



EUROPEAN MIGRATION NETWORK FOCUSSED STUDY 2018

Labour market integration of third-country nationals in EU Member States



EPLO
European Public Law
Organization

The study was devised by the Working Group of the European Public Law Organization (EPLO).

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EUROPEAN MIGRATION NETWORK • FOCUSED STUDY 2018
Labour market integration of third-country nationals in EU Member States

The European Migration Network (EMN) was established in 2003, originally as a preparatory action of the European Commission, with the aim of providing the European Commission and the Member States with objective, reliable, comparable and up-to-date data on migration and asylum, to support/build policymaking in the European Union and, hence, their national policies in these areas. Subsequently, in 2008, the Council of the EU, with the No. 381/2008/EK Judgment founded the EMN, as a permanent structure that will operate within the European Commission, with the participation of Member States in order to achieve these goals.

Further information on the EMN and its work on the website:

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EMN FOCUSSED STUDY 2018

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Top-line “Factsheet”

National contribution

Please introduce the study and draw out key facts and figures from across all sections of the Focussed Study, with a particular emphasis on elements that will be of relevance to (national, regional or local) policymakers.

The Focussed Study of the European Migration Network for the year 2018 “Labour market integration of third-country nationals in EU Member States” aims at informing the Member-States and the European Commission on all the developments with regard to labour market integration policies targeting third-country nationals in Greece. **Part I** aims at providing an overview of general and labour market integration policies targeting third-country nationals in the Greek labour market. Since 2015, Greece has been the main entry point in Europe for extensive flows of asylum seekers, refugees, and immigrants with nearly a million seeking security for themselves and their families. According to qualitative and quantitative studies and available data from the Labour Force Survey (2014-2017), third-country nationals are employed as unskilled workers in the main developing sectors of the Greek economy, and had previously entered the construction sector, now in recession as a result of the economic crisis. A significant part of the migrant population is also found in the agricultural, tourism and services sectors, and the restaurant industry. Migrant women in particular participate in the provision of private care, domestic services and cleaning. From the total number of insured foreigners, 52.65% are of Albanian citizenship. In regard to foreign men 54.25% are of Albanian citizenship, followed by nationals of Pakistan with a percentage of 10.08% and of Bangladesh with 4.87%. Concerning foreign women, 49.68% are Albanian nationals, followed by insured Bulgarian nationals with a percentage of 8.17% and Romanians with 7.48%. The economic activity of insured individuals is allocated as follows: 21.96% are employed in the “Wholesale and Retail Trade” sector, 13.36% in the “Manufacturing Industries” sector and 13.06% in “Hotels and Restaurants”. The main integration challenge in Greece, as shown by the research experience between 1990 and 2018, is that third-country nationals are pushed to the underground economy and undeclared work where they remain for particular extensive periods. The division of labour entraps third-country nationals, almost exclusively, in the informal sector of the economy. Migrant workers are mainly found in precarious, low-status/low-wage occupations, in undeclared work and informal sector of the economy which demands for its constant reproduction a cheaper, uninsured, mobile, temporary and flexible workforce. This type of employment entraps migrant workers in a context outside labour inspections, labour law and taxation, without social insurance contributions and labour rights. It impacts both migrant workers and public revenues as employers do not contribute to social security funds. The main attraction of the informal economy is the economic benefit; it includes: employers who avoid social security contributions, workers who work without a contract, individuals who have second jobs and declare only one, irregular third-country nationals who cannot legally work, those who work casually and occasionally for cash in hand, self-employeds, all in full or part time or piece rate basis employment. In Greece, immigrants, asylum seekers, refugees and beneficiaries of subsidiary and humanitarian protection are concentrated and entrapped in manual labour, agriculture, constructions, crafts, domestic work, food services, hotel services, cleaning, personal care services and itinerant trade. Also, a proportion of third-country nationals who cannot be recorded due to a lack of detection or control are trapped in illegal employment, such as exploitative and/or forced labour via organised crime and/or human trafficking networks. The occupations in which immigrants, refugees and beneficiaries of subsidiary and humanitarian protection are employed are defined as non-attractive as they offer no social prestige and are marginal and secondary; they are paid or not paid occupations outside the margins of formal employment and because they are not registered they are considered inferior by society. Greece ranks first among the 21 OECD member countries, with 24% of the country’s GDP formed by the informal economy. Moreover, the percentage of uninsured workers in Greece is among the world’s highest, at 37.3%, as is the percentage of irregular migrants working, at 4.4%, followed by the USA at 3.2% and Italy at 2%.

