



NEAR EAST UNIVERSITY
INSTITUTE OF GRADUATE STUDIES
DEPARTMENT OF INTERNATIONAL RELATIONS

**THE LIVING CONDITIONS OF NIGERIAN WORKERS
IN NORTHERN CYPRUS**

M.A. THESIS

Taiwo Mary OLAPADE

Nicosia

June, 2022

**TAIWO MARY
OLAPADE**

**THE LIVING
CONDITON OF
NIGERIAN WORKERS
IN NORTHERN**

MASTER THESIS

2022

**NEAR EAST UNIVERSITY
INSTITUTE OF GRADUATE STUDIES
DEPARTMENT OF INTERNATIONAL RELATIONS**

**THE LIVING CONDITIONS OF NIGERIAN WORKERS
IN NORTHERN CYPRUS**

M.A. THESIS

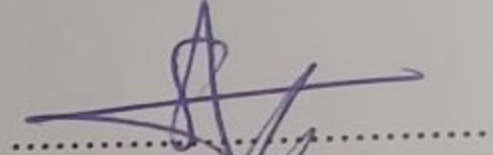
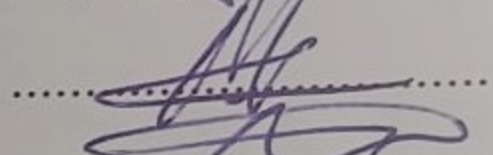
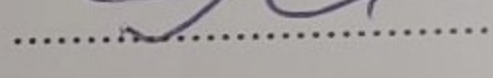
Taiwo Mary OLAPADE

**Supervisor
Assoc. Prof. Dr. Mustafa ÇIRAKLI**

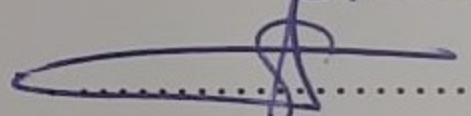
**Nicosia
June, 2022**

Approval

We certify that we have read the thesis submitted by Taiwo Mary Olapade titled “**The Living Conditions of Nigerian Workers in Northern Cyprus**” and that in our combined opinion it is fully adequate, in scope and in quality, as a thesis for the degree of Master of International Relations.

Examining Committee	Name-Surname	Signature
Head of the Committee:	Assoc. Prof. Dr. Sait Akşit	
Committee Member:	Assoc. Prof. Dr. Ali Dayıoğlu	
Supervisor:	Assoc. Prof. Dr. Mustafa Çıraklı	

Approved by the Head of the Department

01.11.2022

 Assoc. Prof. Dr. Sait Akşit
 Head of Department

Approved by the Institute of Graduate Studies

...../20...

 Prof. Dr. Kemal Hüsnü Can Başer
 Head of the Institute

Declaration

I hereby declare that all information, documents, analysis and results in this thesis have been collected and presented according to the academic rules and ethical guidelines of Institute of Graduate Studies, Near East University. I also declare that as required by these rules and conduct, I have fully cited and referenced information and data that are not original to this study.

Taiwo Mary Olapade

...../...../.....

Acknowledgments

I want to thank the Almighty God for his Provision, Protection, Guidance, Wisdom, Strength, Mercy and Grace throughout my programme in Cyprus. For the good success and accomplishments of which He has preordained before now, I return all the glory back to Him.

The indelible contribution of some people to my life for the period of my stay on campus and this research work cannot be forgotten of which I will use this medium to recognize them.

My profound gratitude to my supervisor, Assoc. Prof. Dr. Mustafa Çıraklı for his support, motivation and encouragement, even with his busy schedules, he still took time to put me through.

I want to acknowledge the immense support of my parent Mr. and Mrs. P.F. Olapade for their encouragement, prayers, cares and support both financial and moral, may you live to reap the fruit of your labour and see your children's children (Amen). I also recognise my siblings; Sis Seun, Bro.Femi, Bro.Sam, Bro.Korede, Bro.David, Bro.Dare and my dear twin sister (Kenny). I love you all. To friends like brother and sisters; Odunayo, Emeka, Chioma, Peace. I thank you

Taiwo Mary Olapade

Abstract

The Living Conditions of the Nigerian Workers in Northern Cyprus

Olapade, Taiwo Mary

M.A., Department of International Relations

Supervisor: Assoc. Prof. Dr. Mustafa Çıraklı

June, 2022, 88 pages

Migration is a complex worldwide phenomenon in terms of its extent, dynamics, and influence. It is a cause and a result of larger developmental processes, as well as an inextricable part of our increasingly globalized world. While migration is not a substitute for development, it may be a good factor for progress if it is accompanied by sound policies. Partly because of this, international migration has become a priority for the international community due to the growth in global mobility, the increasing complexity of migratory patterns, and their influence on governments, migrants, families, and communities. Push factors are reasons why people desire to leave their native lands, whereas pull factors are reasons why people want to migrate to a new country. Economic, environmental, social, and political issues all have a role in migration. This dissertation aims to evaluate the situation of Nigerians in Northern Cyprus. Following Turkish military intervention, and the de facto partition of the island in 1974, the bulk of migrants to Northern Cyprus arrived from Turkey, the United Kingdom, and Bulgaria, although some Turkish Cypriots relocated to other countries. However, we have recently seen a large influx of migrants from Africa, particularly Nigerians, entering the country, largely to attend universities and other higher education institutions that have mushroomed over the last decade. These universities make Northern Cyprus a popular location because of the high level of education supplied. It is also easier to enter Northern Cyprus for education purposes compared to other countries, and they have a reasonable tuition charge for education. Still, a large number of these international students, including Nigerians, also become part of the workforce, upon arrival, or following the completion of their studies. It is this aspect of migration into Northern Cyprus, i.e., the living conditions of Nigerian migrants, that this dissertation aims to shed much-needed light. Based on focus group discussion with Nigerian migrants, the study

offers fresh data on migrants' perspectives of life in Northern Cyprus, including employment, relations with the host society, and language barriers, and outlines several policy suggestions toward better managing migration-related issues, drawing from migrants' own experience. It is hoped that this dissertation will inspire further research into migration as the country's economic growth will continue to accelerate, in line with the growth in migrant population.

Keywords: international migration, language barriers, employment, Nigerian migrants, Turkish Republic of Northern Cyprus (TRNC).

Özet

Kuzey Kıbrıs'taki Nijeryalı İşçilerin Yaşam Koşulları

Olapade, Taiwo Mary

M.A., Uluslararası İlişkiler Bölümü,

Danışmanı: Doç. Dr. Mustafa Çıraklı

Haziran, 2022, 88 sayfa

Göç, kapsamı, dinamikleri ve etkisi itibariyle dünya çapında karmaşık bir olgudur. Daha büyük gelişimsel süreçlerin nedeni ve sonucu, aynı zamanda küreselleşen dünyamızın ayrılmaz bir parçasıdır. Göç, kalkınmanın yerini tutmaz, sağlam politikalar eşliğinde ilerleme için iyi bir faktör olabilir. Kısmen bu nedenle, uluslararası göç hareketliliği, göç kalıplarının artan karmaşıklığı ve bunların hükümetler, göçmenler, aileler ve topluluklar üzerindeki etkileri nedeniyle uluslararası toplum için bir öncelik haline gelmiştir. İtici faktörler nedeniyle insanlar anavatanlarını terk etmek isterken, çekici faktörler insanların yeni bir ülkeye göç etmek istemesinin sebepleridir. Ekonomik, çevresel, sosyal ve politik sorunların hepsinin göçte bir rolü vardır. Bu tez, Kuzey Kıbrıs'ta bulunan Nijeryalıların durumunu değerlendirmeyi amaçlamaktadır. Türk askeri müdahalesi ve 1974'te adanın fiilen bölünmesinin ardından Kuzey Kıbrıs'a gelen göçmenlerin büyük kısmı Türkiye, Birleşik Krallık ve Bulgaristan'dan gelirken, bazı Kıbrıslı Türkler başka ülkelere taşındı. Son zamanlarda, Kuzey Kıbrıs Afrika'dan, özellikle de Nijerya'dan büyük bir akın gördü. Bunlar, büyük ölçüde, geçen on yıl içerisinde ülkeye üniversiteler ve diğer yüksek öğretim kurumlarına katılmak için giriyor. Üniversiteler, sağlanan yüksek eğitim düzeyi nedeniyle Kuzey Kıbrıs'ı popüler bir yer haline getirmektedir. Kuzey Kıbrıs'a girmek eğitim amaçlı gelmek diğer ülkelere kıyasla daha kolaydır. Üniversiteler, ayrıca, makul bir öğrenim ücretine sahiptirler. Gelen uluslararası öğrencilerin büyük bir kısmı, Nijeryalılar dahil geldiklerinde veya öğrenimlerini tamamlamaları sonrasında iş gücünün bir parçası olurlar. Bu tezin ortaya koymak ve ışık tutmak istediği Kuzey Kıbrıs'a göçün bu yönü, özellikle de Nijeryalı göçmenlerin yaşam koşullarıdır. Nijeryalı göçmenlerle yapılan odak grup

görüşmesine dayanan çalışma, göçmenlerin istihdam, ev sahibi toplumla ilişkiler ve dil engelleri ve ana hatlar göçle ilgili sorunları dahil olmak üzere Kuzey Kıbrıs'taki yaşam perspektifleri hakkında yeni veriler sunmak ve göçmenlerin kendi deneyimlerinden hareketle bu durumu daha iyi yönetmeye yönelik çeşitli politika öneriler ortaya koymaktır. Bu tezin, göç araştırmalarına, göçmenle ve ekonomik büyüme gibi konularda araştırmalara daha fazla ilham vermesi umulmaktadır.

Anahtar Kelimeler: uluslararası göç, dil engelleri, istihdam, Nijeryalı göçmenler, Kuzey Kıbrıs Türk Cumhuriyeti (KKTC).

Table of Contents

Approval.....	2
Declaration	3
Acknowledgements	4
Abstract	5
Abstract (in Turkish).....	7
Table of Contents	9
List of Tables.....	11
List of Figures.....	12
List of Abbreviations.....	13

CHAPTER I

Introduction.....	14
The Case Study.....	14
Research Statement.....	15
Scope and Limitations of the Study.....	15
Relevance of the Study.....	16
Methodology.....	21
Brief Review of International Migration.....	26
Living and Working Conditions of Migrants.....	32

CHAPTER II

Literature Review.....	34
Political Background.....	34
TRNC Economy.....	38
Entering the TRNC.....	42

CHAPTER III

Employment.....	43
Working Conditions.....	43
The Working Environment.....	43

Job Satisfaction.....	45
Findings.....	46

CHAPTER IV

Language Barriers.....	54
Language.....	54
Communication.....	55
Coping Strategies.....	56
Findings.....	57

CHAPTER V

Social Interactions.....	64
Interaction.....	64
Social Relationships.....	65
Migrant Recognition.....	65
Findings.....	66

CHAPTER VI

Conclusion and Recommendations.....	73
Recommendations According to Findings.....	76
REFERENCES.....	78
APPENDICES.....	87

List of Tables

Table 1: Interviewees	25
Table 2: Number of University Students (2017-2021).....	41
Table 3: Responses Regarding Employment and Job Satisfaction	46
Table 4: Responses Regarding Language Barriers	57
Table 5: Responses Regarding Interaction with the Wider Society.....	66

List of Figures

Figure 1: Empirical Domains.....	26
Figure 2: Tourist Arrivals to Northern Cyprus 2021	40
Figure 3: Percentage of International Students	41

List of Abbreviations

GFMD	Global Forum for Migration and Development
LC:	Living Conditions
SHRM:	Society Human Resource Management
TRNC:	Turkish Republic of North Cyprus
UN:	United Nations
UNFICYP:	UN Peacekeeping Force in Cyprus

CHAPTER I

Introduction

The Case Study

In a rather provocative report, the Cypriot daily, *Cyprus Mail*, recently reported that “most international students [including Nigerians] who come to Northern Cyprus appear to be serious about wanting to acquire a degree, but too frequently ill-informed about difficulties of day-to-day survival on the island. As the report continued, “the expense of living is expensive, and the cost of renting a property is exorbitant. Tenants are required to pay a 6-month rent in advance, one month's payment as commission, and one month's rent as a deposit for a three-bedroom property that costs between £400 and £450 per month.” (Alabi, A.M. (2019) In a similar fashion, novelist Chigozi Obioma, a former student of Cyprus International University in Northern Cyprus, lamented in a *Guardian* report that “*there was nowhere to work to pay the next lot of school fees; no naturalisation or citizenship to aim for. There were only two options for survival: one was to fight for the menial jobs available with the often hostile immigrants from Turkish Kurdistan, Syria, Lebanon and other low-income groups; the other was to depend solely on sponsors back in Nigeria, something only a few could afford.*” (Alabi, A.M. (2019).

In recent years, the Turkish Republic of Northern Cyprus (TRNC) has attracted a large influx of migrants from Africa, particularly Nigerians, entering the country, mainly on student visas. Following Turkish intervention in 1974, the bulk of migrants arrived from Turkey, the United Kingdom, and Bulgaria, although some Turkish Cypriots relocated to other countries. Since 2010s, the number of African migrants has surged at an alarming rate. Northern Cyprus is a popular study location amongst African nations for a number of reasons including the quality of education and the competitive tuition fee structures. But very little is known about the motivations that sustain the migrants in Northern Cyprus, and there is indeed scant information on their living conditions. This dissertation aims to bridge this gap by evaluating the situation of Nigerian nationals in Northern Cyprus.

Research Statement

The purpose of this study is to investigate the Nigerian migrants' experience in Northern Cyprus. The study will be qualitative in nature, with the goal of learning more about the origins and causes of migration, as well as Nigerian migrants' perspectives on a variety of problems that are relevant to their experience in North Cyprus.

The central research question that will guide this dissertation is:

What are the impact of working conditions on the experience of Nigerian migrants in Northern Cyprus?

Furthermore, the dissertation will concentrate on three key aspects of the study topic: employment, linguistic barriers, and social relationships, all of which will provide additional insight into the subject.

Based on the above, the dissertation concerns itself with 3 interlinked research questions:

1. What are the views of Nigerian employees on the low wages earned by certain workers, resulting in an unstable quality of living for some?
2. How do Nigerian natives deal with linguistic barriers while working with non-Nigerians?
3. How do Nigerian migrants interact with the host society?

Scope and Limitation of the Study

The aim of this dissertation is to investigate the living conditions of Nigerian workers in Northern Cyprus, pegging the question of living conditions onto the challenges faced by Nigerian workers in their place of work in terms of low wages, conditions of work, language barriers in and outside work, and the wider issues in establishing meaningful social relationships within their co-workers and with the host society. The findings of the research are expected to provide valuable theoretical and practical insights in terms of developing efficient management and utilization of migration into the TRNC, from Nigeria and elsewhere.

The study covers Nigerian working in North Cyprus, and as such it is limited in its empirical scope to that group, living and working in North Cyprus.

Besides this, and as with most research projects, it has potential limitations. Its findings are based on one-to-one interviews with a group of Nigerians employed in Northern Cyprus (see 'Methodology' below), and they are therefore subject to biases and confounding in relation to interviewees' personal opinions. A second limitation is in relation to sample size. The sample size of 10 interviews was selected, and the decision over size was based on time constraints, and on the sensitive nature of the research topic. Because of the topic itself, several people who were approached for interview declined to take part. Nevertheless, taken as a whole, the dissertation still provides an important insight into the research question, thanks to the open nature of the interviews, and the fact that interviewees were also selected based on their background that was relevant to the research question, that they had all had an employment history. Another limitation concerns the availability of official data. There is scant official information on the numbers of Nigerian national in the TRNC, and most of such data that is available is in the local Turkish language. While the data that is available on the internet could be translated to Turkish, time and financial constraints limited the scope and use of such information, and English sources were consulted instead. Where absolutely necessary, 'Google Translate' was used to verify information. But despite these limitations, these could be addressed in future research which could conduct larger-scale and quantitative surveys into the living and working conditions of Nigerians in Northern Cyprus. The literature would also benefit greatly from future research that would make the statistical data and official documents published by the Turkish Cypriot authorities on the topic accessible to the English-speaking world.

Relevance of the Study

Migration is a common occurrence. People relocate for a variety of reasons, including pursuing new chances, increase their income, reconnect with lost loved ones, flee from oppressive social or political conditions, or further their education. In fact, several nations, like Australia and the United States, were founded on immigration. Others, like Vietnam, Cuba, and Ireland, have seen significant emigration (people leaving a state) occurrences in the past. Migration is also a multifaceted issue that has been studied extensively across academic disciplines. There are many different theories and approaches, as well as different

levels and types of inquiry (macro and micro), that have been used to study it across disciplines as diverse as economics, sociology, political science, law and international relations, often making it possible to be described as an interdisciplinary field of investigation (Brettel & Hollifield, 2000, p. 3).

Despite being a complex process, migration can be broken down into two primary categories: forced migration and voluntary migration. The movement of people who have been forcibly displaced by war, conflict, or persecution, which essentially constitutes a large push element, forced migration, is a more contentious category. Those who could have stayed, albeit occasionally with difficulty, but chose to emigrate are categorized as having done so voluntarily. The 1947 division of India and Pakistan along mostly religious lines, which led to the eviction of 14 million people, is a great illustration of this. The 82.4 million people who were forcibly displaced globally in 2020 serve as a stark reminder of the scope of this genuinely global issue (UNHCR, 2021; Kynsilehto, 2022).

