such measures would include actively seeking...
to identify immigrant participation in all areas, and adapting the current measuring techniques to understand better the role played by Cyprus' TCN residents.
Bibliography


Annex 1 – Datasets on migration/integration in Cyprus

Table 1
Principal statistical datasets

<table>
<thead>
<tr>
<th>Name</th>
<th>coverage</th>
<th>owner</th>
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<tbody>
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<tr>
<td>Census of Population 1992</td>
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<td>CYSTAT</td>
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<td>Census of Housing 1982</td>
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<td>CYSTAT</td>
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<tr>
<td>Labour Force Survey</td>
<td>1999—(weak coverage of TCNs)</td>
<td>CYSTAT</td>
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<td>Surveys of arrivals and departures</td>
<td>Arrivals 1997—; departures 2002—</td>
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<td>Counts of pupils in pre-primary, primary and secondary education</td>
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<td>Register of students in tertiary education</td>
<td>2005—</td>
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Table 2
Principal administrative datasets

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<td>2002; 2006— in current form; incomplete data on TCNs</td>
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<td>Civil Register</td>
<td>2000—; coverage of TCNs not known</td>
<td>Ministry of the Interior</td>
</tr>
<tr>
<td>Asylum seekers database</td>
<td>2002—</td>
<td>Ministry of the Interior</td>
</tr>
<tr>
<td>Social Insurance Register</td>
<td>1995—; in current form since 2003</td>
<td>Ministry of Labour</td>
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<td>Criminal Records Registry</td>
<td>1993—</td>
<td>Ministry of Justice &amp; Public Order</td>
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<tr>
<td>Candidate Placement System</td>
<td>2000—</td>
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