The “National Strategy for the Integration of Third-Country Nationals” of the Ministry of Interior General Secretariat for Citizenship and Social Cohesion of 2013, adopted the following measures: promoting the participation of third-country nationals in the information sector (through brochures, websites, telephone helplines, information campaigns, etc.); access to programmes and services of social welfare organizations for all third-country nationals (developing the intercultural skills of the providers of social services at all levels of the Government); training of professionals and front-line services on the specific needs of various groups of the population through the development of the intercultural competence of civil servants (training and information for school teachers attending migrant children, police, detention staff, healthcare, etc.); education - Greek language courses; orientation courses; vocational training (training courses based on working conditions and demand for professionals); entrepreneurship development (encouragement of Business and Innovation, support for business start-up by third-country nationals); recognition of professional qualifications; access to housing (ensuring equal opportunities in housing, fighting ghettoization etc.); access to health (facilitating access to health services for third-country nationals, provision of emergency health care in temporary accommodation and reception structures, health care information); participation in social life (promoting active participation in all aspects of co-existing life, representation in community associations and organizations, etc.). With a view of facilitating the integration of third-country nationals through socio-economic participation (e.g. measures to improve monitoring in the education system, to strengthen language skills, to simplify access to social security, health care and housing and integration into the labour market) the Ministry for Migration Policy is currently in progress of developing a National Strategy for the Integration of Migrants and Refugees, in line with the national priorities and principles and Directives of the EU. **Part II** aims at providing an overview regarding the measures and practices facilitating labour market integration of third-country nationals in Greece. An emphasis is given to training and qualifications, provision of information and counselling, enhancement of intercultural/civic relations in the workplace, tailor-made comprehensive programmes/plans/contracts targeting specific and/or vulnerable groups, incentive measures for migrants or employers and support for self-employment. In addition, Part II includes promising examples of integration measures implemented in Greece.

1. Part I: General and labour market integration policies

This section aims to provide an overview of general and labour market integration policies targeting third-country nationals across Member States, **excluding policies tailored for students/graduates, beneficiaries of international protection and asylum seekers.** The focus is on existing policies that have either been implemented recently (as of 2014) or that have been changed since 2014.

1.1. OVERVIEW OF INTEGRATION POLICIES IN MEMBER STATES

Q1. Please briefly describe the context in your Member State pertaining to the situation of third-country nationals

For this question please also include third-country nationals outside the scope of the study i.e. students, asylum seekers and beneficiaries of international protection.

a) What are the main categories of third-country nationals coming to your Member State? Were there any changes in the composition from 2014 onwards?

Greece received considerable numbers of migrants (see Table 1) from neighboring Balkan countries and the Republics of the former Soviet Union in the early 90s (1990-onwards). During a second wave, significant numbers of third-country nationals migrated from Africa, the Middle East and Asia, culminating in the 2005-2009 period (mainly via Turkey). The great majority of the migrant population in our country is those of these periods and not from the 2014-2017 period, where numerous of third-country nationals came from Syria and are mixed migration flows, as they mostly left the in midst of the “refugee-crisis” to Western Europe through the Balkan Corridor. Due to its geographical location between three continents and its long coastline - which includes a significant part of the external maritime borders and part of the land borders of the European Union (EU) and the Schengen area - Greece is the main entry and transit region to the European Territory for Third-Country Nationals (TCNs), including mixed migratory flows, with asylum seekers, refugees and migrants crossing the Greek-Turkish land border via the area of Evros and via the Aegean Sea¹. Since 2015, Greece has received an extensive flow of asylum seekers, refugees and immigrants, which has risen intensely in recent years². Greece is the main entry point in Europe for nearly a million refugees and migrants seeking security for themselves and their families. The unprecedented flows of asylum seekers, refugees and immigrants in 2015 coupled with migratory movements, mainly asylum seekers in Europe, who were arriving to Greece from Turkey and elsewhere, have led to difficulties in managing the continuously increasing number of immigrants, asylum seekers and refugees, as well as meeting their needs³. Graph 1 below shows the countries that have the largest percentage of their populations settled in Greece, prior to the 2011 Census (see Table 1), with foreign citizenship (including those with unclear or no citizenship), respectively⁴. The statistics on arrivals of migratory flows across the sea border, for the years 2014-2017, are presented in the UNHCR’s data for refugees⁵. To this point, in 2018, a total of 13.717 refugees and migrants arrived in Greece by sea (UNHCR, 2018)⁶. The majority of them come from Syria (38%), Iraq (22%) and Afghanistan (13%).