Moreover, migration is not a recent phenomenon, and it is neither regionally nor continentally restricted. Many international migrations have occurred throughout history. But the increasingly transnational aspect of the migratory event requires international collaboration, which is at the core of international diplomacy. Due to this, the issue has been discussed at a very high level within the UN, the protection of migrant human rights has been overseen by the UN High Commissioner for Refugees, and efforts have been made to find a solution through negotiations between the nations receiving, sending, and on transit routes. A worldwide, informal, and non-binding initiative called the Global Forum for Migration and Development (GFMD) was founded in 2007 to assist its members in addressing the issue of migration and development on a global scale. It offers a flexible, multi-participant space where governments may assess the benefits and difficulties of migration and development from several angles. Therefore, it makes it possible for governments to engage with NGOs, the corporate sector, UN agencies, and other key players to analyse and discuss difficult issues, come to an agreement, and discover creative solutions to the migration problem (Background and objectives: Global Forum on migration and development).

Policy discussions in domestic and international contexts too are beginning to focus more and more on international migration, which has led to greater

engagement from political scientists with the issue. Beyond this, political unrest and war also have an impact on patterns in global migration. The surge is mostly the result of the sharp rise in immigration from nations in the Southern Hemisphere which ties the migration studies to investigations onto issues of development. The significance of the link between development and international migration has been recognised by the global community. The topic of immigrant integration and immigration is given significant weight in the United Nations' 2030 Sustainable Development Agenda. The 10.7th of the Sustainable Development Goals, in particular, calls on nations to mediate the migration of people in a proper, safe, and responsible manner by good planning and effective use of migration laws. Other migration-related goals in the 2030 Agenda include assisting health care professionals in developing nations, providing scholarships for study abroad, ending human trafficking, upholding the rights of migrant workers, particularly women, cutting the cost of money transfers, and giving everyone access to a legal identity (World Population Prospects 2017).

When we look at International Migration, we will see that migration has been included as a new research topic, despite the fact that we previously believed that IR focused more on state actors, international organizations, and international non-governmental organizations, their relationships and interconnections, and generally on world politics and the global political system, migration has progressively become a topic of international politics, and there is also an expansion number of international organizations (such as the UNHCR, IOM, ILO, Global Forum for Migration and Development, ICMPD, Budapest Process, etc.) that specifically address international migration. In a similar way, while human agency and human behaviour are not often seen as pertinent themes in IR, it is now increasingly being acknowledged that people's decisions and actions to move put states in contact with one another (Düvell, 2014) Moreover, social, demographic, and economic change can all be attributed to migration. Through increased economic interchange and the facilitation of cultural, linguistic, and intellectual contact, migration binds distant or close-by nations together. Migration influences the population size, ethnic makeup, and age distribution of sending and receiving nations that can also affect the cultural, religious, and linguistic makeup of civilizations and either enriches or depletes their respective social and economic structures (Düvell, F. (2014). Such important

acknowledgments are an important first step in comprehending migration's relevance for international relations. In other words, the study of migration in the field of international relations was lacking because IR scholars thought the topic of IR was high politics, such as peace and conflict, national security, foreign policy, and the like, whereas social and economic factors, which are primarily the criteria for migration, were entitled to be low politics because they, to some extent, do not affect state sovereignty and the balance of power, which is what IR was thought to entail. (Hollifield, J.F. (2012).

Nevertheless, Hollifield has called for the acknowledgement of migration in his book, *Migration and International Relations*. The adequate conditions for migration are political and legal, even if the required criteria for movement are primarily social and economic (as opposed to the political conditions for refugees, IDPs, and asylum seekers). As a result, following the Cold War, IR theorists started to understand how significant an influence international migration may have on a state's sovereignty and security, which has led to the category of migration as high politics ever since (Hollifield, J.F. (2012).

Hollifield claims that there are four IR migration theorists. First, transnational theory, which minimizes the role of the state and its institutions and is also exposed through anthropological lenses; second, neorealism, a substantial theory whose point of convergence is solely on power and structure; third, constructivism, which contends that ideas, cultures, and norms are equally important to state actions as interests; and fourth, liberal institutionalism, which focuses on liberal institutions from the Western world (Hollifield, J.F. (2012). Migration is seen vital to IR and its theories because it poses a risk to the global order due to its significant political-economic component, which also internationalizes domestic politics. In contrast, political science investigates national-state results without always taking the global system into account. For instance, IR academics consider the geopolitical subjectivity by arguing the implications of border control and, subsequently, how international migration affects the concept of sovereignty. Since both theories are largely rationalistic and emphasize the precedence of states' interests, liberal institutionalism shares assumptions with neorealism (Realpolitik statesmanship), which sees state actors as the central issue in the migration debate (Hollifield, J.F. (2012). As a result, the

most prevalent IR theory employed to analyse the issue of international migration focuses almost entirely on the politics and policies of the liberal world.

Another prominent scholar who has promoted a turn to migration within IR, Edward Alden, directs a thoughtful public discussion. He clarifies the present debate on border policing between the United States and Mexico that is taking place in a political and institutionalized setting. The author also discusses how border crossers are evolving and how a physical barrier is becoming increasingly ineffectual (Alden, 2018). Alden uses the "meso" level approach by examining domestic policies implemented, for instance, by a law enforcement agency (United States Border Patrol) or a federal government (United States Congress) - E.g., the 2011 introduction of the "Consequence Delivery System," which formally imposed harsher penalties on illegal immigrants (Alden, 2018). Alden thus illustrates the critical influence of such domestic processes on the international political arena through a liberal institutional approach to American domestic politics. For others too, Alden reveals a rational and institutionalized discourse - social arrangements through transnational responses (such as marches, hunger strikes, and protest camps) against restrictive border regimes (Atac, I., Rygiel, K. and Stierl, M. (2016). The "human security paradigm" that has been elaborated within security studies, and the so-called "human centric perspective" developed within migration studies also embodies migration's relevance for international relations. Rather than focusing exclusively on the economic or political facets of migration at the state level, the UN Development Program adopts a human-centred perspective based on a holistic understanding of development. What is promoted here is the development of governmental systems that upheld human rights, businesses that produce jobs and societies that do not discriminate on the basis of race, religion, gender, or any other arbitrary distinction. Defeating poverty is thus seen as a top priority by the international community in human security strategies. Developing global strategies to promote growth and sustainable development is essential, and so is putting into practice national policies to promote economic growth and social protection. The human security paradigm also requires that we consider security beyond the state level and consider the dangers that migrants confront and the mistreatment they experience while traveling. It is essential to build organizations and processes that can successfully enforce legal safeguards for individuals on the move in order to

provide human security. Forcible migrants, irregular migrants, women, children, and other vulnerable populations are particularly at risk from such dangers. In-depth research and changes to current political systems, laws, and policies are also necessary to address issues including employment, family reunification, access to public services including healthcare and education, and other issues that are relevant to social inclusion and integration.

To recapitulate, IR academics' bookcases are becoming increasingly cluttered with books about international migration, and a broad flow of ideas about migration is increasingly paralleled in international relations' relatively new theoretical profusion. Will more migration produce virtuous or vicious cycles? Will it cause further turbulence and anarchy in the global system? Will it, on the other hand, encourage more human development and openness? (Hollifield, J.F. (2012). Researchers in international relations are increasingly tackling, and are encouraged to confront, issues at the heart of global politics. Inspired by these human-centric perspectives, and the human security paradigm, both growing fields of inquiry within international relations, this study aims to examine the well-being of African migrants, specifically Nigerians using the TRNC as a case study. The analysis is pegged onto three mainstream lines of inquiry found in migration research: employment, language barriers, and social interaction.

Methodology

A qualitative research design was used for this research project, which drew data mainly from individual interviews, and the findings were interpreted thematically. The goal of qualitative research is to comprehend ideas, views, or experiences by gathering and evaluating non-numerical data (such as text, video, or audio). It may be utilized to discover intricate details about a topic or to come up with fresh research concepts. To comprehend how individuals see the world, qualitative research is employed. Despite the fact that there are several techniques to qualitative research, they all have a tendency to be adaptable and an emphasis on preserving rich meaning when analysing data. The following methods are frequently used in research: grounded theory, ethnography, action research, phenomenological research, and narrative research. They highlight various goals and views despite having certain commonalities (Bhandari., P. (2020). The most typical qualitative techniques include the following:

Observations are the process of taking thorough field notes on what you have observed, heard, or encountered.

Interviews: direct questions asked of subjects in one-on-one discussions. One of the most popular qualitative research techniques is conducting in-depth interviews. A personal interview is conducted with each responder separately. This approach is simply conversational and provides opportunity to probe deeply for information from the respondent, which is what is employed in this study.

Focus groups: a forum for fostering conversation among a group of individuals while asking questions.

Open-ended questionnaires are sent as part of surveys.

Gathering secondary data, such as texts, photographs, audio or video recordings, etc.

The goal of the research interview is to examine people's perspectives, experiences, beliefs, and/or motives about particular issues (eg knowing the living conditions of Nigerian workers). It is thought that qualitative approaches, like interviews, offer a "deeper" knowledge of social processes than would be possible with solely quantitative methods, like questionnaires (Silverman D, 2000). Therefore, interviews are most suitable when little is known about the research topic or when specific participant insights are needed. Additionally, they are particularly suitable for discussing delicate subjects when participants would be reluctant to do so in a group setting.

Beyond this, qualitative research also has the following advantages: It offers more content that may be applied practically. Social scientists are encouraged to comprehend why individuals make the decisions they do every day using the qualitative research approach. This enables the development of material that may be applied practically by enabling the ability to observe how lives are arranged. It is a method of creating something that actually fixes issues in real life. In comparison to other research techniques, it also employs a lower sample size. Due to the utilization of lower sample sizes, the majority of qualitative research projects are finished quickly. Social scientists may swiftly gather data from participants using this format, resulting in a generalization that can be helpful for a demographic or the wider public. Researchers may proceed with confidence because to the quicker results and the high caliber of the data they gathered.

Additionally, it provides the opportunity to gain particular insights. By examining the issues or decisions that people encounter on a daily basis, the qualitative technique makes it feasible to uncover patterns in the data that might lead to solutions for everyone's difficulties. Instead of focusing just on individual decisions or actions, this method provides a chance to comprehend the context of what is occurring.

Additionally, it converts individual experiences into data that may be used. The potential to transform distinctive individual experiences into data that may be applied in many ways is what qualitative research offers. It is feasible to identify strategies to enhance that process once we comprehend why people make the decisions they do. One of the reasons I choose the qualitative approach in this study is that it would help me understand my participants' decisions better and allow me to draw conclusions about them.

Rather than concentrating on the specifics, it emphasizes the decision's goal. For instance, consider the social relationships, salary, and language barrier while examining the living circumstances of Nigerian employees. The fundamental data point in qualitative research is the decision's goal, therefore it would analyze why Nigerian workers are paid less than locals, why it's hard for them to get employment, and why there is a socialization gap. Other study techniques would focus just on behavior, which is insufficient. To make judgments that will promote society, we need to understand the complete context. We can only acquire complete results if we only receive a portion of the picture. It may be an endless process. The fact that qualitative research does not rely on closed questioning is one of its key advantages. Anytime they feel it is important to get more information from the study participants, researchers are free to ask open-ended questions. It is possible to comprehend the origins of emotional responses thanks to this framework. Because there is greater emphasis on the interview side of things, it can also assist social scientists find information that they might otherwise miss. (Miller, B. (2019).

In migration studies, qualitative research is especially crucial because of its potential to produce rich, in-depth, and thorough analysis, allow for conceptual refinements with higher validity, redefine existing categories and generate new hypotheses and even theoretical paradigms, explore complex, conjuncture, multifaceted aspects of the migration dynamics, and last but not least, be better

adjusted for understanding the voices of social actors. Along with these distinctive qualities, the majority of the contributors to this collection also demonstrate another aspect of qualitative research: there is always some level of critical judgment of the reality that is being subject to qualitative inspection. These specific qualities of qualitative inquiry, in our opinion, are essential elements of migration study. Although there are many different areas of focus for migration studies, from migrants to the host society and its actors, from migration-related policies to public institutions, this study primarily focused on qualitative empirical research on migrants, migrant's wages in the country, migrant communities, language barrier and their interactions with the host society, public and private actors, and stakeholders. In this regard, certain significant areas of migration research, such qualitative techniques to analysing migration policy making or ethnographic methods to investigating administrative organizations dealing with migrants, are only briefly treated. (Zapata-Barrer & Yalaz, 2018).

The sampling technique utilized for this study is the non-probability sample, according to the description given for the sampling method. The participants in the debate were 10 and they came from various cultural origins (Igbos and Yorubas), were male and female, married and single. The age spans from 18 to 36. The interviews were conducted in my house owing to invitation from there different houses, while some was conducted online, the discussions were recorded on mobile phones and lasted between 12 and 45 minutes. The occupation of the participants are as follows; Three work in an Architectural Company, one works in the financial sector in Amazon, one works as a waitress in an hotel, three work in restaurants, one works in a construction company while the last one work in a government hospital (Table 1). The locations of these participants place of work included; Lefkosa, Girne, Magusa and Lefke and they were, at the same time, studying in different universities in the TRNC. The participants were selected through personal networks, friends, neighbors, and universities. Participants reactions to the questions asked were direct and honest.

The transcribed interviews were then analyzed using thematic analysis. Thematic analysis is a qualitative data analysis approach that involves exploring a data set for, interpreting, and reporting recurring patterns (Braun and Clarke 2006). It is a method for describing data, but it also includes interpretation in the creation of themes.

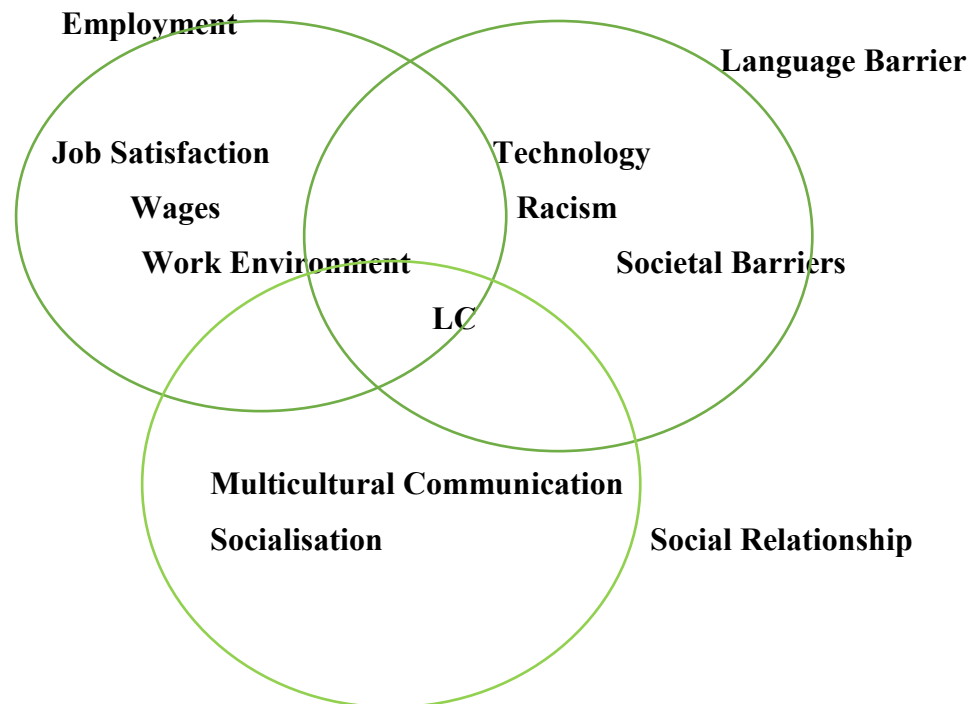
Table 1: Interviewees

Respondent	Occupation	Age	Sex	Location
Respondent 1	Financial sector worker at Amazon	36	Male	Lefkosa
Respondent 2	Assistant Architect	33	Male	Lefkosa
Respondent 3	Restaurant Manager	26	Male	Lefke
Respondent 4	Hotel Waitress	33	Female	Magusa
Respondent 5	Architect	33	Male	Lefkosa
Respondent 6	Restaurant Worker	18	Male	Lefkosa
Respondent 7	First Aider in Government hospital	24	Female	Lefkosa
Respondent 8	Restaurant Chef	25	Female	Lefkosa
Respondent 9	Construction Worker	33	Male	Girne
Respondent 10	Architect	25	Male	Lefkosa

The three main empirical domains of this study are;

- ❖ **Employment:** It touches area on the pay, contentment at work, and environment.
- ❖ **Language barrier:** It focused on dealing with sociocultural language, racism, and technology-based problems.
- ❖ **Social Relationship:** It focused on the migrants we feeling, communication promotion and pattern of relationship.

The intersection of the three main empirical domains is the Living Condition (LC)

Figure 1: Empirical Domains**A Brief Review of International Migration**

International migration is the term used to describe people moving across boundaries in order to settle. Changes in social order have mostly depended on people moving between local or international political or administrative spheres. Migration procedures have evolved and varied throughout time. In this stage of globalization, it has also gotten quicker. Global migration development has been significantly accelerated by the inventive turn of technology, communication, and travel events in the twenty-first century. International migration has become a priority for the international community due to the growth in global mobility, the increasing complexity of migratory patterns, and their influence on governments, migrants, families, and communities.

In this regard, the movement of individuals across political or administrative purviews locally or across nations has been pivotal in social order changes. The processes of migration have changed and developed over time. It has also become quicker in this current phase of globalization. The innovative turn of technology, communication, and travel events in the 21st century has profoundly expanded migration development internationally.

