

Evidence for THE Impact Rankings Questionnaire

University : Cyprus International University
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Cyprus International University (CIU) recognizes that access to safe and affordable housing is a cornerstone of sustainable communities and a critical factor in attracting and retaining a diverse, high-quality workforce. In direct support of SDG 11, and specifically the principle of affordability, CIU has established a comprehensive program to provide below-market-rate housing for its employees, with a special focus on supporting international staff who face significant barriers in the local housing market.

Free Housing for Employees from Abroad

Cyprus International University offers lecturers from foreign countries free of charge housing on the campus. There are 76 flats available for the university staff coming from abroad. The images of these buildings can be seen below.



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Policy of Direct Housing Provision

CIU directly provides on-campus housing to its academic and administrative staff as a key component of their employment package. This initiative is designed to:

- **Alleviate Housing Cost Burdens:** Remove the financial and logistical stress of securing housing in the private rental market.
- **Promote Work-Life Balance:** Offer convenient, on-campus living to reduce commute times and enhance quality of life.
- **Foster an Inclusive Community:** Create a vibrant, integrated academic community where staff from diverse backgrounds can live and collaborate.

Evaluating and Ensuring Affordability

The university's housing program is structured to be demonstrably affordable:

- **Subsidized Rental Rates:** The housing is provided to eligible international staff **free of charge**, representing a 100% subsidy on rental costs. This is a direct financial benefit that significantly increases disposable income and reduces the cost of living.

- **Below-Market Value:** For other eligible staff, housing is offered at rates substantially below the average market rent for comparable properties in the Nicosia area, as determined by internal market analysis.
- **Cost-Benefit:** This provision is a non-wage financial benefit that enhances the overall compensation package, making employment at CIU more affordable and attractive.

3. Scale and Impact of Housing Provision

The university manages a dedicated residential portfolio for its employees, demonstrating a significant institutional commitment:

- **Total Units Available:** 76 furnished apartments are reserved for university staff.
- **Primary Beneficiaries:** The program primarily supports **international lecturers and staff** relocating from abroad, ensuring they have immediate access to stable and affordable housing upon arrival.
- **Community Impact:** By providing this housing on-campus, CIU reduces the pressure on the local housing market and ensures its employees are integrated into the sustainable infrastructure of the university, including access to green spaces, libraries, and communal facilities.

Through the direct provision of affordable, on-campus housing, Cyprus International University goes beyond being an employer to become a cornerstone of its employees' livelihood. This strategic initiative directly supports the creation of a sustainable, inclusive, and resilient university community as outlined in SDG 11, ensuring that our staff have secure and affordable homes, which in turn fosters a more stable and productive academic environment.



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