¹ Fouskas, T. and Tseveris, V. (eds.), (2014) *Contemporary Immigration in Greece: A Sourcebook*. Athens: European Public Law Organization (EPLO) Publications; Voutsinou, M. et al. (2017) *Migration flows and refugee protection - Administrative challenges and human rights issues. Special Report*. Athens: The Greek Ombudsman, <http://goo.gl/bdymPW>; The Greek Ombudsman (2017) *Return of Third-Country Nationals - Special Report 2016*. Athens: The Greek Ombudsman, <http://www.synigoros.gr/resources/docs/eidiekthesiepietrofosalodapwn2016en.pdf>; Afouxenidis, A., Petrou, M., Kandyli, G., Tramountanis, A. and Giannaki, D. (2017) “Dealing with a Humanitarian Crisis: Refugees on the Eastern EU Border of the Island of Lesbos”, *Journal of Applied Security Research* 12(1): 7-39; Chtouris, S., and Miller D. (2017) “Refugee Flows and Volunteers in the Current Humanitarian Crisis in Greece”, *Journal of Applied Security Research*, 12(1):61-77; Hatzopoulos, V., Fouskas, T., Grigoriou, P., Karabelias, G., Kazanas, K., Mine, F., de Maio, A., Novak, C. and Pechlidi, G. (2017) *European Migration Network Focused Study: The Changing Influx of Asylum Seekers in 2014-2016: Member State Responses*. Athens: European Public Law Organization (EPLO)/Hellenic Ministry for Migration Policy/European Commission/European Migration Network (EMN), https://ec.europa.eu/home-affairs/sites/homeaffairs/files/12a_greece_changing_influx_final_en.pdf; Hatzopoulos, V., Fouskas, T., Mine, F., de Maio, A. and Novak, C. (2017) *European Migration Network Focused Study: Challenges and practices for establishing applicants’ identity in the migration process*. Athens: European Public Law Organization (EPLO)/Hellenic Ministry for Migration Policy/European Commission/European Migration Network; Hatzopoulos, V., Fouskas, T., Pechlidi, G., de Maio, A. and Novak, C. (2017) *European Migration Network Focused Study: The Effectiveness of Return in EU Member States: Challenges and Good Practices Linked to EU Rules and Standards*. Athens: European Public Law Organization (EPLO)/Hellenic Ministry for Migration Policy/European Commission/European Migration Network, https://ec.europa.eu/home-affairs/sites/homeaffairs/files/12a_greece_study_on_return_final_en.pdf; International Organization for Migration – Office in Greece, (2017) *Migration legal guide for practitioners in Greece*. Athens: IOM – Office in Greece, https://greece.iom.int/sites/default/files/IOM%20Legal%20Guide_English.pdf; International Organization for Migration (IOM) (2017). Missing Migrants Project. Geneva: IOM, (accessed on: December 10, 2017, <https://missingmigrants.iom.int/>); Outsiska, C., Vanikioti, Z., Emmanouil, L., Flessa A., and Mintzioli, K. (2017) *The Implementation of Assisted Voluntary Returns including Reintegration Measures. Annual Report June 2016-May 2017*. Athens: International Organization for Migration (IOM) - Office in Greece, 2017, <http://goo.gl/SYA2JE>; Psimitis, M., Georgoulas, S. and Nagopoulos, N. (2017) *Refugee crisis and public services in Lesbos (2015-2016)*. Athens: KoinonikoPolykentrio, <https://goo.gl/jb83bg> (in Greek); Rontos K., Nagopoulos, N. and Panagos, N. (2017) *The refugee immigrant phenomenon in Lesbos of 2016 and the local Societies. Attitudes and behaviors*. Athens: Tziolas, (in Greek); Williams, C., Demetriades, S. and Patra, E. (ILO) *Diagnostic Report on Undeclared Work in Greece*. International Labour Office (ILO), Employment Department, Informal Economy Unit, Geneva: ILO, <http://goo.gl/UEniYL>