Somewhere in the range of 1960 and 2019, worldwide travelers' overall supply expanded from 92 to 270 million, nearly at a similar speed as the world's total populace. The overall portion of migrants has varied around 3% until 2010 (Ozden, C., Parsons, C., Schiff, M., & Walmsley, T. (2011). with an ascent from that point forward until 3.5% in 2019. Interestingly, it is noticed that when looking at the population in high-income countries, it is seen that the population of foreigners has expanded more quickly than the citizens of the nations, boosting the expected extent of foreigners from 4.5 to 12.0%. This rise in percentage is generally clarified by foreigners' inflow from less developed nations (LDC) (Dao, T.H., Docquier, F., Maurel, M., and Schaus, P. 2021).

According to Guiraudon, "the notion of migration is possibly the most perplexing subject to be dealt in our current period" (2003), migration as a strategy not limited to a particular aspect of a country since it affects labor, the economy, foreign affairs, social affairs, and internal affairs. From the examination of migration from most of the past to the present day, some factors have become constant in migration's steady increase. On the one hand, environmental changes, climatic and natural catastrophes, and war make migration an escape route for many. On the other hand, technological advancements contributed to the populace's increment, especially in its extension to permit people to travel quicker and less expensive from less prosperous zones to improve their lives (Huysmans, J.(2000). Despite factors that drove individuals to leave their place or country of origin altogether different, the economic factor marked the highest cause of migration for an enormous scope, with more significant significance in historical moments like the amalgamation of states, industrial, or colonization.

Between the years 1960 to 2019, the stock of migrants internationally increased from ninety to two hundred and seventy million. This increase in the number of international migrants grew almost at the same speed as the world's population. The share of migrants all across the world has been fluctuating around three percent till the year 2010. (Ozden et al. 2011), all following the rise since then and then it reached about 3.5% in the year 2019.

The causes of this trend of immigrants coming from developing countries were nothing other than the high difference between the poor and the wealthy nations. There's also political instability, increased globalization rates, economic inequality, and many other underlying causes. Speaking quantitatively, very little

is known about the relative importance and changing education structure for this past migration flows. Furthermore, the exact causes of these are projected to have a robust migration influence in the decades to come. Very little is known about how one could predict the flows of migration in the future.

To understand migration's concept, it will be essential to group them according to their different types. Since migration is the movement of people from one place to another, it can happen within a country (internal migration) or across borders (international migration) (Bhende, A., and Kanitkar, T. (2006). The factors, processes, and consequences of internal migration are pretty different from international migration. When people move from place to place within a country, it is usually a response to the socioeconomic gap. In contrast, when people go across international borders, it is usually related to socioeconomic situations and political conditions.

As recognized by historian Cohen, R. (Ed.). (1995), some noticeable migration periods have occurred throughout the most recent four centuries that have become a significant contribution to the different settlements in the world today.

This migration era came after the Europeans colonized America, including North and South America and Australia and New Zealand. This migration was significant as a multitude of individuals started moving from Europe into these parts. A classic example is the Pilgrim Fathers' Migration, who moved from Plymouth in 1620 and settled forever in these areas. The Europeans started this American colonization in the 15th century and became well established in the 18th century well into the mid-nineteenth century. Most European countries, including Britain, Spain, Portugal, Germany, the Netherlands, and France, were featured in this migration as they moved some of their citizens to these colonized American countries and became permanent residents (Tinker, H. (1995). This was the migration era that gave the European dominion over large parts of the world. This was possible because of the growth of military campaigns in the colonized regions and the spread of new diseases brought by the European migrants, which lead to the decimation of the local communities and the loss of lands.

This can be the most prominent form of mass migration of people for labour in humans' history. The movement of slaves started in the 1500s. The first slave ship moved from Africa and landed in West Indies to close the gaps and

labour in fields that require intensive labour, especially the sugar and tobacco farms owned by the White settlers. Many Africans, estimated at 10 million, were forcibly transported in these ships to America. A majority of them were from West Africa who was sold to the Americans as slaves. However, many of them died during the journey. Today, around 40 million individuals in the Americas and the Caribbean are descended from slaves. By the mid-eighteenth century, Britain turned into the world's driving slave exchanging power. A recent investigation of slave ownership in Britain indicated that up to one-fifth of affluent Victorian Britons inferred all or part of their fortunes from the slave economy. Commercial trading of slaves from Africa stopped towards the finish of the nineteenth century. Through the nineteenth century, all subjugation types were nullified through enactment in various nations in Europe, the Americas, and the states.

At the end of the slave trade, the slaves who worked on those farms in the British colonies were now placed under bonded labour. Though these labourers were not slaves, the working conditions were not as different from the time of slavery. These labourers came from Asia primarily, China and India, and were bound to work under a contract. It was recorded that from 1884 toward the end of the First World War, Britain made a shipment of about 2million Asians to different colonies in parts of South America, Sri Lanka, the Caribbean Islands, and South East Asia (Hoerder, D. (1999). The recruitment of Indentured workers was done through agents who get incentives or percentages on each labourer they recruited. These incentives were in the form of money or properties, which led to the business's rise. Most times, these agents will have to resort to criminal activities like kidnapping and human trafficking. Close to the end of the eighteenth century, the opposition was raised from India through the leader of the Indian Independent movement, Mahatma Gandhi, who drew the attention of the world to the tyranny of recruiters/ employers and the exploitation of the Indian labourers bound under contract. This led to the end of the indentured labour system in 1917. Most of the Asians who were labourers decided to live their lives in countries where they would.

The start of the 19th century, United States of America rose as the industrial power and industrialization began in Australia and New Zealand, Migration came as the only escape out of poverty and political instabilities in the

home country migrants. The migrants in this phase were mainly from European countries where, at that time, the economic conditions were poor. So they moved to settle in the Americas for a better opportunity at life. An estimated over 40 million Europeans left between 1800 and 1930 (Massey, D. S. (1999). The governments of New Zealand and Australia started accepting migrants from Europe until the 1970s.

This migration time (the late 1940s to 1960s) was characterized by the availability of work created by the war's damages. Workers were needed for post-war reconstruction in Europe and supported the financial expansion in Europe, North America, and Australia. Migrants from previous provinces in the Caribbean and South Asia came to look for some employment in Britain (Tinker, H. (1995). Transients from Turkey went to Germany, and those from previous French states in North Africa came back to France. For certain a classification of migrants, like those from Britain to Australia, this relocation was seen as a permanent move supported by the receiving country.

Africans migrated for several reasons, including hunting, agriculture, pastoralism (this is common with the Fulani's who will move their cows across borders looking for pasture to feed their animals). Migration also occurred because of insecurities and subsistence. Many fled their villages and homes and had to move because of killings and territorial wars. Another contributing factor to the enormous movement of people across Africa was business (trade). Market women can leave their communities for as long as one year to buy and sell, and this made many of them settle in those communities they find themselves. The pilgrimage was also another reason Africans moved out of their countries. For example, the large Migration from Nigeria between the seventeenth to eighteenth centuries was connected to pilgrimage to religious places in the Arab (Afani, A. (2013).

Aside from Africa, trade also played essential parts in the migration of people in Asia. Arabians and Chinese traders moved through oceans to Malaysia, Indonesia, and the Philippines to buy and sell. Trade routes were also well established between India, Arabian countries, and some parts of West Africa.

Unlike in the past, where people move from developing countries to developed only because of climatic, political, or economic differences, migration in the 21st century is not only characterized by that kind of movement. In the XXI

century's migratory system, more and more countries are not only senders or receivers, as they simultaneously show two of these functions. For instance, since the 2000s, international migration was popular with European countries and the Americas. More and more countries attract a growing population of migrants. Technological advancements have changed migration's face, making it easier and cheaper to travel and move across borders. For instance, About 20.5 million foreigners live in Western Europe at the beginning of the twenty-first century. At the same time, an additional 8 million were foreign-born but not foreign nationals (International Organization of Migration 2017).

As expressed before, migration happens because of numerous reasons in the past, including better economic circumstances; notwithstanding, in the 21st century, individuals move to different nations for schooling purposes. Individuals, mainly youngsters, leave their nation of origin for better education in another country. Specifically, an ascent in need for higher education attainment in developing and less developed nations builds the affinity to migrate.

Because of that, some findings have been realized in research recently. Looking at migrant experiences and decision-making serves as guidelines to understanding the decisions, risks, and consequences in migrating, including the risk of possibly not surviving.

The primary sources of information for individuals that want to migrate are very close social connections. The friends and families and the network sources in geographic and social terms are trusted in official sources.

These findings help us properly get to a better understanding of the rate at which people select opportunities and rewards potentially and going through very high risks to get a better life. As United Nations Secretary-General António Guterres said, for every number of migrants, there's a man, child, or woman with the same dreams of having a better life, living with dignity, and being in a land filled with opportunities.

Living and Working Conditions of Migrants

Questions about the living and working conditions of migrants also find a particular echo in research on migration. Considering the diversity of tracks migrants might follow over the migration process, their levels of integration in the destination country, and measures of well-being are usually assessed using subjective measures. It is therefore important to examine these living and working conditions in a dynamic perspective, since they are likely to combine different elements, including conditions in the destination country, and migrants' aspirations. Different factors should be accounted for. First, *language difficulties* (Bartram, 2013), potentially lead to downward social mobility. Second, *employment conditions* in the destination country can challenge initial aspirations which "might be intensified (and then frustrated) via direct exposure to the consumption standards of wealthy societies." (Bartram, 2013, p. 159). Third, persistent *difficulties interacting with the host community* alter the process of integration and hamper improvement in satisfaction with life (Safi, 2010). These elements emphasize the importance of adopting a dynamic perspective.

Drawing from these insights, this dissertation focuses on the living conditions of the Nigerian migrants in Northern Cyprus by assessing these conditions in three empirical domains: i) *employment*, ii) *linguistic barriers*, iii) *interactions with the host society*. A discretionary criterion was used to select the three domains, as the major themes in migration research, but also the most relevant for the chosen case-study.

Given the importance of communication for quality of life, and living conditions in general, it is worth exploring how Nigerian migrants interact with the locals. Several authors have discussed several adaptation tactics employed by overseas students and their effectiveness in overcoming language barriers (Teriu, S. (2012); Elegba, A. A. (2015)). ICT breakthroughs have recently introduced a fresh viewpoint to all aspects of society (Dovedan, Z., Seljan, S., & Vučković, K. (2002)). Technology has aided in the alleviation of linguistic issues, and it is regarded as one of the most important drivers of social and linguistic change in the digital era (Shyamlee & Phil, 2012). Laptops, smartphones, web-based resources, and software like Google Translate have all aided language learners in acquiring fundamental reading skills in another language.

The process through which migrants interact with one other and with the receiving nations is referred to as interactions in this context. Interaction can take many forms, including sharing experiences and cooperating on problems of mutual concern (school, companies or organizations). Again, interaction is a crucial aspect of the living conditions of migrants, as they will not be able to function in host countries if they do not connect, and this will jeopardize migrant prospects such as finding jobs, attaining citizenship, and creating social interactions and networks. Going to work, parks, supermarkets, schools, visiting the neighbourhood, and participating in long-term projects are just a few examples of locations, spaces, services, and occasions that might create possibilities for contact. Types of interactions between Nigerian migrants and natives in the TRNC are thus explored to shed further light on the Nigerian migrants' experience.

And lastly, another crucial aspect of the living conditions is the working conditions, relating to one's working environment, which is impacted by elements such as working hours, physical features, legal rights and duties, and so on. Employees' health and safety might be jeopardized by unsafe working circumstances. In order to produce great output as an organization, the employer must offer acceptable working circumstances for their staff. A healthy and safe environment, excellent remuneration, employee benefits, and work-life balance are some of these factors. Work-life balance is the degree to which an employee believes that their job complements and supports their quality of life rather than decreasing it. All these then feed into the working conditions that have important implications for the migrants' living conditions.

Drawing from the above, the following hypotheses are tested in the subsequent Chapters (4,5 and 6)

Statement 1 Working Conditions of the Nigerians Employees

We expect the wages and the working conditions to match fairly of the local population.

Statement 2 Linguistic Barriers in Employment

We expect that local companies will prefer the candidate to speak the local language (Turkish) but fluency in English is often sufficient

Statement 3 Pattern of Interaction with the Wider Society

We expect that the pattern of interaction to depend to a large extent on the presence of linguistic barriers

CHAPTER II

Literature Review

Political Background

Cyprus is located at the intersection of East and West. Many civilisations dominated it throughout history, including the Assyrians, Egyptians, Persians, Romans, Arabs, Knights Templar, Lusignans, Venetians, Ottomans, and British, due to its strategic location (Papadakis, 2008). The Greek Orthodox faith was revived under the Ottoman Empire's reign from 1571 and 1878, and the Archbishop was recognized as the leader of the Greek Orthodox community, which gained the authority to govern itself under the Ottoman millet system. As a result, the peaceful cohabitation of the Island's populations was a hallmark of Ottoman authority for nearly three centuries (Solsten, E. (1991).

The Greek War of Independence in 1821 sparked Greek nationalism in Cyprus, reviving the Hellenistic “*megali idea*” concept and paving the path for the Greek Cypriot quest for *enosis*, or union with Greece. Although the island remained legal part of the Ottoman Empire until World War I, Britain took over governance in 1878. Cyprus, on the other hand, was annexed to Britain in 1914 and was named a Crown Colony in 1925. (Kıralp, Ş., & Güneyli, A. (2021).

The Greek Cypriots began rioting against the British presence on the island in response to their desire for *enosis*, which culminated in the destruction of the British Governor's House in 1931. In 1950, the Greek Orthodox Church held a vote for this purpose. EOKA, a Greek Cypriot terrorist organization, was created on April 1, 1955, with the goal of promoting *enosis* by military action and annexing Cyprus to Greece. As co-inhabitants of the island, the Turkish Cypriots objected to the island's annexation by Greece and demanded an equal say in the island's destiny. Unfortunately, the Greek Cypriot armed actions against the British were also directed towards Turkish Cypriots, causing tensions between the two groups to deteriorate. Both Turkish Cypriots and the British administration found the situation on the island unbearable by 1959. (Sonyel, S. (2009).

Through the London and Zurich accords, Turkey, Greece, and the United Kingdom negotiated a settlement in 1959, and the Republic of Cyprus was created in 1960 as a bicomunal state built on collaboration between Turkish and Greek

Cypriots. Cyprus obtained independence as a result of this agreement, although Britain kept two military posts on the island.

The Republic of Cyprus, founded in 1960, acknowledged the political equality of Turkish and Greek Cypriots as co-founding partners. In fact, the Republic of Cyprus' Constitution was created as a functional federation. Births, deaths, marriages, education, culture, sports foundations and organisations, some municipal tasks, and taxes were all handled individually by the respective administrations of each village. On a global scale, the Republic of Cyprus joined the United Nations and retained a single legal personality. ("From Rep. of Türkiye Ministry of Foreign Affairs", 2022)

The 1960 relationship, on the other hand, only lasted three years. The Greek Cypriots proposed amendments to the Constitution, known as the Thirteen Points, that entailed usurping the rights of Turkish Cypriots and degrading their equal co-founder status to that of a minority on the Island, in order to launch the Akritas Plan, which put forward a deliberate campaign for changing the state of affairs created by the Constitution and ultimately realizing the ideal for enosis. ("Cyprus History: Breakdown of the 1960 Constitution", 2014).

Disagreements between the two communities over the Constitution and other intercommunal issues culminated in the terrible events of 1963, which claimed the lives of numerous Turkish Cypriot people. At this time, Greek Cypriots took control of the partnered Republic of Cyprus, expelled all Turkish Cypriots from governmental institutions, and unilaterally changed the Constitution's basic sections. As a result of the intercommunal chaos, Turkish Cypriots were compelled to reside in small, constricted enclaves that accounted for just 3% of the area, resulting in the physical separation of the populations in the capital city of Lefkoşa/Nicosia through the Green Line.

The situation on the island was considered before the UN Security Council as a result of the escalation of the intercommunal violence, leading to the approval of UN Security Council Resolution 186 on March 4, 1964, which asked for the establishment of a UN Peacekeeping Force in Cyprus (UNFICYP). Turkish Cypriots built administrative procedures to administer day-to-day affairs following their ejection from the partnership republic in 1960. They first established a General Committee, which served until December 27, 1967. Following that, the Provisional Cyprus Turkish Administration was founded, and

on December 21, 1971, it was renamed the Cyprus Turkish Administration. Regardless of these improvements, Turkish Cypriots experienced hardship, isolation, inaccessibility, anxiety, and insecurity throughout the period between 1963 and 1974. (Theodorides, 1982)

The Greek military junta conducted a coup d'état on July 15, 1974, in partnership with EOKA, in order to attain enosis. Even Archbishop Makarios, in a speech to the United Nations Security Council on July 19, 1974, described the Greek coup as "an invasion that invaded the Republic's independence and sovereignty." Responding to the Greek coup, Turkey intervened militarily on July 20, 1974, under Article IV of the 1960 Treaty of Guarantee, reducing the threat of more violence and even greater loss of life on the island. The Voluntary Exchange of Populations was agreed upon at the intercommunal discussions in Vienna on August 2, 1975, and Turkish Cypriots and Greek Cypriots were transported to the north and south, respectively. Ever since, the island is separated into four sections from a geopolitical standpoint. The sole internationally recognized government, the Republic of Cyprus, controls the southern 60 percent of the island and has been a member of the European Union since May 1, 2004. Only Turkey recognizes the Turkish Republic of Northern Cyprus (TRNC), which controls the northern one-third of the island, or around 36% of the total area. The Green Line, which is managed by the UN, is a 4 percent buffer zone that separates the two. The UK also enjoys two sovereign base areas, in Dikheia and Agrotiri.

