TIMES HIGHER EDUCATION / IMPACT RANKINGS EVIDENCE FACT FILE

SDG 11 / INDICATOR 11.4.4
Affordable Housing for Employees

Cyprus International University • North Cyprus – Türkiye • www.ciu.edu.tr



SDG 11	11.4.4	76
Sustainable Cities and Communities	Affordable housing for employees	Furnished on-campus apartments reserved for staff

Purpose of this evidence file

This fact file documents the affordable housing Cyprus International University (CIU) provides for its employees, supporting THE Impact Rankings SDG 11 measure 11.4.4. CIU, as a body, reserves 76 furnished apartments on campus for staff. Lecturers and staff relocating from abroad live there free of charge, a 100% rent subsidy, and other eligible staff are housed below the market rent. The source document is reproduced in Appendix 1.

INDICATOR 11.4.4

Affordable housing for employees at a glance

The university owns the housing and provides it directly as part of the employment package.

76	100%	Below market
Furnished apartments reserved for university staff	Rent subsidy for eligible international staff: free of charge	Rent for other eligible staff, against comparable Nicosia-area rents

Headline result

Direct provision. CIU does not only advise on housing; it provides it. The apartments are on campus, furnished and reserved for staff, and housing is a standard part of the employment package for academic and administrative staff.

Free for staff from abroad. Lecturers from foreign countries receive housing free of charge, so international staff have stable housing on arrival and avoid the barriers of the private rental market.

Below-market for others. Other eligible staff are charged rates substantially below the average market rent for comparable properties in the Nicosia area, as determined by an internal market analysis.

Evidence scope

No.	Evidence item	Value / note
1	On-campus apartments reserved for university staff, furnished	76 apartments
2	Free housing for lecturers and staff coming from abroad	100% subsidy
3	Below-market rent for other eligible academic and administrative staff	Below market
4	Housing provided as part of the employment package, a non-wage benefit	Policy
5	Housing on campus with access to green spaces, library and communal facilities	On campus
6	Photographs of the staff housing buildings	3 photographs







Staff housing buildings on the CIU campus (also in Appendix 1).

HOUSING PROVISION

How CIU makes housing affordable for employees

Who is housed, on what terms, and what the university states it is designed to achieve.

Ref.	Provision	What CIU provides	Beneficiaries	Evidence
H1	**Free housing** Staff from abroad	Lecturers from foreign countries are housed free of charge in the campus apartments, a 100% subsidy on rental costs that raises disposable income and lowers the cost of living.	International lecturers and staff	Appendix 1 SDG 11 page
H2	**Below-market housing** Other eligible staff	Housing is offered at rates substantially below the average market rent for comparable properties in the Nicosia area, set against an internal market analysis.	Other eligible academic and administrative staff	Appendix 1
H3	**Furnished, reserved units** 76 apartments	A dedicated residential portfolio of 76 furnished apartments is reserved for university staff, so newcomers have immediate access to stable housing on arrival.	University staff	Appendix 1 Published PDF
H4	**Employment-package benefit** Non-wage compensation	Housing is a standard component of the employment package, a non-wage financial benefit that makes working at CIU more affordable and attractive.	Academic and administrative staff	Appendix 1
H5	**Community and location** On campus	Staff live within the campus, which shortens commutes, supports work-life balance, gives access to green spaces, libraries and communal facilities, and eases pressure on the local housing market.	Residents of the campus apartments	Appendix 1

Stated aims of the programme

- Alleviate housing cost burdens: remove the financial and logistical stress of securing housing in the private rental market.
- Promote work-life balance: convenient on-campus living that reduces commute times.
- Foster an inclusive community: bring staff from diverse backgrounds together to live and collaborate.

How the evidence answers the question

As a body: the housing is owned and allocated by the university itself and forms part of its employment package.

Affordable: free for staff from abroad (100% subsidy) and below the market rent for other eligible staff.

Employees: academic and administrative staff are both covered.

Sources

• CIU SDG 11 page: free housing for foreign lecturers: https://ciu.edu.tr/en/about-us/impact/sustainability/sustainable-development-goals/sustainable-cities-and-communities
• Housing Services Directorate: https://ciu.edu.tr/en/about-us/leadership/administrative-units/housing-services-directorate

APPENDIX 1 • SOURCE DOCUMENT

Free housing for staff: evidence document

Source document • 5 pages • sheet 1 of 5

Evidence for THE Impact Rankings Questionnaire

University : Cyprus International
University Country : North Cyprus- Türkiye
Web Address : www.ciu.edu.tr

[11]

[11.4.3]

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.

Document page 1 of 5

Evidence note

Copy of the CIU evidence document for measure 11.4.4, page 1 of 5.

APPENDIX 1 • SOURCE DOCUMENT • CONTINUED

Free housing for staff: evidence document

Source document • 5 pages • sheet 2 of 5



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.

Document page 2 of 5

Evidence note

Copy of the CIU evidence document for measure 11.4.4, page 2 of 5.

APPENDIX 1 • SOURCE DOCUMENT • CONTINUED

Free housing for staff: evidence document

Source document • 5 pages • sheet 3 of 5

- **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.

Document page 3 of 5

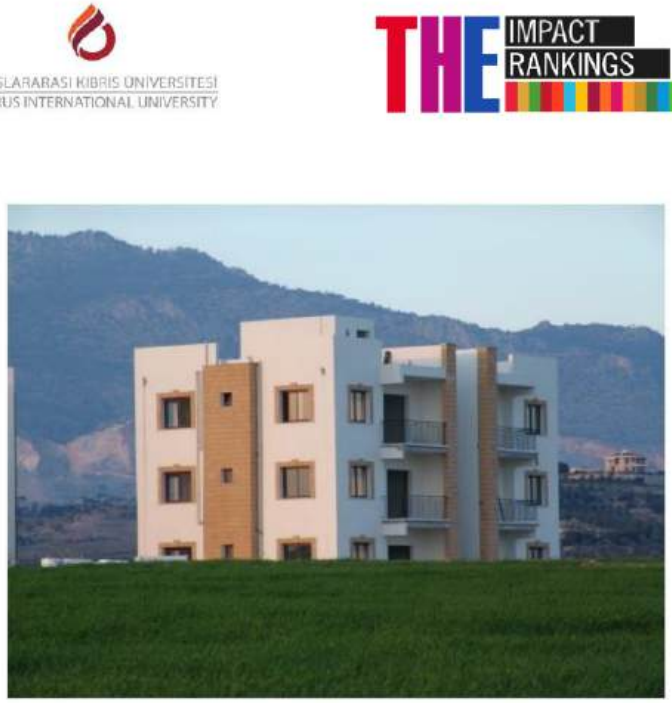
Evidence note

Copy of the CIU evidence document for measure 11.4.4, page 3 of 5.

APPENDIX 1 • SOURCE DOCUMENT • CONTINUED

Free housing for staff: evidence document

Source document • 5 pages • sheet 4 of 5



Document page 4 of 5

Evidence note

Copy of the CIU evidence document for measure 11.4.4, page 4 of 5.

APPENDIX 1 • SOURCE DOCUMENT • CONTINUED

Free housing for staff: evidence document

Source document • 5 pages • sheet 5 of 5



Document page 5 of 5

Evidence note

Copy of the CIU evidence document for measure 11.4.4, page 5 of 5.