² Cabot, H. (2014) *On the Doorstep of Europe: Asylum and Citizenship in Greece*. Philadelphia: University of Pennsylvania Press; Sassen, S. (2017) “A massive loss of habitat: New drivers for migration”, *Sociology of Development*, 2(2): 204-233; Amnesty International (2018) *Report 2017/18: The State of the World’s Human Rights*. London: Amnesty International. (accessed on December 1, 2017, <https://www.amnesty.gr/sites/default/files/pdf/pol1067002018english.pdf>); Konstantinou, A., et al. (2017) *The Asylum Information Database (AIDA): Country Report: Greece (31 December 2017)*. Asylum Information Database (AIDA), funded by the European Programme for Integration and Migration (EPIM), a collaborative initiative by the Network of European Foundations, and the European Union’s Asylum, Migration and Integration Fund (AMIF). Athens/Brussels: Greek Council for Refugees (GCR)/European Council on Refugees and Exiles (ECRE), <http://goo.gl/fvypGh>

³ Grizis, V., Tsinisizelis, M., Fouskas, T., Karatrantos, A. and Mine F.-M. (2015) *European Migration Network Focused Study: Integration of Beneficiaries of International/Humanitarian Protection into the Labour Market: Policies and Good Practices*. EMN Focused Study 2015. Athens: Center for Security Studies/Hellenic Ministry of Interior and Administrative Reconstruction. Brussels: European Migration Network/European Commission, <https://goo.gl/516VA7>

⁴ <http://goo.gl/imBMpB>

⁵ https://data2.unhcr.org/en/situations/mediterranean/location/5179#_ga=2.254411915.228174120.1529649787-714028465.1528311169

⁶ <http://goo.gl/5v2GYT>

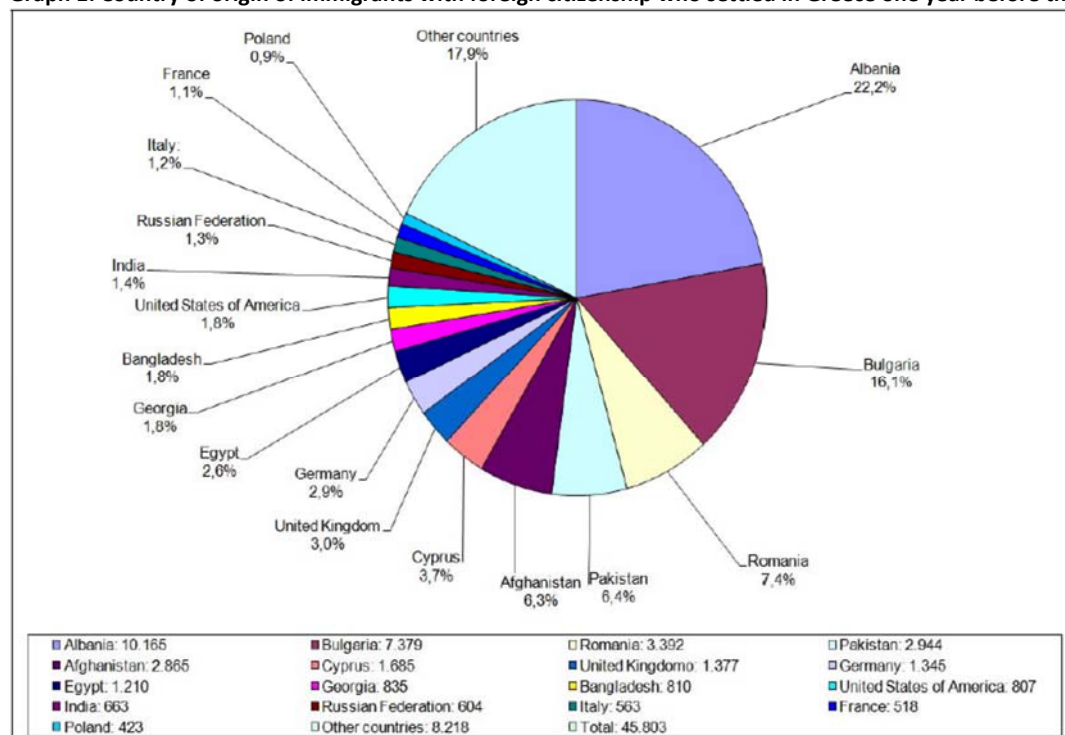
More than half of the population are women (24%) and children (36%), while 40% are men (UNHCR, 2018). In June 2018, the number of arrivals dropped to 2.439 as compared to May, when 2.916 people arrived on the islands (UNHCR, 2018). Arrivals in the first six months of 2018 were 48% higher than those of 2017 (UNHCR, 2018). Lesvos, Samos and the Dodecanese received 87% of new arrivals during the first six months of 2018, followed by Chios (12%) and Crete (1%) (UNHCR, 2018). Statistics regarding foreigners apprehended for irregular entry and stay by the Hellenic Police and Hellenic Port Authorities, 2016-2017 (Graph 2) show that in 2016, 204.820 individuals and in 2017, 68.112 arrived in Greece.