The TRNC was established on November 15, 1983. At the same time, the TRNC's founding parliament unanimously passed the Declaration of Independence, emphasizing that the Turkish Cypriot side "firmly adhered to the view that the two peoples of Cyprus were destined to co-exist side by side and could and should find a peaceful, just, and durable solution through negotiations on the basis of equality," confirming that the TRNC's proclamation aimed to facilitate the re-establishment of a new partnership on the basis of equality. (Dodd, C. (1992).

Still, most of the international community considers Turkey's intervention an "occupation", and does not recognise the TRNC as a sovereign nation. Indeed, Northern Cyprus' ties with the rest of the world are hampered by a succession of UN resolutions declaring its independence illegal. The two sides came close to a breakthrough when the Turkish Cypriots approved a United Nations backed

referendum in 2004 on resolving the Cyprus conflict, but the peace plan that was submitted to a referendum was rejected by the Greek Cypriots (Webster, 2005). Following that, the European Union announced its aim to help Northern Cyprus to reduce its economic isolation and began providing assistance to the Turkish Cypriot community. However, owing to pressure from Greece and the Greek Cypriot controlled Republic of Cyprus (RoC), EU funding is greatly circumscribed in the sense that it cannot be used to help Greek Cypriot land and property, or to help public organizations (The Cyprus stalemate, 2006) And despite the sporadic holding of talks between the Greek Cypriot and Turkish Cypriot communities ever since, no resolution has been reached as of yet, and only Turkey recognizes Northern Cyprus, facilitating much of its interactions with the international world. Turkey has an embassy in North Nicosia, and Northern Cyprus has an embassy in Ankara. Over the years, TRNC has set up a number of representations in various countries but these usually operate in an unofficial capacity, lacking diplomatic recognition. In a similar vein, both the British High Commissioner to Cyprus and the United States Ambassador to Cyprus have formal residences in capital Lefkoşa, though these residences have been in use since before 1963 and are not indicative of formal recognition of the TRNC by the UK or the US. Australia, France, Germany, and South Korea all have representative offices, but again without any indication of a formal recognition.

Indeed, on several occasions TRNC came close to attaining recognition though these were quickly thwarted by Greek and Greek Cypriot initiatives, with reference to relevant UN resolutions. Following UNSC Resolution 541 and international pressure, Bangladesh and Pakistan withdrew recognition in 1983. President Yahya Jammeh of Gambia declared in 2005 that his country was ready to recognize Northern Cyprus' independence but the RoC objected ("Military Cooperation in Multinational Peace Operations: Managing Cultural Diversity and Crisis Response", 2009) and the Gambia refused to recognize the TRNC. Azerbaijan has also stated its desire to recognize the TRNC in the future but hasn't followed through so far, focusing on informal contacts instead. (Cyprus azerbaijan relations).

TRNC is also faced with a number of challenges in attaining membership in international or multilateral organizations, but nonetheless enjoys observer status in several of them. It joined the International Organization of Turkic

Culture (Türksoy) as an observer in 1998. (Sawyer, J. (2013). It also joined the Organization of Islamic Cooperation as an observer member in 2004 under the name "Turkish Cypriot State." Northern Cyprus was officially acknowledged as the "Turkish Republic of Northern Cyprus" for the first time at an OIC session in Saudi Arabia in 2017. (North Cyprus News, 2020). And more importantly, as part of the Cypriot delegation, the Turkish Cypriot community was granted "observer status" in the Parliamentary Assembly of the Council of Europe (PACE) in 2004. PACE's two Turkish Cypriot deputies have been elected to the Assembly of Northern Cyprus since then. In 2012, the country joined the Economic Cooperation Organization as an observer member under the name "Turkish Cypriot State" and was represented for the first time at an ECO meeting in Pakistan in 2017 under the official name "Turkish Republic of Northern Cyprus." (Sayı, Ö. (2018). North Cyprus Red Crescent Society joined the International Federation of Red Cross and Red Crescent Societies as an observer member in 2013.

TRNC Economy

The service sector dominates the economy of Northern Cyprus because of its small size that reflects the usual characteristics of a small island state economy (Boto, I., & Biasca, R. (2012). Tourism is one of Northern Cyprus's fastest-growing industries, and the government and non-governmental organizations are putting a lot of emphasis on it. The influence of Northern Cyprus' tourist sector on economic growth has been studied in a number of studies, for example (Ekici, T., & Caner, G. (2018). emphasising that despite being subjected to political isolation and economic sanctions since 1974, foreign tourism has played an important role in TRNC's economic development. With the rising popularity of Northern Cyprus as a tourist destination among the Turkish and international communities, tourism has emerged as one of the most important sustainable sectors in the economy of Northern Cyprus. Boutique hotels, traditional village cottages, and guest houses are all available in Northern Cyprus (User, 2022). And the economy has been performing admirably, even the limitation of lack of international recognition. The relative stability of the Turkish Lira, as well as a boom in the education and construction industries, fuelled this expansion during the 2000s and for most of the 2010s. More specifically, the entrance of North Europeans into the real estate

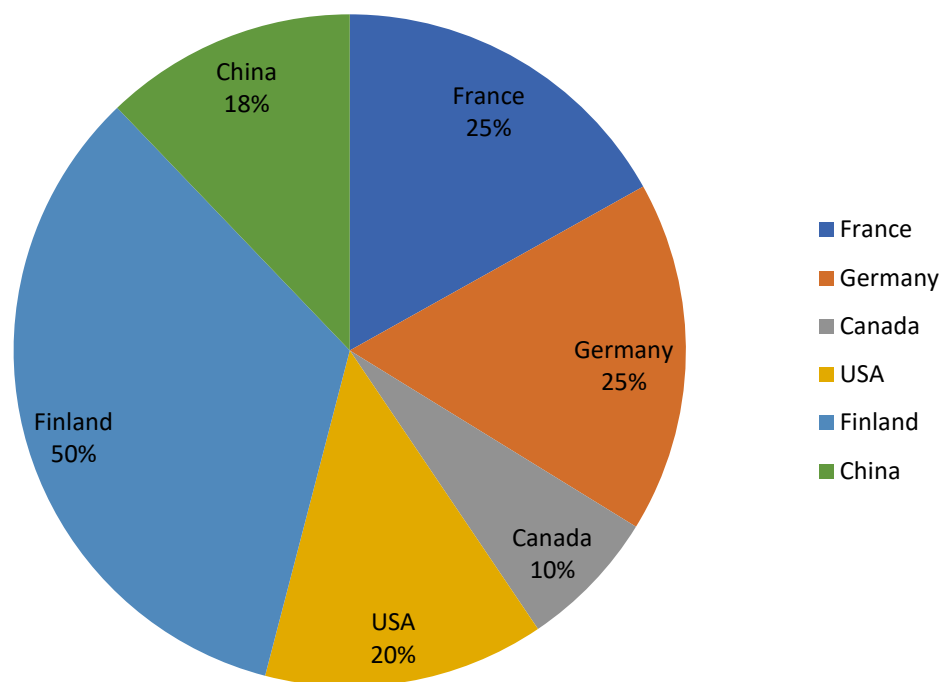
market, who were interested in buying vacation villas, boosted the expansion even further.

Tourism has proven to be one of the major industries of Northern Cyprus's (TRNC) economy in recent years, and it has maintained its trajectory, contributing to economic growth. However, tourist data suggest that net tourism income and growth are highly volatile, and tourism revenue per capita is significantly lower than in highly developed nations. In absolute terms, net tourism income climbed dramatically after 2011. Between 2011 and 2014, net tourism receipts climbed from 459.4 million dollars to 691.6 million dollars. A significant increase in the pace of visitor growth was obtained, especially between 2010 and 2012. However, from 14.1 percent in 2013, the growth rate fell to 5.7 percent in 2014, before rising to 10.8 percent in 2015. In recent years, tourist statistics have shown an improvement, although these advances have not been consistent. The key causes for recent tourist industry advances are the ministry's vigorous promotional efforts and the Turkish government's massive incentive package. (Şafaklı, O., & Kutlay, K. (2016). Both a rise and a reduction in tourism has been seen in North Cyprus. According to figures cited by the Turkish Cypriot newspaper "Diyalog," hotels were filled to 58.5% of their capacity in 2017 but just 51.3% in 2018. These percentages were 62% in hotels with casinos in 2017 and 54% in 2018. The head of the Hoteliers' Association Dimağ Çağınır commented on these numbers and said that it appears that the scenario is similar to 2018 in 2019. According to further figures, the number of visitors from other countries decreased by 10.3% in 2018 compared to 2017, while visitors from Turkey climbed by 9.2%. 348,471 visitors from third countries visited in 2017 fell to 312,701 in 2018. Additionally, 776,428 Turkish nationals travelled to North Cyprus in 2018 compared to 710,889 in 2017 (News, 2020).

The Turkish Republic of Northern Cyprus is heavily dependent on tourism and tourist-related activities, which contributed 11.7% of the nation's total GDP in 2019 despite having to deal with economic and political embargoes, including bans on direct flights (Statistics Office, 2020) The situation is different in 2020, as the number of passenger arrivals decreased by 75.1% as of October 2020 compared to October 2019, severely disrupting the North Cyprus economy. In reality, in the first ten months of the year, the overall number of passenger arrivals declined from 1,472,155 in 2019 to 366,003 in 2020 (TRNC Public Information

Office, 2020). In addition, data for the seven months from April to October show a 92.7% decrease in passenger arrivals from 1,107,410 in 2019 to 80,930 in 2020. (TRNC Tourism Planning, 2020). It is obvious that the epidemic has had a terrible effect on tourism as this is typically North Cyprus' prime travel season. (Cankan, E. (2021). According to new TRNC government statistics, North Cyprus tourism has grown significantly over the past 12 months, with more visitors coming from a variety of regions, such as Europe (France and Germany both saw increases of 25%), North America (Canada and the USA saw increases of 10% and 20%), Scandinavia (Finland saw an increase of 50%), and even China (up by 18%). (North Cyprus Tourism Increase, 2022).

Figure 2: Tourist Arrival to Northern Cyprus 2021



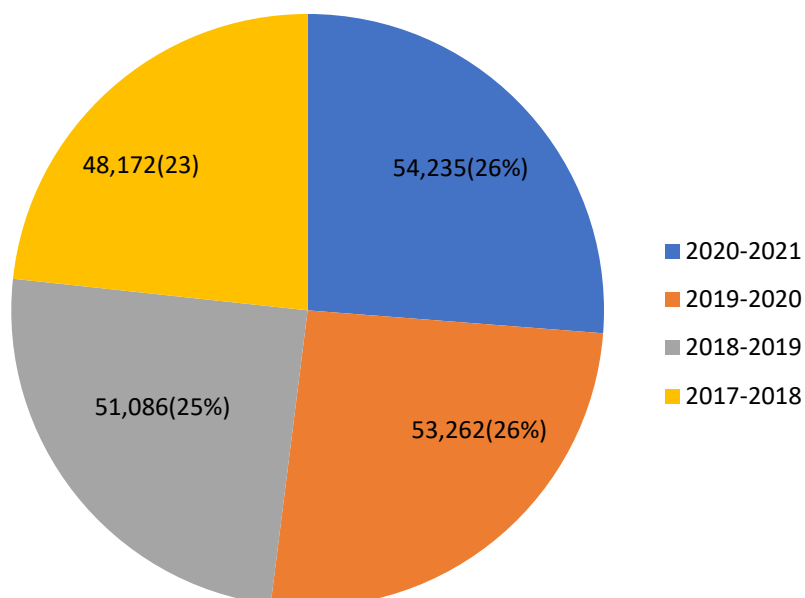
In addition to tourism and real estate sectors, Northern Cyprus' education system has evolved dramatically in recent years, offering a very high standard and diversity of educational programs that has begun to attract many, particularly at the university level. This has also witnessed significant numbers of African students seeking entry to these programmes, and later joining the labour market. Northern Cyprus has roughly 24 institutions, both private and public. We presently have about 101,000 students studying at 16 universities in North Cyprus, 14 of which are indigenous and two of which are campuses of Middle East Technical University in Ankara and Istanbul Technical University in

Istanbul. 87 percent of our students are international students from over 135 countries, 55 percent are Turkish Cypriots, and 13 percent are native Turkish Cypriots. The number of international students climbed by more than 35 times in the current academic year, from around 2,500 in the 2009-2010 school year ("Study in North Cyprus", 2022). Further numbers of students studying in the universities and their breakdown are provided below.

Table 2: Number of University Students in North Cyprus (2017-2021)

Year	No of students	Public or Private Universities
2017-2018	48,172	Both
2018-2019	51,086	Both
2019-2020	53,262	Both
2020-2021	54,262	Both

Figure 3: Percentage of International Students



The data above shows that there was increase in the number of both the overall and international students in the period 2017-2021.

Entering the TRNC

Foreigners can apply for a variety of visas in the TRNC, including tourist, work, student, business, and residence visas. While most migrants can travel to Northern Cyprus without needing to apply for a visa beforehand, citizens of Syria, Nigeria, and Armenia must apply for a visa in person at a TRNC Embassy, Representative Office, or Consulate General overseas.

At the port of entry, foreigners are usually required to give the following documents and information to the Immigration Officer: Demonstration of sufficient financial resources to remain in the country; proof of lodging (payment of a hotel, rental agreement). Foreign workers are also required to provide a written letter from the inviting company, or the organization. For students, an admission letter from the university is required. And for those who are visiting, a letter of invitation with the name, address, phone number, and other contact information of the visitor and the sponsor is requested. A formal letter of invitation from a company in the TRNC is required if visiting on business.

Tourist visas are also available. A visa for up to 90 days may be granted if a person can establish that they have paid for their accommodations in advance. Foreigners who want to come to the nation for internships, courses, student exchange programs, or in-service trainings can also get a visa for up to 90 days if they can present proper acceptance documents, such as a student letter. Foreigners who enter the TRNC with a preliminary permit are issued a work visa for a term of 30 days under the Law on Foreigner Work Permits. To apply for a work permit visa, citizens of countries without an Embassy, Consulate General, Consulate, or other Representative Office in the TRNC must have a passport valid for at least two years. (<https://mfa.gov.ct.tr/consular-info/visa-regulations/>).

CHAPTER III

Employment

This chapter introduces some key concepts relevant to the discussion on employment, including the working conditions, working environment and job satisfaction. These are then situated in the Northern Cyprus case, in line with the findings of the focus group discussions.

Working Conditions

Working conditions are fundamental to paid employment and employment relationships. Working conditions, in general, involve a wide variety of themes and difficulties (ILO.org.,2022). In this regard, the working environment and characteristics of an employee's terms and conditions of employment are referred to as "working conditions." Workplace organization and activities, training, skills, and employability, health, safety, and well-being, and working time and work-life balance are all covered. Workplace circumstances include pay as well.

The millions of women and men in micro and small enterprises and the informal economy (MSE/IE) face perhaps the greatest problems among the working people in terms of working conditions, including occupational safety and health, maternity protection, work-family issues, homework, working time, wages and income, work organization, sexual harassment, violence at work, workload, worker's welfare facilities, housing, nutrition, and environment (Sheikh Al, A.Y. (2013)

Working Environment

A related concept, the working environment, according to Oppermann (2002), is a combination of three key sub environments: technological environment, human environment, and organizational environment. Tools, equipment, technological infrastructure, and other physical or technical factors make up the technical environment. Employees are able to accomplish their obligations and actions because of the technology environment. Peers, individuals with whom employees engage, team and work groups, interactional challenges, leadership and management are all part of the human environment. This atmosphere is meant to stimulate informal contact in the workplace, so increasing

the possibility to share information and exchange ideas. This is the foundation for achieving optimum productivity (Bushiri, C. (2014).

Most firms overlook the working environment within their organization. Employee safety, job security, connections with co-workers, acknowledgment for good performance, incentive for doing well, and involvement in the firm's decision-making process, according to him, make up the working environment. It is true that many countries these days do have laws on workplace health, safety, and various provisions for welfare that establish minimum criteria for workplaces and work in or around structures. These usually state that employees have the right to work in a safe and healthy environment that is suited for everyone who works or visits. This implies that employers must consider factors like space, cleanliness, lighting, and ventilation, as well as proper restroom, washing, and changing facilities. But other key aspects of the working environment are harder to improve on, despite significant benefits to organizations, and employees alike.

Indeed, research has also shown that if employees recognize how essential they are to the company, they would be more committed and feel a feeling of ownership for their work. Wages, working hours, autonomy granted to employees, organizational structure, and communication between employees and management are all elements that might impact job satisfaction.

On job satisfaction, some scholars discovered that working circumstances are a significant factor for job satisfaction for workers who work under tough working conditions; hence workers under difficult working conditions are unsatisfied due to this factor. It is thus vital for management to enhance working circumstances in order to boost employee satisfaction when they are working under challenging conditions. As a result, they will be equally satisfied as those who operate under regular working conditions, and overall performance will improve. This is elaborated below.

Job Satisfaction

Employee job satisfaction is described as how happy they are with their jobs. This includes happiness with team members/managers, contentment with organizational rules, and the influence of their employment on employees' personal life, in addition to their daily responsibilities. Job satisfaction is described as pleasant emotional reactions you have while doing your job or being present at work. Leading businesses are increasingly attempting to quantify this sensation, with job satisfaction surveys becoming commonplace in most offices. It is crucial to keep in mind that work happiness differs per employee. At the same time, it takes more than decent compensation and bonuses to keep employees motivated and pleased. According to the Society for Human Resource Management, the following are some of the most important characteristics of work satisfaction stated by employees (SHRM).

Respect: Workers rank respectful treatment of all employees as the most critical aspect in job satisfaction, according to the SHRM research.