Table 1: Total population and number of third-country nationals in Greece from 1971 to 2011

YEAR	Total actual population	Third-country nationals	Percentage of third-country nations in the total of the population
1971	8.768.641	92.568	1,05%
1981	9.740.417	171.424	1,76%
1991	10.259.900	167.276	1,65%
2001	10.964.080	797.093	7,27%
2011	10.816.286	912.000	8,43%
CHANGE 2011/1971	+2.047.645 (+23,35%)	+819.432 (+885,22%)	+802,85%

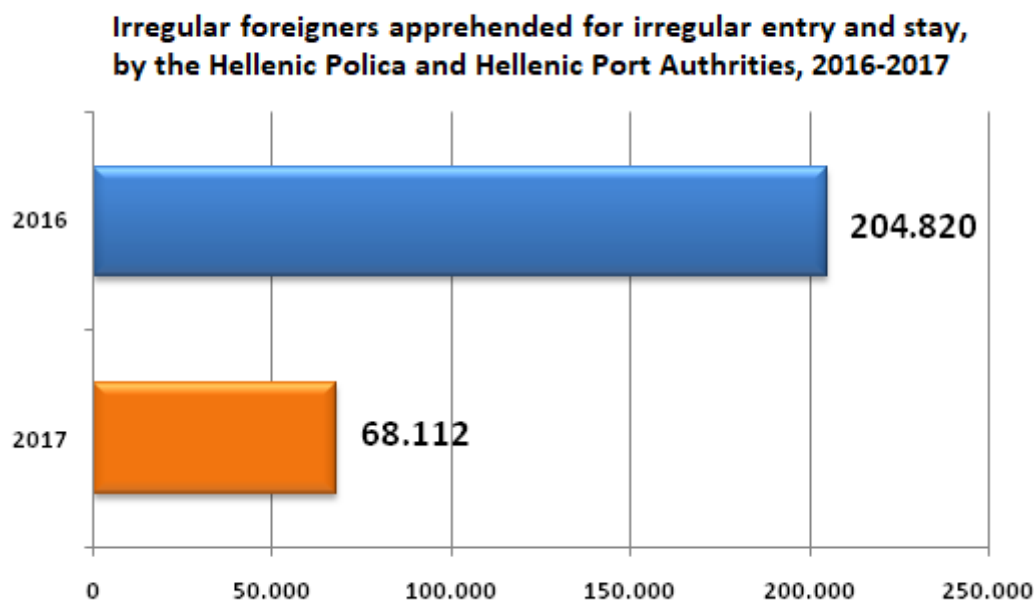
Source: Hellenic Statistical Authority, General Population Census, Editing: Zacharopoulos et al. (2017)

Graph 1: Country of origin of immigrants with foreign citizenship who settled in Greece one year before the Census



Source: Hellenic Statistical Authority(2014) <http://goo.gl/62Hd4q>

Graph 2: Irregular foreigners apprehended for irregular entry and stay, by the Hellenic Polica and Hellenic Port Authrities, 2016-2017



Source: Hellenic Police Headquarters (2018) <http://goo.gl/7YJzfW>

In the tables with the Asylum Service data, the changes in the incoming population (2013-2017) are also presented. The increase in asylum claims can be noticed when in 2013 Greece handled 4.814 applications and significantly increased to 58.643 in 2017. During the first months of 2018 there has been a significant decrease in asylum applications, at 30.192. With this said, Syria remained the main country of origin of the asylum seekers. Following the peak of flows in October 2015, the number of irregular arrivals in Greece in fact has slowed down, mainly due to the bad weather conditions of the winter months. Moreover, the gradual closure of the Balkan route since September 2015, as a result of the closure of the Hungarian-Serbian border and the subsequent construction of a fence barrier at the Hungarian-Serbian and Hungarian-Croatian borders, had already prevented migrants from carrying out the dangerous journey of crossing over the Aegean Sea. In short, the combined effect of the closure of the Balkan routes and the EU-Turkey Declaration resulted in migratory movements in the Aegean being kept very low even in the summer months of 2016. Regarding the legal migrant population in Greece as of June 2018, see Table 2 (per category: Employment, Family reunification, Studies, Other).

Table 2: Legal migrant population in Greece as of June 2018

Legal migrant population			
Category	Males	Females	Total
Employment	37.990	17.245	55.235
Family reunification	75.376	128.296	203.672
Studies	809	844	1.653
Other	165.945	105.698	271.643
Total	280.120	252.083	532.203

Source: Hellenic Ministry for Migration Policy, 2018⁷

⁷ <http://www.immigration.gov.gr/documents/20182/45177/StatMetanAdeies-30062018/66ceaade-b485-4fdb-9f03-7354bbcbd5dc>

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Statistical Data of the Greek Asylum Service (from 07/06/2013 to 30/06/2018)

Table 3: Asylum Applications

Asylum Applications												
	2013	Difference % (2013-2014)	2014	Difference % (2014-2015)	2015	Difference % (2015-2016)	2016	Difference % (2016-2017)	2017	Difference % (2017-2018)	2018	Total
Total	4814		9431		13188		51054		58643		30192	167322
Monthly average	688	14.3%↑	786	39.8%↑	1099	287.1%↑	4255	14.9%↑	4887	3.0%↑	5032	2743

Source: Asylum Service, 2018 ([http://asylo.gov.gr/en/wp-content/uploads/2018/07/Greek Asylum Service Statistical Data EN.pdf](http://asylo.gov.gr/en/wp-content/uploads/2018/07/Greek_Asylum_Service_Statistical_Data_EN.pdf))

Table 4: Asylum Applications– Gender and Age range

Asylum Applications - Gender and Age range																								
	2013			2014			2015			2016			2017			June 2018			2018			Total		
Age ranges	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
0-13	255	182	437	388	306	694	919	792	1711	7683	7103	14786	7614	6721	14335	725	651	1376	3899	3499	7398	20758	18603	39361
14-17	272	37	309	569	84	653	608	168	776	3534	1389	4923	4349	1093	5442	323	102	425	1803	507	2310	11135	3278	14413
18-34	2370	600	2970	5171	921	6092	6198	1466	7664	15282	6592	21874	21474	7162	28636	2113	789	2902	11342	4089	15431	61837	20830	82667
35-64	748	338	1086	1510	460	1970	2098	856	2954	5354	3796	9150	6572	3420	9992	623	378	1001	3211	1725	4936	19493	10595	30088
65 and over	7	5	12	7	15	22	35	48	83	144	177	321	108	130	238	15	15	30	45	72	117	346	447	793
Total	3652	1162	4814	7645	1786	9431	9858	3330	13188	31997	19057	51054	40117	18526	58643	3799	1935	5734	20300	9892	30192	113569	53753	167322
Unaccompanied Minors (included in the above total)	177	12	189	385	35	420	332	51	383	1663	314	1977	2318	142	2460	167	14	181	926	67	993	5801	621	6422

Source: Asylum Service, 2018 ([http://asylo.gov.gr/en/wp-content/uploads/2018/07/Greek Asylum Service Statistical Data EN.pdf](http://asylo.gov.gr/en/wp-content/uploads/2018/07/Greek_Asylum_Service_Statistical_Data_EN.pdf))