Security: If you have ever gone to work each day worrying if your job is safe, you know how stressful it can be. Organizations may give a sense of security by being open and honest about their health and long-term sustainability.

Career Path: No one wants to work in a dead-end job. Employees are more inclined to thrive if they can see a clear route to advancement, with opportunities to earn more money and take on more responsibility.

Health Environment: Workplaces that are free of stress, morale concerns, harassment, and discriminatory behaviors may foster a happy and healthy atmosphere for all employees.

Trust: Employees said that trust between themselves and top management was another extremely essential satisfaction element, maybe due to workplace insecurity in the years after the Great Recession.

Compensation and Benefits: Wages are not the only factor that contributes to work satisfaction, but they are usually towards the top of the list. Competitive compensation makes employees feel appreciated and makes them less likely to search for job elsewhere.

Because businesses aim to prevent labour turnover and reward their best employees, job satisfaction is the most researched variable in organizational research. Occupational psychology looks at job satisfaction from the standpoint of

the worker, defining it as the attitude or overall feeling that a person has toward her or his employment. An evaluative notion about how much one loves or hates a job is the cognitive component of this attitude.

Findings

The following questions are based on the employment and housing circumstances of the workers questioned. Here, the answers were firstly illustrated in a tabular format and also analyzed thematically.

Table 3: Responses Regarding Employment and Job Satisfaction

Respondent	Difficulty in getting job	Job Satisfaction	Racism	Employee Benefit
Respondent 1 (M, 36)	Yes, it is difficult to get job	Manageable than staying at home	No racism where I work but there is generally in the country	There is no employee benefit in my place of work
Respondent 2 (M, 33)	Yes, it is difficult to get job	Not satisfying	No racism where I work but there is generally in the country	There is no employee benefit in my place of work
Respondent 3 (M, 26)	Yes, it is difficult to get job	Not satisfying	No racism	There is no employee benefit in my place of work
Respondent 4 (F, 33)	Yes, it is difficult to get job	Manageable	There is racism	There is no employee benefit in my place of work
Respondent	Yes, it is	Manageable	No	There is no

nt 5 (M, 33)	difficult to get job		racism where I work but there is generally in the country	employee benefit in my place of work
Respondent 6 (M, 18)	Yes, it is difficult to get job	Satisfying	No racism	Salary increased lately
Respondent 7 (F, 24)	Yes, it is difficult to get job	Manageable	There is racism	There is no employee benefit in my place of work
Respondent 8 (F, 25)	Yes, it is difficult to get job	Not satisfying	No racism	There is no employee benefit in my place of work
Respondent 9 (M, 33)	Yes, it is difficult to get job	Not satisfying	No racism where I work but there is generally in the country	There is no employee benefit in my place of work
Respondent 10 (M, 25)	Yes, it is difficult to get job		There is racism	There is no employee benefit in my place of work

Regarding the ease or the problems that Nigerians and migrants may face in finding job or starting a company, several participants in the focus group discussion agreed that this is a difficulty.

For example, according to respondent 1 (M, 36), who works in the financial sector of the economy and specializes in the stock market and digital currency, this appears to be the situation in his field. As he stated, *"It is rather difficult for Nigerians to get work since the government and business sector are more*

concerned with its inhabitants and are not concerned with how foreigners eat, pay their tuition, or pay their rent," he said.

According to Respondent 2 (M, 33), who was an architect who worked as an Assistant Architect in a Construction Company, *"Well, I had lived on the island for a long time and it is kind of tough for Nigerians and even other migrants to become engaged in a respectable business; the only jobs that are easy to come by are perhaps all these labour jobs, but professional jobs are really difficult to come by."*

However, several participants have stated that finding work in the country is a major challenge, and one of them, a restaurant manager (Respondent 3 (M, 26)) in the discussion stated, *"It is extremely difficult for immigrants, such as Nigerians, to find work because jobs are more readily available to natives."*

Furthermore, Respondent 4 (F, 33), who worked as a waiter at a hotel, remarked in her own answer to the question, *"Immigrants, such as Nigerians, have a difficult time obtaining work in the country since they prefer to offer their own people over foreigners."* Also, the fifth respondent (M, 33) in this conversation, who is also an Architect with a Construction Company, expresses his own viewpoint on the topic, which he stated: *"As a foreigner, it is difficult to get employment, as I can speak to the fact that after a year, I was able to secure the position that I currently have, which I feel is due to the reason that I am from Nigeria to be precise"*.

Respondent 6 (M, 18) a staff member of a restaurant, also contributed and said *"that finding employment in the nation is exceedingly tough"*. *"It is a difficult condition in the country for Nigerians to find job"*, Respondent 7 (F, 24) who works as a First Aided in a government hospital remarked and I cited.

Additionally, respondent 8, (F, 25) a chef who works in a restaurant, acknowledged *"that it is challenging for foreign migrants to get employment"*.

In regard to Respondent 9's statement, (M, 33) which I mentioned, *"that it is a bit difficult for Nigerians to get employment in the nation since it has happened to me, I responded that I work for a construction firm"*. The last responder, (M, 25) who works for an architectural firm, also shared his opinion on the matter, *"stating that it is indeed tough for Nigerians to find employment in the nation"*.

In response to questions relating to work satisfaction, and whether the job provides them with satisfaction in terms of pay, some respondents have expressed clear dissatisfaction by stating that it does not provide improved pleasure.

For instance, Respondent 1 (M, 36) stated, *"Given the island's economic growth, it goes a long way, it is not perfect, but it is better than staying at home, because the work is assisting me in learning more about finance and investing, as well as other aspects of life that are not just about generating money as an employee."*

Respondent 2 (M, 33) stated, *"To be honest, I am not even making minimum salary, which is around 7000 Turkish Lira, and I am making much less, therefore I am not receiving satisfaction in this work in terms of income"* to which Respondent 3 (M, 26) replied: *"The occupation does not offer me with greater happiness since the earnings I am provided are minimal for the quantity of labor I am performing; I am working as a chef, manager, and answering phones."*

According to Respondent 4 (F, 33) too, the wages are far from satisfactory. *"Based on my past wage, it is not very gratifying since the task I perform is highly strenuous, and I stand from dawn to dusk with no time to rest or take a break."* And on a more positive note Respondent 5 (M, 33) remarked that, *"the money is not spectacular, but I am able to make ends meet."*

Respondent 6 (M, 18) stated, and I quote: *"Yes, the job is giving me a greater satisfaction corresponding to the earnings I am given,"* in response to the question about work satisfaction". *"Despite the fact that I am being paid a modest amount of money"*, Respondent 7 (F, 24) claims that it is still sufficient.

"I cannot claim the work is providing me satisfaction in terms of money because the compensation I earn is less than the minimum wage, and with this, I am not content", stated Respondent 8 (F, 25) in her response. Respondent 9 (M, 33) stated in his statement that *"while his pay is still somewhat doable, it is not acceptable because it is less than the minimum wage"*. The last respondent (M, 25) stated that *"the labor is not truly compensated fairly in terms of salaries. He went on to claim that one key contributing element is that foreigners do not have complete leverage in the country"*.

The question regarding if the Nigerians workers are faced with racism in their place of work and generally in the country also triggered some intriguing responses. Respondent 1 (M, 36) highlighted that: *"Racism occurs internationally,*

but particularly in Cyprus and the workplace where I worked; many employees in my firm share this view, but not to the level that it exists in some of Cyprus's neighboring nations." In response to the question, Respondent 2 (M, 33) stated, *"Racism was not evident in the workplace where I worked, but I believe it exists in general. They treat their people differently than they treat strangers, for example. I also discovered that locals are charged less when renting a home here, whereas blacks are charged more, and that blacks are handled differently in the market than locals"*. Respondent 3 (M, 26), on the other hand, stated, *"There is no racism where I work, although it does come up on occasion, but it is not always evident."*

Respondent 4 (F, 33) was blunter *"There is racism in Cyprus, and it is clear since the lives of international students living in Cyprus demonstrate that they do not want us, particularly when it comes to housing rent; they charge less for locals but more for foreigners, which is uneven."* Respondent 5 (M, 33) also expressed his own viewpoint, saying, *"In my opinion, there is not much racism in the nation; while there is no country without racism, it is on the low side, and there is not any racism where I work because my employer likes me and is a local."*

According to respondent 6 (M, 18), *"there is no racism in his place of employment, although there is some outside"*. Respondent 7 (F, 24) said that *"while there is racial prejudice among the employees she works with, it exists among the patients, who refuse to have black people attend or touch them and it also exist in the country generally"*. The bulk of the workforce at respondent 8's workplace is made up of Nigerians, and even the locals get along well with one another, she added, so there is no racism there.

Respondent 9 (M, 33) stated *"that there is no racism in his place of employment but that he frequently encounters it outside of it in answer to that question"*. The last answer clarified that *"there is no prejudice in his workplace regarding hiring practices, but there is in terms of wage payments. They are also not being paid at a level commensurate with what they pay their locals, he said"*.

Regarding how firms are helping employees, particularly student workers, in light of the present economic situation amidst the effects of the pandemic, most respondents expressed their dissatisfaction.

Respondent 1 (M, 36) claimed that *"The employers are not helping in any other way apart from the salaries been paid, no bonus is given. Business has gone*

a long way in ensuring that at least an average number of students are employed; many people are running businesses, even though the country may consider it illegal, because they need to survive; however, I would like to suggest that the government do more to provide a legal framework for foreign citizens so that they can take advantage of opportunities and establish more businesses; so that they can live independently; it will also assist them in paying their school fees, as many students leave out due to a lack of financial resources.” According to Respondent 2 (M, 33), on the other hand, [...] *There is nothing like bonuses given by my employer to me as an employee to sort some of my bills because where I work I expected my income to be more but it is not, if not that am into some business that am doing I cannot base my living on the salary because I will not be able to live on that only”.*

Respondent 3 (M, 26) also agreed with Respondent 1, saying that *“Based on the current state of the economy, companies are not assisting at all because salaries have not increased, and products are now costlier in the market, so how does the business owner expect the employee to make ends meet with the amount paid? I will add that the corporate community is not exactly assisting in any way”.*

And for Respondent 4 (F, 33), lack of extra help was another reason why she was not happy with her job: *“As I previously stated, the wages that I am paid are insufficient, and I am simply trying to make do with what I have. If the employer of the place where I worked was assisting in paying some of my expenses, I do not believe I would be complaining about my job. However, because the job is not assisting in paying some of my bills, I try to find other things to do in addition to my job”.*

Respondent 5 (M, 33) expressed his personal viewpoint by saying *“The company is not aiding me in paying my bills since, as I previously stated, I still owe money to my school and am contemplating how to go with the payment. The company is not even attempting to assist it in any manner”.* According to respondent 6 (M, 18), he stated *“that his compensation had only been increased by his company, which I believe is still reasonable”.* According to respondent 7, *“there is nothing like the employer attempting to assist them with certain costs at their place of employment, so they simply live off the compensation received”.*

Regarding Respondent 8, she further asserted “*that the employer was not assisting in any manner with the payment of their debts, particularly with regard to bills or rent*”. Respondent 9 (M, 33) said, and I quote, “*There is nothing similar,*” indicating that they just get their pay from their company and are not given any incentives or tips. Finally, Respondent 10 (M, 25) said “*that despite the current state of the nation, his company is not attempting to assist him with paying some of his expenditures, and there has also been no salary raise*”.

When considering the living circumstances of Nigerian employees, one must include their working environments, as recent research has done in line with the setting of international standards (ILO, 2022) which are influenced by factors like working hours, physical characteristics, legal rights and obligations, and other factors. These include having a work-life balance, receiving outstanding pay and benefits, and working in a safe and healthy setting (Rinehart, 2004). As elaborated in the relevant literature, having a healthy work-life balance means that an employee feels that their employment enhances and supports them rather than detracts from their quality of life and this was also evident in the views of the respondents.

Two respondents complained about long working hours, while the majority of respondents claimed that the government had not granted foreigners (Nigerians) the legal right to operate businesses in the country when discussing legal rights. For instance, according to respondent one, where he said that his company had gone a long way in ensuring that at least an average number of students are employed, many people were running businesses even though it was considered illegal, simply because they need to survive; it would thus be important to highlight the fact that the government do more to provide a legal framework for foreign citizens so that they can take advantage of opportunities and establish more businesses, so that they can live independently; this would also assist them in paying their school fees, as many students leave out due to a lack of financial resources. Based on this, and although the workers' working environments are still favourable, the authorities would do well take a closer look at the modest proposal made by the respondents about the legal framework for businesses.

Regarding their compensation or salaries, the majority of these respondents expressed their unhappiness. According to the results of the interview, only one of the respondents said his salary is fulfilling, five of the respondents stated that the

wage is bearable than staying at home, and the remaining four respondents said the wage is not satisfactory. This could potentially point to a conclusion that the living conditions in regard to the pay of Nigerian employees in North Cyprus are uneven.

The issue of racism in their workplaces and generally in the country was another theme explored in the interviews. According to the findings, three of the respondents claimed there is racism where they work in terms of pay and how patients react to them in the hospital. They also claimed to have experienced racism elsewhere in the country. The remaining seven respondents, however, claimed there is no racism where they work but that they have encountered racism elsewhere in the country, particularly in the area of house rents, in supermarkets, and in some other recreational centres. At this point, it could be argued that Nigerian workers are living well in their various places of employment without racism compared to life generally outside their place of employment, but life outside their place of employment should be taken into consideration, particularly in light of the rising cost of housing and payments made in foreign currency.

The question of how companies were assisting their employees in paying various fees and bills in light of the present state of the country was also covered in this conversation. Only one respondent, according to the information gathered from the interview, claimed that his employer recently increased his salary as part of the ways in which he helped in the current situation. The other nine respondents expressed their dissatisfaction with this, claiming that their employers were not helping them out in any way and that they were the ones sorting their own affairs in other ways. This leads to the conclusion that Nigerian employees were not aided by their employers, even if it meant upping their pay or even helping them pay a small fraction toward their rent especially given the present state of the country was described as unfair.

Again, in this regard too, one of the respondents also emphasized the need of establishing a legal framework that allows international students to start a business that meets their needs; it is with the help of this business that some are able to pay their house rents and upkeep. Other respondents have too agreed that the government needs to look into the situation and assist migrants with their entrepreneurial initiatives.

CHAPTER IV

Language Barriers

This chapter outlines some key concepts relevant to the discussion on language barriers that many migrants confront in their destination country. In this regard, the chapter will also highlight several related concepts that are relevant to this challenge, including language, communication, and ‘coping mechanisms’ for dealing with language barriers. These are then situated in the Northern Cyprus case, in line with the findings of the focus group discussions.

Language

To assimilate into a completely new culture and society, millions of individuals adjust to different languages and customs. Accessing services and integrating into a new place might be difficult due to language issues. Some migrants must flee their homeland to avoid perilous situations, while others may move in search of education or employment. The experience of migrating to a new country differs based on the distance travelled, cultural similarities or contrasts, host country norms and regulations, discrimination, and the duration of stay planned. It is thus not as easy as persuading migrants to learn a language to assist them in integrating into their new circumstances. It's just as crucial to break down anti-immigration prejudices, facilitate social interactions, and introduce locals to their new neighbours. Furthermore, because migrants' backgrounds and objectives differ, welcome new citizen's initiatives must be adaptable and inclusive. (Ann Arbor, Michigan World News).

Language is a vital instrument for communication. Many people who grew up speaking their country's official languages are unaware of the social and cultural attitudes that surround language. People born in other countries or offspring of immigrants may be excluded as a result of these sentiments. Multilingualism and community-building education might help migrants overcome linguistic hurdles, gain cultural acceptance, and expand their economic chances.

Communication

Language barriers are characteristics of language usage that lead to misunderstanding or communication breakdown. Language barriers are those characteristics of language usage that are difficult to comprehend. This might be due to a multitude of variables such as educational backgrounds, literacy levels, and the language user's nation or region. The process of sharing ideas, feelings, views, facts, information, and experiences between a sender and a recipient vocally (spoken, written, nonverbally, sign-language, and body language) through a channel of communication is a basic definition of communication.

To comprehend human communication, one must first comprehend how individuals interact with one another. There are two types of communication: Spoken Communication is the verbal or written communication of ideas, thoughts, feelings, views, and experiences. Nonverbal Communication: the communication of ideas, thoughts, emotions, views, feelings, and experiences via sign language and body language (facial expression, eye contact, voice, hand movement, posture).

According to research on communication in multinational corporations, there is a lack of understanding of what it takes to communicate across languages and cultures (Marschan, R./Welch, D./Welch, L. 1997). Specific abilities, attitudes, and beliefs are required for cross-language communication (Holden 2002). Some academics have advocated for a broader approach to evaluating employee communication abilities, stating that they should not be limited to the capacity to utilize a certain language system (Marschan-Piekkari, R/Reis, C. 2004). Indeed, research has demonstrated that technical language proficiency without affective and behavioural abilities is insufficient for developing relationships.

Furthermore, because effective communication requires the capacity to grasp the listener's circumstance and adjust to his or her degree of comprehension, learning how to create a connection is considered a basic ability. Other communication skills and attitudes related to this include: matching one's level of jargon and delivery speed to the listener's language fluency; recognizing the differences between verbal and nonverbal language; and listening and questioning

in order to understand others' perspectives and opinions. As a result, competence in conversation or "small talk" for creating connections amongst team members is important. According to research, interpersonal skills are critical to the success of both people and organizations.

Coping Strategies to Overcome Language Barriers

Given the importance of communication between non-native speakers and members of the host community, numerous adaptation methods that precede the use of technology are worth mentioning. A few authors (Teriu, S. 2012; Elega, A. A. (2015) have discussed certain adaptation tactics employed by international students and their effectiveness in overcoming language barriers. Teriu, S. (2012) looked on how people utilize deception to get over a language barrier. She defined pretence as a face-to-face transactional tactic used in cross-cultural communication to overcome linguistic barriers that arise during conversations.