Table 5: Asylum Applications – Region of registration

Asylum Applications - Region of registration								
	2013	2014	2015	2016	2017	June 2018	2018	Total
ATTICA	4398	6357	7830	14141	8839	732	3676	45241
LESVOS	30	209	692	5091	11949	1908	9157	27128
THESSALONIKI	0	412	1191	11410	7625	491	3421	24059
CHIOS	0	0	0	3394	6508	95	1521	11423
SAMOS	0	0	0	2432	5109	487	2974	10515
THRACE	166	900	829	4458	2040	228	1073	9466
ALIMOS	0	0	0	3141	3258	306	1136	7535
PIRAEUS	0	0	0	2473	3976	228	847	7296
AMYGDALIZA	98	606	588	451	1544	161	887	4174
FYLAKIO	122	399	412	448	955	269	1144	3480
KOS	0	0	0	685	1697	180	998	3380
RHODES	0	454	803	931	698	73	355	3241
LEROS	0	0	0	871	1389	123	727	2987
KORINTHOS	0	0	0	324	1065	154	902	2291
XANTHI	0	40	578	386	689	129	564	2257
PATRA	0	54	265	414	987	60	370	2090
HERAKLION	0	0	0	4	315	74	403	722
IOANNINA	0	0	0	0	0	36	37	37
Total	4814	9431	13188	51054	58643	5734	30192	167322

Source: Asylum Service, 2018 ([http://asylo.gov.gr/en/wp-content/uploads/2018/07/Greek Asylum Service Statistical Data EN.pdf](http://asylo.gov.gr/en/wp-content/uploads/2018/07/Greek_Asylum_Service_Statistical_Data_EN.pdf))

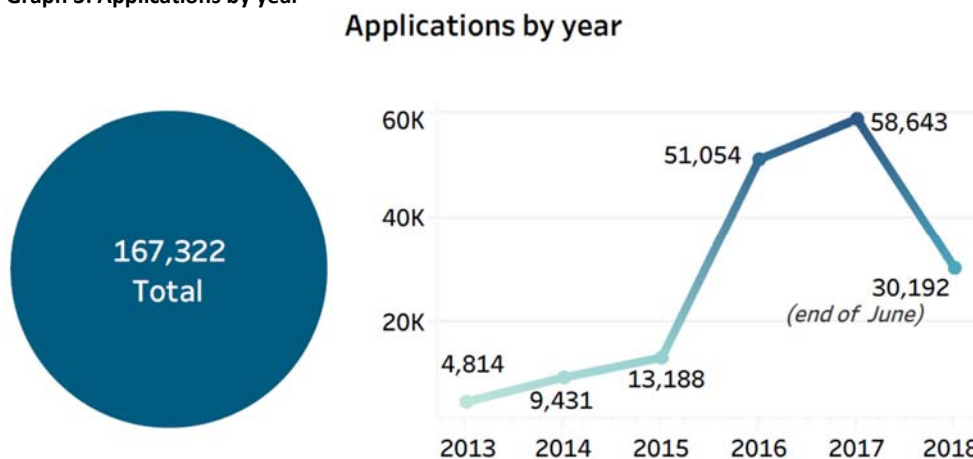
Table 6: Asylum Applications – Countries of Origin

Asylum Applications - Countries of Origin									
	2013	2014	2015	2016	2017	June 2018	2018	Total	%
SYRIA	252	773	3490	26673	16384	1560	8522	56094	33.5%
PAKISTAN	610	1618	1822	4692	8923	663	3578	21243	12.7%
AFGHANISTAN	803	1709	1720	4364	7566	848	3652	19814	11.8%
IRAQ	107	174	661	4810	7923	697	5143	18818	11.2%
ALBANIA	419	569	1003	1420	2450	248	1607	7468	4.5%
BANGLADESH	230	633	738	1215	1383	113	694	4893	2.9%
IRAN	131	361	241	1096	1316	134	701	3846	2.3%
GEORGIA	342	350	386	687	1107	93	596	3468	2.1%
TURKEY	17	41	42	189	1827	414	1152	3268	2.0%
PALESTINE	17	74	60	853	1310	133	508	2822	1.7%
OTHER COUNTRIES	1886	3129	3025	5055	8454	831	4039	25588	15.3%
Total	4814	9431	13188	51054	58643	5734	30192	167322	100.0%

Source: Asylum Service, 2018 (http://asylo.gov.gr/en/wp-content/uploads/2018/07/Greek_Asylum_Service_Statistical_Data_EN.pdf)

Asylum Procedures from 07/06/2013 to 30/06/2018

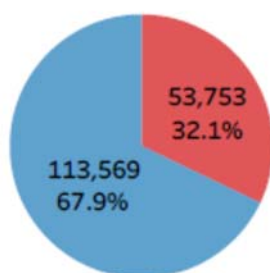
Graph 3: Applications by year



Source: Asylum Service, 2018 (http://asylo.gov.gr/en/wp-content/uploads/2018/07/DASHBOARD_JUNE_2018_final.pdf)