Nonverbal communication is a tactic used by international students to overcome language barriers. It involves the conveying of information using nonverbal symbols or non-voiced communication. Eye contact, quiet, hand gestures, personal space, clothes, physical appearance, and paralanguage are only a few examples (Teriu, S. (2012). To emphasize the significance, (Elega, A. A. (2015). stated that foreign students use nonverbal clues to overcome language barriers and promote contact between students and the host community. In his research, he discovered that students employed the following cues to deal with language barriers: eye contact, hand gestures, signs and symbols, touch, facial emotions, and paralanguage.

ICT breakthroughs have recently introduced a fresh viewpoint to all aspects of society (Dovedan, Z., Seljan, S., & Vučković, K. (2002) Language challenges have been assisted by technology, which is regarded one of the most important drivers of social and linguistic change in the digital era. Amid all of the technical materials and resources listed, mobile phones have stood out among other wireless devices like laptops and PCs. They are inexpensive, portable, and they provide learners with additional learning opportunities by allowing them to learn on the bus, outside, or at work while working part-time. Mobile phones have been termed the most powerful communication instrument of the twenty-first century (Steel, C. (2012). According to Aamri and Suleiman (2011), mobile

phones have had two primary effects on learning. It first aids language learners in comprehending and developing their intrinsic learning capacities, as well as improving literacy and numeracy skills. It may also be used to inspire individual and group learning experiences, as well as to assist language learners in identifying areas in which they need to improve.

Findings

According to the question relating to how the Nigerians cope with linguistic barrier in TRNC, the entire participant responded well towards it and gave their view on it. The table shows the illustration of their answers thereafter analyzed thematically.

Table 4: Responses Regarding Language Barriers

Respondent	Overcoming societal language barrier	Language barrier as a problem in getting job	Technology in place to facilitate communication	Languages used in schools	Locals willingness to teach their language
Respondent 1 (M, 36)	Learning the Turkish Language	Yes, it is a problem	Google Translator	English and Turkish Language	The Locals are not willing to teach their language
Respondent 2 (M, 33)	Learning the Turkish Language	Yes, it is a problem	Google Translator	English Language	They are willing
Respondent 3 (M, 26)	Google Translator	Yes, it is a problem	Google Translator	English Language	Some are willing, some are not
Respondent 4 (F, 33)	Google translator	Yes, it is a problem	Google Translator	English Language	Some are willing, some are not

Respondent 5 (M, 33)	Google Translator	Yes, it is a problem	Google Translator	English Language	They are willing
Respondent 6 (M, 18)	Both learning and Google Translator	Yes, it is a problem	Google Translator	English Language	Just few are willing
Respondent 7 (F, 24)	Learning the Turkish Language	Yes, it is a problem	Google Translator	English Language	They are willing
Respondent 8 (F, 25)	Learning the Turkish Language	Yes, it is a problem	Google Translator	English Language	Some are willing, some are not
Respondent 9 (M, 33)	Google Translator	Yes, it is a problem	Google Translator	English Language	They are willing
Respondent 10 (M, 25)	Learning the Turkish Language	Yes, it is a problem	Google Translator	English Language	They are willing

Regarding the question: “In what way do you believe the Nigerian migrants are doing to deal with societal language barriers?”,

Interviewee No. 1 (M, 36), who works in the financial sector (see Table 1), stated in response to this question by saying;

Because of the language barriers, communication is difficult for Nigerians. When they face outsiders, most residents want to safeguard their language by appearing as though they don't understand or speak English, even when they do. They do this because they want us to learn their language, and because they are attempting to convince us that everyone should speak their native tongue, which is not a good idea. Everyone should be able to comprehend and speak English, in my opinion, so that every other foreigner can communicate efficiently. In response to the question, I believe that we,

as Nigerians, are doing our best to overcome the language barrier by attempting to learn the [Turkish] language.

"Few foreigners, in reality, seek to grasp their original tongue (Turkish Language)," the second respondent (M, 33) remarked, following the first responder. The third respondent (M, 26), on the other hand, made his own point by adding, *"I feel that Nigerian migrants are increasing communication among host communities by utilizing Google Translation to translate to people who do not know English,"*. While the fourth responder (F, 33) stated, *"I personally prefer to utilize Google Translation, although I believe some other Nigerian migrants try to do their best to learn Turkish."*

According to the fifth respondent (M, 33), *"I don't believe there is much that Nigerian migrant are doing to deal with the language barrier; many choose to stay indoors or be with their friends, or if necessary, utilize Google Translate to speak with the host community"*. Respondent six (M, 18) stated that *"Nigerians attempt to learn the language and make use of Google Translate"*.

Respondent seven (F, 24) offered his own opinion, stating that *"Nigerians also study the language"*, along with Respondent 8 (F, 25). Respondent nine (M, 33) stated that *"he personally uses Google Translator"*, while respondent ten (M, 25) stated that *"studying Turkish is what most Nigerians do to overcome the language barrier in society"*.

Concerning the language barrier as one of the reasons why finding a job in the country is tough. Most participants acknowledge that this is one of the reasons when asked this question.

According to first respondent (M, 36), *"Yes, it has an influence since most overseas students who speak Turkish find decent positions, but those who do not speak Turkish end up with menial work or part-time jobs with poor income, thus it is a major issue"*. Going by the second respondent (M, 33), he said *"Of course, language barriers are one of the reasons getting a job is difficult; I have seen some of my friends who want to work and will start working on the first day, but will be unable to continue working because they are unable to communicate with their employers; for these people, getting a job is a major challenge"*.

In addition, the third (M, 26), fourth (F, 33), and fifth respondents (M, 33) agreed that the language barrier is a significant impediment to finding work in the

country. Respondent 4 “*Yes, the language barrier is one of the reasons why it is difficult to get work in the nation, particularly in a professional capacity*”. According to the fourth respondent, she said, “*Language is a challenging subject for me since it is a part of what I have gone through, particularly in terms of finding work and acquiring a better career*”. The fifth Respondent said “*I am certain that the language barrier is one of the reasons why finding a good job in the nation is so tough*”. Also, the sixth, seventh, eighth, ninth and tenth all agreed to the fact that language barrier is one of the reason getting job is difficult in the country.

Regarding the language barrier, participants were asked if any technology had been put in place to aid communication between the host communities. In response to the question, the majority of respondents mention the usage of Google Translation to improve communication.

According to the first respondent (M, 36), he said, “*Yes, the only technology at my workplace is a translator, which is quite expensive for the average person to acquire, and some people are using Google Translator on their phone, which is a better alternative*”. Foreigners, on the other hand, use Google Translate, according to the second responder (M, 33).

The third respondent (M, 26) also said that “*I may state that Google Translate is a technology that has been implemented*”. The fourth (F, 33) and the fifth (M, 33) said respectively and I quoted “*There is, as well as Google Translate, which comes in handy for some of us*” and the fifth said “*Yes, there is and that is the Google Translator which is really helpful to the communities*”. According to the sixth respondent he said the only technology he could think of is the Google translator as well as respondent seven, eight, nine and ten.

In response to the question of what sort of language is used in schools and institutions, many participants stated that English Language is used, however some also stated that Turkish Language is used.

The responses are as follows: according to the first responder (M, 36), who said and I paraphrased “*It depends on the school you attend; most schools on the island teach in Turkish, but some do so in English; nevertheless, those that do so are highly expensive, making them unaffordable to international migrants. It appears to me that it is a strategy employed to push international migrants to learn Turkish, which I find objectionable.*”

The second respondent (M, 33) in his own answer said *"The English language is taught at schools and institutions"*. *"The English language is used in schools and universities,"* the third (M, 26) remarked, as cited by me. I cited what the fourth (F, 33) stated *"I have heard that Turkish is also used in addition to English. Registration in Turkish is less expensive than registration in English "*, *"English Language"* is what is taught in schools and universities, according to the fifth (M, 33) respondent. According to the six respondent (M, 18), he responded by saying English Language is utilized in schools, in response to respondent seven (F, 24) she also said English Language is used in universities likewise respondent eight (F, 25), nine (M, 33) and ten (M, 25).

In relation to the question posed by a Nigerian member in the focus group, on whether locals ready to teach international migrants their language in order to increase communication, Several individuals voiced their opinions, stating that some are ready while others are not. The respondent's response is as follows:

According to the first (M, 36) respondent he stated *"The people I have had encountered with are only emotional, but are not willing to teach you their language. In fact, some of them will become furious if you don't grasp their language, which is not a good thing"*. The second (M, 33) responded by saying *"Personally, absolutely, they are willing because they have tried for me, especially when I first arrived on the island, and was taught at my first place of employment, because they teach me Turkish and I teach them English"*.

The third (M, 26) responded and said *"Some are ready to teach, while others are unable to do so because they do not understand English"*. The fourth (F, 33) respondent replied and I quoted *"Some citizens are willing to educate, while others are hesitant"*. The fifth (M, 33) responded by saying *"From my own personal experience, the majority of the locals are eager to teach the language"*. According to the sixth responder (M, 18), *"few locals are eager to teach their language"*, even if no one has ever contacted him about learning it. According to respondent seven (F, 24), who I shall quote, *"the locals are ready to teach their language and they also encourage visitors to do the same"*. She stated in answer to responder eight (F, 25) that *"some people are willing to teach while others are not"*. Respondents nine (M, 33) and ten (M, 25) both stated that *"the locals are eager to teach the foreigners how to speak their language, but they are not yet ready to learn ours"*.

Although Turkish is the primary language learned in the area, English is the language of teaching at most of the island's universities. As a result of the language barrier, Nigerian students struggle to communicate with members of the host community. Nigerians are a significant part of the global discussion on international student mobility in general. Nigeria has the second-highest number of students studying outside their native country in Africa. According to the report, there were 52,066 Nigerian students studying abroad in 2013, with Cyprus being the 18th of over 110 nations to host Nigerian students (UNESCO, 2014). As the number of Nigerian students studying abroad continues to climb, recent research has identified language barriers as a key impediment that Nigerian students studying in various areas of the world encounter (Akedeiwei, A.M. *et al.* (2015); Banjong, D. N. (2015).

The findings of this study show that Nigerian students in North Cyprus mostly utilize mobile translation applications and social media to overcome language barriers and boost engagement with the local population. Prior research has also shown that technologically flexible techniques are critical for foreign students. Although these adaptive strategies have been described as potentially beneficial, it is important to note that the immediacy and accessibility of translation assistant apps and social media can potentially divert students' attention away from language learning, causing them to communicate more with people from their own culture.

As is well known, language is an important factor in migration since it enables one to integrate into the community or country of destination. In order to help immigrants, adjust to their new environment, it is therefore preferable to urge them to learn a language. The majority of respondents, based on their responses, believe that this is a better alternative as well as using Google Translate in order to blend in with their home nation. A language barrier may also prevent immigrants from taking advantage of various possibilities, like gaining a job and obtaining citizenship, among others. Because the host community prefers to recruit individuals who speak the local language, for instance, all of the respondents complained about not being able to find a suitable job. This is one of

the problems they confront. Due of this, the majority of Nigerians seek to study and comprehend the language in order to get an advantage over others.

The results suggest that four out of ten respondents utilize Google Translate to cope with social language hurdles, while the remaining six respondents feel that learning the local language is the best answer. In this study, Google Translate, learning the local language, is the major way Nigerians uses to overcome language barrier and also residents should not try to defend their language by behaving as if they don't understand or speak English when they meet outsiders, even if they do, are all excellent ways for international students to overcome language hurdles.

CHAPTER V

Social Interactions

This chapter first discusses some key concepts relevant to the discussion on interaction between migrants and host communities, including the notion of interaction itself, as well as the idea of social relationships and migrant awareness of receiving societies. These are then situated in the case of the Nigerian migrants in Northern Cyprus, in line with the findings of the focus group discussions.

Interaction

A social connection, also known as a social interaction, is the basic unit of study in the social sciences, and it refers to any voluntary or involuntary interpersonal contact between two or more people within and/or between groups. A linguistic or family group, a social institution or organization, an economic class, a nation, or a gender can all be considered a group. Social interactions are generated from human behavioural ecology and, when taken together, constitute a cohesive social structure whose constituent pieces are best understood in relation to one another and to the ecosystem as a whole. The process through which migrants connect with one other and with receiving communities is referred to as interaction in this context. Shared experiences, extended discourse, and working together on matters of common concern are all examples of this type of engagement. Individuals and organizations may interact. Migrants who do not interact may possibly end up living parallel lives with only limited relationships with others in society. Prejudice and false preconceptions are more likely to impact attitudes toward others in the absence of genuine interaction.

Many of the interactions that migrants have with others may be negative in that they may encounter hostile attitudes, discrimination, and various forms of oppression and exploitation. Clearly, not all of these interactions build a sense of belonging; in fact, many may contribute to social conflict, migrant isolation, and alienation. Positive engagement, on the other hand, empowers migrants by increasing their confidence, skills, access to opportunities, and the development of their interpersonal relationships.

Social Relationships

Without a doubt, relationships and social interactions are inextricably linked to the point that it can be impossible to distinguish them since they are interchangeable. Indeed, according to Freese, social interactions are "the connections that bond social systems as formed of interconnected resource flows (Freese. L. 1988). When two people meet and one of them has an impact on the other, we get what is known as a social interaction change, which is a direct outcome of emotion and effect through contacts. We refer to such relationships as mutual affairs when this procedure is repeated on a regular basis and becomes stable. Mutual affairs of this nature are a direct outcome of communication, which is dependent on cooperative action. As a result of social engagement, this interaction tries to impart a certain notion or meaning.

This type of communication could never occur on its own; it requires the participation of two parties, either individuals or organizations. Another component that clarifies the intertwined link between social ties and social interaction is when an individual or a group of individuals acts in a given manner while considering the response or relationship of the other half of the social relationship, whether acceptance or refusal. It has been discovered that when we accept the refusal/acceptance of a certain offer, we engage in a process of social interaction by altering our initial attitude in response to our expectations of other people's responses. The reward or punishment motif is a good example; social contact changes either favourably or adversely depending on the conduct anticipated from the other person in the social connection (Orton, A. (2012).

Recognition

Recognizing migrants' potential may help them make meaningful contributions and send key messages about how welcome they are. Discriminatory interactions and immigration processes that are seen as unfavourable to their presence in a given region may frequently leave an unfavourable impression on migrants. This acknowledgment can help migrants engage more and counter many unfavourable images of migrants in the media, particularly those who use migrants as a scapegoat, blaming them for a variety of perceived bad developments in society (Orton, A. (2012).

Findings

The first question posed here was, "How do foreign migrants engage with locals in their communities, according to you? Regarding the issue based on patterns of interaction with the larger society. The respondent's answers were firstly illustrated in a tabular format, and then analysed thematically as follows:

Table 5: Responses Regarding Interaction with the Wider Society

Respondent	Engagement in the communities	Visitation of parks help socialization	Any chances of interaction	Who promote interaction?	Ratio of belongingness
Respondent 1 (M, 36)	No much connection we have together	It is not way to help socialization gap	No chances of such	The foreigners	Less than 10%
Respondent 2 (M, 33)	No much connection we have together	It is part of the way to help socialization gap	No chances of such	The foreigners	5%
Respondent 3 (M, 26)	We engage well to some levels	It may and it may not	No chances of such	The Locals	5%
Respondent 4 (F, 33)	No much connection we have together	No, it is not a nice mechanism	No chances of such	The foreigners	Less than 10%
Respondent 5 (M, 33)	No much connection we have together	It is a good method	No chances of such	The foreigners	Zero percent
Respondent 6 (M, 18)	Google Translato	It can be a way but	No chances	The foreigners	40%

	r	most times it may not	of such	s	
Respondent 7(F, 24)	Through gesture and actions	Yes it is one of the way to influence socialization	No chances of such	The foreigners	1%
Respondent 8 (F, 25)	Sign language	Yes it is a method	No chances of such	The foreigners	10%
Respondent 9 (M, 33)	We engage well	Yes it is a method	No chances of such	Both the foreigners and the locals	50%
Respondent 10 (M, 25)	We engage well	Yes it is a method	No chances of such	The foreigners	Below average

According to the first (M, 36) respondent, the issue was about the locals' attitudes toward the migrants: *"The only positive thing I can say about the locals is that some of them are very friendly; they are not hostile to foreigners, but they are not very good at cooperating or socializing; I believe there is a socialization gap between us, the foreigners, and the locals; however, they are not hostile to foreigners in terms of race"*. The second (M, 33) respondent also agreed by saying *"I do not believe we and the locals are truly engaging to some level because our neighbors are not eager to engage with us who are foreigners maybe because we don't have much in common in terms of culture origin"*.

The third (M, 26) respondent replied to this question by saying that *"in my experience, foreigners and locals get along well to some extent, but the locals prefer to be alone and chat to their own people."* For the fourth (F, 33) respondent too, *"there is minimal social connection between us and the indigenous who I feel is due to the language barrier, which makes it difficult to socialize."* According to the fifth (M, 33) respondent *"I will say it's a significant issue for us and the locals, since we rarely talk to each other, much less have a meaningful discussion, thus we [Nigerians] prefer to stay indoors."*

“Most of the Turkish individuals I have met interacted nicely with me, the majority of them spoke English, and occasionally I used Google Translator”, sixth responder (M, 18) said. For the seventh responder (F, 24): “The way I communicate, get along, or relate with the locals is by gesture or movements, or occasionally I say little English to them and they understand,”

Respondent number eight (F, 25) reported that she "uses Google Translate most of the time and also utilizes signs and body language. Respondent 9 (M, 33) claimed that *“he interacted well with the locals since they were generally kind and used Google Translate for those who could not speak English”*. *“I interacts with them routinely, especially those who understand English”*, said the final responder (M, 25).

Responding to the question, *“Do you think that visiting parks and interacting with neighbors is a more effective approach for locals and migrants to socialize?”*, participants responded as follows.

For the first (M, 36) respondent, language was again crucial: *“Because of the language barrier, I do not believe that visiting parks is a good method for foreigners and locals to socialize”*. Respondent (M, 33) 2 on the other hand agreed that it can be a method to which socialization can take place: *“I would say that it is a mechanism for socializing to some level”*. According to the third (M, 26) respondent, he responded saying *“No, I am not sure, but I believe that if the government can implement a program that involves mingling natives and immigrants, it will greatly aid in socialization”*.

For respondents four (F, 33) and five (M, 33) though, this was not a method in which socialization can take place, as they said respectively, *“No, it is not a nice approach to socialize”*, *“Personally, I do not think attending parks is a good method to meet new people because I've gone to various parks and most of the time everyone is on their own”*.

Sixth respondent (M, 18) stated that *“going to parks may be a means for foreigners and locals to socialize, but sometimes it cannot.”* Additionally, respondent seven (F, 24) concurs that *“it can be a mechanism for socializing to occur.”* Respondent number eight (F, 25) concurred with respondent number seven. Both respondent nine (M, 33) and respondent ten (M, 25) concurred that *“going to parks may be a good method to meet people”*.

Concerning the question on opportunities that exist, i.e. what chances do they think exist for people in both the receiving and migrant communities to gain skills that will help them relate to persons from other origins and cultures, I discovered that majority of the participant did not think any kind of opportunities exist.

Looking at the response of the first (M, 36) respondent, *“According to my observations, there are no such opportunities since one of the ways or methods that normally brings people together is football, but Northern Cyprus is not excellent at football because I have not seen a nice football field where people of many races come together to play”*. Respondent (M, 33) two replied to the question, and he said *“I do not use to go out like that but I think some certain tourist attractions still show people about their history and such, but I do not believe there is any platform like that for me”*. Respondent (M, 26) three had nothing to offer in response to this discussion.

Furthermore, respondent (F, 33) four replied: *“I do not believe there is a probability of that happening since the locals are unwilling to accept or learn more about the foreign culture or background”*. The response of respondent (M, 33) five is *“There has been no opportunity of that since I arrived, and they are also unwilling to learn the outsiders' language, preferring instead that we learn theirs, which is unjust”*.

According to respondent sixth (M, 18), he said *“he had not seen any of such chances happened in the country but it can happened in schools”*. Also, respondent seven (F, 24) said *“no chances of such had ever happened since she had been in the country”* likewise respondent eight (F, 25), respondent nine (M, 33) and respondent ten (M, 25) said *“no chances of such had ever existed”*.

Another question based on the participant's pattern of engagement with the larger society is, *“In your personal life, who are the individuals or groups actively fostering interaction in society?”*

Another question probing into the participant's pattern of engagement with the larger society was, *“In your personal life, who are the individuals or groups actively fostering interaction in society?”*

Respondent (M, 36) one gave his own explanation to this question saying *“Foreigners have done a lot to increase contact with the locals, but the majority of the locals do not want us, so the foreign migrants decided to be on their own,*

which is why the nation is quiet since foreigners remain indoors and do not typically go out, but we live absolutely fine in this manner". Second (M, 33) respondent also agreed with respondent 1: *"The foreigners are the ones that actively promote interaction in the society"*.

On the other hand, respondent (M, 26) two said personally to him, *"I believe the individual with whom I work is making genuine efforts as a Turkish man to improve community relations"*. Respondent four (F, 33) and five (M, 33) said respectively: *"Foreigners are the ones who are attempting to enhance the interaction between them and the residents"* and that *"foreigners are the ones who promote engagement with locals"*.

According to respondent six (M, 18), seven (F, 24), eight (F, 25) and ten (M, 25), all of these respondents agreed that *"it is the foreigners who are actively promoting communication in the country"* but respondent nine (M, 33) said *"it is both the locals and foreigners that are promoting communication in the country"*.

Finally, the participants were asked to respond to the following question: *"in your opinion, how much do migrants say they feel like they belong in their communities across the country?"*

The first (M, 36) respondent responded by saying *"Well, if we are to rank belongingness in percentages, I personally would put it below 10% since the community has done nothing for foreigners, they have not played any part, and all they want is for you to pay your rent, and bills. The most difficult thing is that home landlords and landladies are now collecting house rent in pounds from foreigners, and even in euros and I was starting to wonder whether we were under British administration, where most of us still owe school fees and no good work to pay them. This demonstrates that we were not wanted and do not feel at home here"*. According to the second (M, 33) respondent, *"For the sense of belonging of foreigners, I will assign a 5% rating"*. The third (M, 26) respondent also said *"For the sense of belongingness of foreigners, I will assign a 5% rating"*. For respondent (F, 33) four too, *"foreigners have a low sense of belonging. In general, residents, schools, and government do not make us feel like we belong"*.

The fifth respondent (M, 33) gave his own point of view to the question by saying *"To me personally, the sense of belongingness is zero. The majority of us are struggling to feed ourselves, let alone pay school fees and rent, and the*

government is doing nothing to help. For example, I do not see why schools would collect our original certificates, claiming that it is part of the registration procedure when it is not; instead, they do so in order to seize the certificate until the student can pay the fees owed, which is unethical”.

The sixth respondent (M, 18) gave his own viewpoint on this question by saying “personally the rate at which we Nigerians feel belonging in the country is 40%”, Respondent seven (F, 24) gave her own to be 1%, Respondent eight (F, 25) gave her own to be 10%, respondent nine (M, 33) said is 50% while the last responder (M, 25) said he will rate it below average.

As is widely known, engagement between members of the host community and migrants is essential to fostering a sense of integration and belonging in the host nation. Without these interactions, migrants may experience depression, act discriminatorily, and make the environment unfriendly for them. Some respondents complained about their lack of interaction with the host community when considering how effectively they engaged in the county. From the result of the interview section, two of the respondents concluded that the locals are friendly to relate with the remaining respondent concluded that majority of the locals prefer to be on their own than relating with us which some concluded that is because of the language barrier while some are not willing to relate at all. With this I will say the Nigerians workers are faced with the issue of socialization which make it uneasy for them to live confidently in the country.

Once more, interaction is an essential component of migrants' living situations since without it, they cannot operate in their new environments, jeopardizing their chances of finding employment, obtaining citizenship, and building social networks. Going to work, visiting parks, supermarkets, or schools, touring the neighbourhood, or taking part in long-term initiatives are just a few examples of situations that might lead to interaction. . In terms of using park visits as a means of socializing, five respondents agreed with this while five disagreed. Additionally, despite the fact that some respondents thought it was one of the ways, others did not really consider the supermarket as a location where sociability may happen because it is simply a place to go and purchase items. From my personal perspective, I will say that if we can put all of these techniques into practice, such as visiting parks, supermarkets, touring the neighbourhood, and

schools, even though school is a perfect way for the host and migrant to socialize, it may be a progressive way to strengthen socialization in the nation.

In addition, from the perspective of who actively promotes interaction between the foreigners and the locals, it is clear from the respondents' responses that it is the foreigner. Accordingly, I felt that the locals should be eager to interact well with this foreigner since interactions cannot take place if there is no mutual understanding between the two parties, even though we can see that some locals are willing to do so while others are not. The interaction will both benefit the foreigners and the locals.

According to the respondents' assessment, the majority feel that there is little social connection between them and the rest of society, the majority evaluating their sense of belongingness at less than 10%, which is not a good ratio at all. They also stated that if the government can establish a program that mixes natives and immigrants and discusses foreign and local cultures and origins, it will tremendously assist in overcoming language hurdles, prejudice, and even socialization.

CHAPTER VI

Conclusion and Recommendations

The rapid increase of the African immigrant community in Northern Cyprus is alarming to the locals, who up until recently hardly ever welcomed newcomers who weren't from Eastern Europe or the Middle East. Out of Northern Cyprus' approximately 400,000 inhabitants, over 90,000 were international students, including those from Turkey, during the 2020-2021 academic year. The majority of non-Turkish students come from Nigeria, followed by Zimbabwe and Cameroon. Around 30,000 people identify as Africans overall this year. International students in general put forth a lot of effort to sustain themselves, and are regularly employed in low-skilled jobs, in hospitality and construction sectors, working in restaurants and construction sites. However, their income is often low, and in Turkish Lira, and they often must pay their housing and tuition expenses in pounds and in euros. Many who find it difficult to sustain themselves then turn onto illicit and criminal activities, and they also attract others to it (Obioma, C. (2019).

The notion that Northern Cyprus will serve as a doorway to more industrialized and affluent countries in Europe is the main driver behind what many locals perceive as an "invasion" of African teenagers into the TRNC, and this may explain the growing inflow of African students that has taken place from mid-2000s. At the beginning, African and other international students in Northern Cyprus were excitedly informing one another that the region was about to reunite with the Greek side and that there would no longer be a need to leave the North. The notion was that those who were left would be given visas or residency cards for the European Union. (Obioma, C. (2019).

While this may be true, international and many African students have also been drawn to Northern Cyprus by the burgeoning higher education sector. Unfortunately, a lot of these students wind up drowning in debt and exposed to loan sharks and people traffickers. This is exacerbated by the fact that while the majority of international students who come to Northern Cyprus are sincere in their desire to pursue a degree, they are frequently uninformed about issues related to daily life on the island. Although the majority of them are promised excellent opportunities as soon as they arrive in Cyprus, the reality is that jobs are

competitive, and often menial (as it is in many other countries, for university students) and life is difficult. (Ransome, D. (2019).

This study aspired to provide fresh and much-needed information on the living conditions of Nigerian workers, most of whom are also international students, in the Turkish Republic of Northern Cyprus (TRNC), in its attempt to peg the issue of the migrants' concerns and their attitudes to the wider academic discussions that are taking place in the context of international migration. This concluding chapter briefly summarizes the findings elaborated in the previous chapters and outlines several constructive recommendations accordingly.

Revisiting the Hypotheses

From the outset, the dissertation aimed to explore the living conditions of the Nigerian migrants in relation to three empirical domains: working conditions (employment), language barriers, and interaction with the host community. A research statement/ hypothesis was formulated for each of the three domains.

Regarding the working conditions of the Nigerians, we expected the wages and the working conditions to match fairly of the local population. But from the focus group discussion, it became clear that majority of these workers complained about not being paid better wages, while only a few said the wages were still manageable. Also, when comparing their working circumstances to the pay they are given, some of the respondents indicated that it is unfair since the amount they are paid is insufficient to meet their bills. Another theme that came out of these discussions was that migrants work under difficult conditions, and that despite having to pay their house rent in pounds and educational expenditures in euros, they get rewarded in Turkish Lira. Respondents all agreed that some workers have a good life because their employers provide it for them but in general, Nigerian workers' working circumstances are "depressing". *In this case, our hypothesis stood, but we also found that these wages did not improve the living standards of the Nigerian migrants.* This finding is also in line with other similar enquiries, and Bartram's work (2013) in particular, in which he argues that employment conditions in the destination country can challenge initial aspirations which "might be intensified (and then frustrated) via direct exposure to the consumption standards of wealthy societies" (p. 159).

During the conversation, the majority of participants also expressed their concern with apparent and subtle racist attitudes. In a particularly fiery comment, a respondent claimed that the natives “give more respect and special treatment to any white working under them than to any black, even if the white is not Turkish, as long as they are white”.

Regarding the language barriers, we expected that local companies will prefer the candidate to speak the local language (Turkish) but fluency in English would often be sufficient. *Here, our hypothesis was rejected as almost all participant claimed that the locals are unwilling to take English seriously as a platform for effective communication, which makes finding work extremely difficult because the bulk of these firms prefer to hire people who speak their language.* This is an important finding which shows that “adaptation tactics” (Teriu, S. (2012); Elega, A. A. (2015) and their effectiveness in overcoming language barriers is an area that is particularly relevant for Northern Cyprus and requires further research

Most of the respondents also complained that these as another issue faced by them generally in the country not only in their place of work and the makes social interaction between the locals and the Nigerians very difficult to make. In this regard, we expected that the pattern of interaction to depend to a large extent on the presence of linguistic barriers. According to other studies too as Taran and Ivakhnyuk have summarised (2009), the pattern of contact is fully determined by the language barrier, in the sense that interaction or communication cannot occur until both parties understand one other; the two are inextricably linked. So, our hypothesis was supported, and is in line with the findings of the wider literature, as language barriers did indeed mediate and, in this case, circumscribe the interaction of Nigerian migrants with the Turkish Cypriot natives.

The discussion also highlighted that some employers were able to help Nigerian migrants feel at ease in their diverse workplaces, thus improving their living conditions. Another important point that all respondents agreed on was the need for the government to take more action to help migrant workers through more regulation, and employers to work together with authorities to address and provide solutions to the problems that Nigerians encounter in order to improve their living conditions. Drawing from these, some recommendations for future action are outlined below.

Recommendations

With the recent deterioration of the economy, and the sharp rise in fuel prices in the context of the war in Ukraine, many workers have been suffering; unable to feed them, pay their house rents, or pay their school fees. Everyone is suffering, but workers are particularly vulnerable because they are working and are supposed to be compensated in terms of good pay; however, an adage states that "whatever you sow, you will reap," but this is not the case for these workers; also, in terms of transportation, some are affected, particularly in transporting themselves to their various places of work in this era of global fuel price hikes.

With the economy deteriorating moreover, the risk of increased racism and xenophobia increases, as locals may believe that foreigners are contributing to the country's problems or that foreigners have taken over most of their businesses to ensure their survival, which is not the case. This could lead to social unrest and growing tensions between migrants and locals.

The following recommendations are thus outlined toward improving the living conditions of the Nigerian workers in Turkish Republic of Northern Cyprus (TRNC), as a way to foster development, social inclusion, integration, but also to ensure societal security:

- The employers should try and give their employees a means in which they can be taught the local language (Turkish Language) in their various place of work which will help the foreigner to be able to communicate well even outside the place of work
- The government should do more to provide a legal framework for foreign citizens so that they can take advantage of opportunities and establish more businesses; so that they can live independently; it will also assist them in paying their school fees, as many students leave out due to a lack of financial resources.
- The government can implement various programs that involves mingling natives and immigrants, this would greatly aid in socialization.
- The government should assist in eradicating the rise in foreign currency home rent by requiring all landlords to collect house rent in Turkish Lira.

- The minimum wage laid down by the government should be followed by employers, and more check should be introduced to ensure that employers pay the minimum wage. This will improve living conditions of all migrant workers significantly.

References

- Abdulateef, E.A. and Efe, Ö.B. (2017) *Technologies And Second Language: Nigerian Students' Adaptive Strategies To Cope With Language Barrier In Northern Cyprus*, Volume 7(Issue 3 (2017),2, pp. pp. 486–498.
- Afani, A. (2013) *Ecowas and Migration. The Encyclopedia of Global Human Migration* [Preprint].
- Akedeiwei, A.M. et al. (2015) *Language Difficulties Faced by Nigerian Maritime Students in one Asian University. Asia Pacific Journal of Maritime Education, 1(2), 37-41* [Preprint].
- Alabi, A.M. (2019) “The plight of Nigerian students in Northern Cyprus,” *The Round Table*, 108(5), pp. 583–584. Available at: <https://doi.org/10.1080/00358533.2019.1658349>.
- Alexander, L. (2009) *Language Barriers and Community-Based Solutions - BORGEN*. [Preprint].
- Altbach, G.P., Reisberg, L. and Rumbley, E.L. (2009) “*Trends in Global Higher Education: Tracking an Academic Revolution*”. [Preprint].
- Atac, I., Rygiel, K. and Stierl, M. (2016) *The Contentious Politics of Refugee and Migrant Protest and Solidarity Movements: Remaking Citizenship from the Margins, Citizenship Studies*, 20 (5).
- Background and objectives: Global Forum on migration and development (no date) Background and Objectives | Global Forum on Migration and Development. Available at: <http://www.gfmd.org/process/background> (Accessed: November 18, 2022).
- Banjong, D. N. (2015). International Students' Enhanced Academic Performance: Effects of Campus Resources. *Journal of International Students*, 5 (1), 132-142.

- BasuMallick, C. (2021). *What Is Job Satisfaction? Definition, Factors, Importance, Statistics, And Examples*. Retrieved 15 May 2022, from.
- Bhandari., P. (2020) *What Is Qualitative Research? | Methods & Examples* [Preprint].
- Bhende, A., and Kanitkar, T. (2006). *Principles of Population Studies*. New Delhi: Himalaya Publishing House.
- Boto, I., & Biasca, R. (2012). Small Island Economies: Vulnerabilities and Opportunities1. *Brussels Rural Development Briefings A Series Of Meetings On ACP-EU Development Issues*. Retrieved 17 June 2022, from.
- Braun, V., & Clarke, V. (2006). Using thematic analysis in psychology. *Qualitative Research in Psychology*, 3(2), 77-101.
- Britten N . Qualitative interviews in healthcare. In Pope C, Mays N (eds) *Qualitative research in health care*. 2nd ed. pp 11–19. London: BMJ Books, 1999.
- Buarqoub, I. (2022). Language barriers to effective communication. Redalyc.org. Retrieved 20 May 2022, from <https://www.redalyc.org/journal/279/27962177008/html/>.
- Bushiri, C. (2014). The Impact Of Working Environment On Employees' Performance: *The Case Of Institute Of Finance Management In Dar Es Salaam Region*, 21, 22. Retrieved 15 May 2022, from
- Cankan, E. (2021). Creating A Sustainable Tourismmodel In North Cyprus Duringthe Uncertainty Of Thecovid-19 Pandemic, *Vol.13*, 488-497. Retrieved 24 August 2022, from.
- Cerra, V. (2022). The Impact Of International Migration On Inclusive Growth: *A Review1*, 4. Retrieved 19 September 2022, from.

- Chin, T., & Rowley, C. (2018). A Yin–Yang Harmony Cognition To Employer–Employee Relationships. Retrieved 16 May 2022, from.
- Cohen, R. (Ed.). (1995). *The Cambridge survey of world migration*. Cambridge University Press.
- Cyprus azerbaijan relations. Basilgreenpencil.com. (2021). Retrieved 5 May 2022, from <https://www.basilgreenpencil.com/ysofhks/page.php?page=cyprus-azerbaijan-relations>.
- Cyprus history - Amazingnapa. Amazingnapa. (2022). Retrieved 18 April 2022, from <https://amazingnapa.com/cyprus-history/>
- Cyprus History: Breakdown of the 1960 Constitution. Cypnet.co.uk. (2014). Retrieved 20 April 2022, from <http://www.cypnet.co.uk/ncyprus/history/republic/breakdown.html>
- Cyprus-mail.com. (2019). Retrieved 18 July 2022, from <https://cyprus-mail.com/wp-content/uploads/2019/07/Higher-Education-supplement-2019-1.pdf>.
- Cyprus' Tourism Is Recovering – 288% More Tourists Arrivals Were Registered in September, Official Data Shows - SchengenVisaInfo.com. SchengenVisaInfo.com. (2022). Retrieved 15 July 2022, from <https://www.schengenvisa.info.com/news/cyprus-tourism-is-recovering-288-more-tourists-arrivals-were-registered-in-september-official-data-shows/>.
- D. (2022). The 77 Percent — Why is Northern Cyprus appealing to African students? | DW | 21.06.2022. DW.COM. Retrieved 3 August 2022, from <https://www.dw.com/en/the-77-percent-why-is-northern-cyprus-appealing-to-african-students/av-62204054#:~:text=TOP%20STORIES-.The%2077%20Percent%20%E2%80%94%20Why%20is%20Northern%20Cyprus%20appealing%20to%20African,loan%20sharks%20and%20human%20travellers>
- Dao, T.H., Docquier, F., Maurel, M., and Schaus, P. (2021). Global migration in the twentieth and twenty-first centuries: the unstoppable force of demography. *Review of World Economics*. <https://doi.org/10.1007/s10290-020-00402-1>
- Data Collection: Definition, Methods, Example and Design | QuestionPro. QuestionPro. (2022). Retrieved 16 May 2022, from <https://www.questionpro.com/blog/data-collection/>.

- Dipae.ac.cy. (2019). Retrieved 18 July 2022, from <https://www.dipae.ac.cy/archeia/statistics/statistics12-7-2019.pdf>.
- Dodd, C. (1992). Politics in the Turkish Republic of Northern Cyprus. *Milletleraras*, 001-013. https://doi.org/10.1501/intrel_0000000209
- Dovedan, Z., Seljan, S., & Vučković, K. (2002). Multimedia in Foreign Language Learning. *MIPRO*, (pp. 72-75). Zagreb. Retrieved from <http://dzs.ffzg.unizg.hr/text/mfll.pdf>
- Düvell, F. (2014). International Relations And Migration Management: *The Case Of Turkey*. Retrieved 23 June 2022, from.
- Economy: A Case of Northern Cyprus. *Sustainability*, 13(17), 9508. <https://doi.org/10.3390/su13179508>
- Economy of Northern Cyprus - Alchetron, the free social encyclopedia. Alchetron.com. (2018). Retrieved 9 May 2022, from <https://alchetron.com/Economy-of-Northern-Cyprus>.
- Ekici, T., & Caner, G. (2018). Sector AnAlySiS - toUriSM. *Peace Research Institute Oslo (Prio)*, (978-82-7288-900-4). Retrieved 17 June 2022, from.
- Elega, A. A. (2015). Interpersonal Communication: Strategies Nigerian Students Excogitate to Cope at Eastern Mediterranean University (Unpublished Master's Thesis). Eastern Mediterranean University, Turkish Republic of Northern Cyprus.
- Freese, L. 1988a. "the very thought of resources." Paper presented at the Annual Meetings of the American sociological association, Atlanta, Georgia.
- From Rep. of Türkiye Ministry of Foreign Affairs. Republic of Türkiye Ministry of Foreign Affairs. (2022). Retrieved 20 April 2022, from <https://www.mfa.gov.tr/constitution-of-the-greek-cypriot-constituent-state.en.mfa>.
- Gazizullin, A. (2016). The Significance Of The 'Human Security' Paradigm In International Politics, (2053-8626). Retrieved 23 June 2022, from.
- Guiraudon, V. (2003). The constitution of a European immigration policy domain: a political sociology approach. *Journal of European Public Policy*. 10 (2):263-282.

- Higher education students in Cyprus reach 54,235 in 2020-2021, showing increase of 2%. KYPIE. (2022). Retrieved 18 July 2022, from <https://www.cna.org.cy/article/3573101>.
- Hoerder, D. (1999). From immigration to migration systems: new concepts in migration history. *OAH Magazine of History*, 14(1), 5-11.
- Hollifield, J.F. (2012) Migration and International Relations, *Oxford Handbook of the Political of International Migration*, pp. 1–32.
- Huysmans, J.(2000). The European Union and the securitization of migration. *Journal of Common Market Studies*. 38 (5):751-777
- International Labour Organization (2017) Working Conditions. <http://www.ilo.org/global/topics/working-conditions/lang-en/index.htm>
- International Crisis Group. (2006). *The Cyprus stalemate*
- International Migration - United Nations Population Division | Department of Economic and Social Affairs. Un.org. (2022). Retrieved 17 June 2022, from <https://www.un.org/en/development/desa/population/theme/international-migration/index.asp>.
- Is Cyprus the biggest island?. Sunny Cyprus. (2021). Retrieved 8 May 2022, from <https://living-cyprus.com/cyprus-landmarks/is-cyprus-the-biggest-island.html>
- Kiger, M., & Varpio, L. (2016). *Medical Teacher* (p. 2).
- Kıralp, Ş., & Güneşli, A. (2021). Ousting the Cypriot Ethnarch: President Makarios' Struggle against the Greek Junta, Cypriot Bishops, and Terrorism. *Religions*, 12(11), 944. <https://doi.org/10.3390/rel12110944>
- Koczan, Z., & Peri, G. (2021). The Impact Of International Migration On Inclusive Growth: *A Review*, 8. Retrieved 22 September 2022, from
- Koser, K. (2007). Refugees, transnationalism, and the state. *Journal of Ethnic and Migration Studies*, 33(2), 233-254.
- Kynsilehto, A. (2022). *Migration and International Relations*, (2053-8626), 1-2. Retrieved 23 June 2022, from.
- Marschan-Piekkari, R./Reis, C. 2004: Language and languages in cross-cultural interviewing. In Marschan-Piekkari, R./Welch, C. (eds.), *Handbook of qualitative research methods for international business*. Cheltenham: Edward Elgar, 224-226.
- Marschan, R./Welch, D./Welch, L. 1997: Language: The forgotten factor in multinational management? In *European Management Journal* 15(5), 591-598

- Massey, D. S. (1999). International Migration at the dawn of the twenty-first century: The role of the state. *Population and development review*, 25(2), 303-322.
- Miller, B. (2019). Advantages and Disadvantages Of Qualitative Research Methods. Retrieved 11 July 2022, from.
- Morgan, D. L. (1988). *Focus groups the qualitative research*. Beverly Hills: SAGE Publications.
- News, L. (2020). *North Cyprus News | Visitor Numbers to North Cyprus Down*. North Cyprus News | Online News for North Cyprus. Retrieved 24 August 2022, from <https://lgcnews.com/visitor-numbers-to-north-cyprus-down/>.
- North Cyprus News |. North Cyprus News | Online News for North Cyprus. (2020). Retrieved 6 May 2022, from <https://lgcnews.com/trnc-officially-represented-at-oic-conference-for-the-first-time/>.
- North cyprus red crescent society in a sentence - north cyprus red crescent society sentence. Eng.ichacha.net. (2022). Retrieved 6 May 2022, from <https://eng.ichacha.net/zaaju/north%20cyprus%20red%20crescent%20society.html>
- North Cyprus Tourism Increase | An Undiscovered Paradise.. North Cyprus International | North Cyprus Property Consultants. (2022). Retrieved 24 August 2022, from <https://northcyprusinternational.com/north-cyprus-tourism-increase/>.
- Obioma, C. (2019). At Europe's Edge, Unwanted Migrants Are Stranded in an Unrecognized Country. *Foreign Policy*. Retrieved 3 August 2022, from <https://foreignpolicy.com/2019/06/23/at-europes-edge-unwanted-migrants-are-stranded-in-an-unrecognized-country-nigeria-african-migrants-trnc-turkey-northern-cyprus-ciu-chigozie-obioma/>.
- Orton, A. (2012). Connecting Recognition, Participation and Empowerment To Improve Social Cohesion. Retrieved 24 May 2022, from.
- Political_position_trnc - en. Sites.google.com. (2022). Retrieved 6 May 2022, from https://sites.google.com/a/semra.com.tr/en/political_position_trnc.
- Queiroz Imhoff, G. (2020). The Phenomenon of Migration in International Relations Theory. Retrieved 23 September 2022, from.
- Ransome, D. (2019). *The Plight of Nigerian Students in Northern Cyprus - The Round Table*. The Round Table. Retrieved 3 August 2022, from

- <https://www.commonwealthroundtable.co.uk/commonwealth/eurasia/cyprus/the-plight-of-nigerian-students-in-northern-cyprus/#>.
- Raziq, A., & Maulabakhsh, R. (2015). *Raheela Maulabakhsh*, 718, 719,. Retrieved 15 May 2022, from.
- Reasons Not To Go To North Cyprus To Study And Work. - *Travel - Nigeria*. Nairaland.com. (2018). Retrieved 17 June 2022, from <https://www.nairaland.com/1902723/reasons-not-go-north-cyprus>.
- Research Methodology - *Voxco*. Voxco. (2022). Retrieved 16 May 2022, from <https://www.voxco.com/blog/research-methodology/#:~:text=What%20is%20Research%20Methodology%3F,regarding%20a%20specific%20research%20topic>.
- Research tools: focus group discussion. ODI: Think change. (1991). Retrieved 16 May 2022, from <https://odi.org/en/publications/research-tools-focus-group-discussion/>
- Riyadh Kitishat, D., & Mahmoud Freihah, D. (2015). *The Role Of The Social Relations In Successful Social Interactions And Language Acquisition, vol 5, No.4*. Retrieved 26 May 2022, from.
- Şafakli, O., & Kutlay, K. (2016). Potential Multiplier Effect Of Tourism Sector In Northern Cyprus, *Vol. 6, No. 4, October 2016*(2308-0337), 44-48. Retrieved 19 June 2022, from.
- Sawyer, J. (2013). *Turkic Identity And The Depoliticization Of Culture: A Case Study Of The International Or The International Organization Of T Ganization Of Turkic Culture Urkic Culture (TÜRKSÖ E (TÜRKSÖY)*, Chapter 1, page 8. Retrieved 6 May 2022, from.
- Sayı, Ö. (2018). Limited Recognition and Limited Relations: TRNC, Volume: 16, 318. Retrieved 6 May 2022, from.
- Sheikh Al, A.Y. (2013) *Working Conditions And Employees' Productivity In Manufacturing Companies In Sub-Saharan African Context: Case Of Somalia* [Preprint].
- Shirkhani, S., Fethi, S., & Alola, A. (2021). *Tourism-Related Loans as a Driver of a Small Island*
- Silverman D, 2000 *Doing qualitative research*. London: Sage Publications, 2000.
- Smith, C. (1985). Holiday Weather: Greece and Cyprus*. *Weather*, 40(4), 116-118. <https://doi.org/10.1002/j.1477-8696.1985.tb07492.x>

- Soeters, Joseph; Manigart, Philippe (4 December 2009). *Military Cooperation in Multinational Peace Operations: Managing Cultural Diversity and Crisis Response*. Routledge. ISBN 9781134065004
- Solsten, E. (1993). Cyprus. Federal Research Division, Library of Congress
- Solsten, E. (1991). *Cyprus*. Federal Research Division, Library of Congress.
- Sonyel, S. (2009). Turkish Cypriots - A People Unfairly Treated And Isolated by the International Community. *Belleten*, 73(266), 179-200.
<https://doi.org/10.37879/belleten.2009.179>
- Steel, C. (2012). Fitting Learning into Life: Language Students' Perspectives on Benefits of Using Mobile Apps. In M. Brown, M. Hartnett, & T. Stewart, Future Challenges, Sustainable Future (pp. 875-880). Wellington: Proceedings Ascilite. Tanaka, K. (2007). Japanese Stud
- Study in North Cyprus – *Study in North Cyprus*. Studyinnorthcyprus.org. (2022). Retrieved 19 June 2022, from <https://studyinnorthcyprus.org/>.
- Taran, P., & Ivakhnyuk, I. (2009). Economic Migration, Social Cohesion And Development: *Towards An Integrated Approach (2009)*, (978-92-871-6572-5PDF). Retrieved 19 June 2022, from.
- Teriu, S. (2012). Second Language Learners' Coping Strategy in Conversations with Native Speakers. *Journal of International Students*, 2 (2), 168- 183.
- The Unilateral Declaration of Independence (UDI) in Cyprus – Contrary to the Rule of Law and European Principles — Permanent Mission of the Republic of Cyprus to the United Nations. Cyprusun.org. (2022). Retrieved 5 May 2022, from <https://www.cyprusun.org/?p=898>.
- Tinker, H. (1995). The British colonies of settlement. *The Cambridge survey of world migration*, 14-20.
- Turk, F. (2020). The Effects Of International Migration To International Relations *Within The Context Of Turkey-EU Immigration Policies*. Retrieved 23 June 2022, from.
- User, S. (2022). *Statistics*. Highereducation.ac.cy. Retrieved 18 July 2022, from <https://www.highereducation.ac.cy/index.php/en/dac/statistika-stoicheia>.
- Vietti, F. (2022). Human Insecurity: Understanding International Migration From A Human Security Perspective. Retrieved 23 June 2022, from.
- Webster, C. (2005). The Cyprus Problem and Greek Cypriot Preferences for a Solution after Their “No” to the Annan Plan. *Peace And Conflict Studies*.
<https://doi.org/10.46743/1082-7307/2005.1056>

- Wey, T., Jordán, F., & Blumstein, D. (2019). Transitivity and structural balance in marmot social networks. *Behavioral Ecology And Sociobiology*, 73(6).<https://doi.org/10.1007/s00265-019-2699-3>
- What Is Research Methodology? *Definition + Examples - Grad Coach*. Grad Coach. (2020). Retrieved 16 May 2022, from <https://gradcoach.com/what-is-research-methodology/>.
- Where on earth is everybody? The evolution of global bilateral Migration 1960–2000. *World Bank Economic Review*, 25(1), 12–56.
- Working conditions. Ilo.org. (2022). Retrieved 13 May 2022, from <https://www.ilo.org/global/topics/working-conditions/lang--en/index.htm>.
- Working environment | *Health and safety* | *UNISON National*. UNISON National. (2022). Retrieved 15 May 2022, from <https://www.unison.org.uk/get-help/knowledge/health-and-safety/working-environment/>.
- World Population Prospects. The 2017 Revision, 1.
- Zapata-Barrera, R., & Yalaz, E. (2018). Introduction: Preparing The Way For Qualitative Research In Migration Studies. Retrieved 11 July 2022, from .

Appendices
Appendix A
Turnitin Similarity Report

Taiwo Mary OLAPADE-THE LIVING CONDITIONS OF NIGERIAN WORKERS IN NORTHERN CYPRUS

ORIGINALITY REPORT

3 %	2 %	0 %	1 %
SIMILARITY INDEX	INTERNET SOURCES	PUBLICATIONS	STUDENT PAPERS

PRIMARY SOURCES

1	files.eric.ed.gov <small>Internet Source</small>	1%
2	www.coe.int <small>Internet Source</small>	<1%
3	Submitted to Malta College of Arts, Science and Technology <small>Student Paper</small>	<1%
4	Submitted to Florida Virtual School <small>Student Paper</small>	<1%
5	www.redalyc.org <small>Internet Source</small>	<1%
6	Submitted to London School of Science & Technology <small>Student Paper</small>	<1%
7	Submitted to European University <small>Student Paper</small>	<1%
8	docs.neu.edu.tr <small>Internet Source</small>	<1%

Appendix B
Ethics Approval Letter



BİLİMSEL ARAŞTIRMALAR ETİK KURULU

07.07.2022

Dear Olapade Taiwo Mary

Your application titled “**The Living Conditions of Nigerian Workers in the Turkish Republic of Northern Cyprus**” with the application number NEU/SS/2022/1330 has been evaluated by the Scientific Research Ethics Committee and granted approval. You can start your research on the condition that you will abide by the information provided in your application form.

Assoc. Prof. Dr. Direnç Kanol

Rapporteur of the Scientific Research Ethics Committee

Note: If you need to provide an official letter to an institution with the signature of the Head of NEU Scientific Research Ethics Committee, please apply to the secretariat of the ethics committee by showing this document.