Graph 4: Applications by gender

Applications by gender



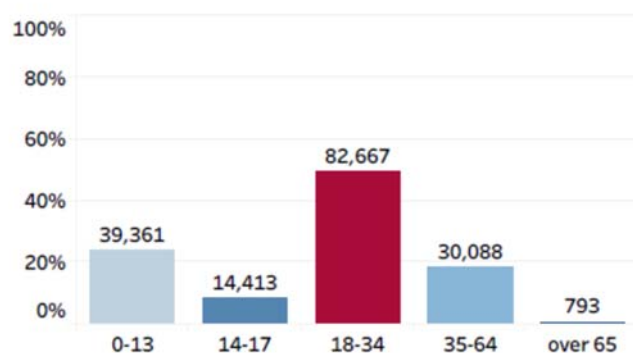
Gender ■ Female ■ Male

Source: Asylum Service, 2018 (http://asylo.gov.gr/en/wp-content/uploads/2018/07/DASHBOARD_JUNE_2018_final.pdf)

Graph 5: Applications by age range

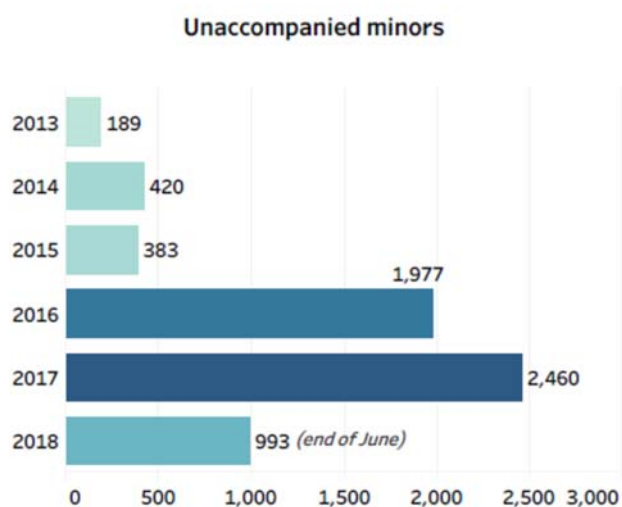
Applications by age range

2013 to 2018 (end of June)



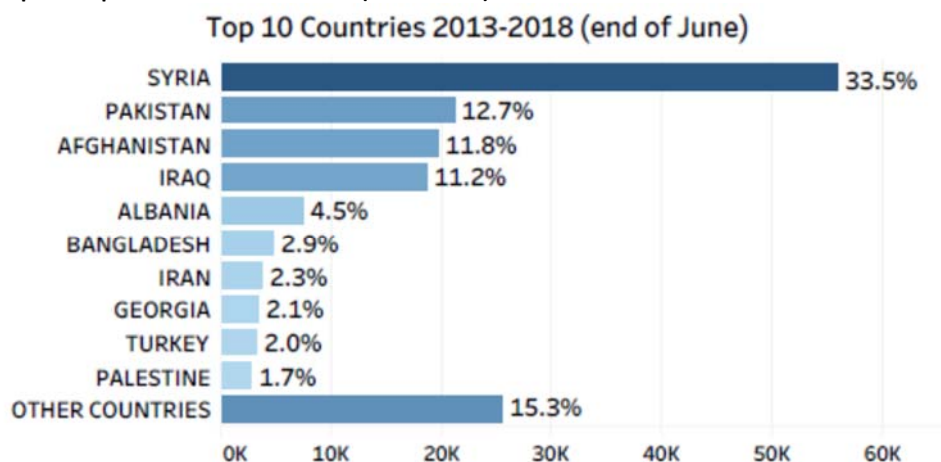
Source: Asylum Service, 2018 (http://asylo.gov.gr/en/wp-content/uploads/2018/07/DASHBOARD_JUNE_2018_final.pdf)

Graph 6: Unaccompanied minors



Source: Asylum Service, 2018 (http://asylo.gov.gr/en/wp-content/uploads/2018/07/DASHBOARD_JUNE_2018_final.pdf)

Graph 7: Top 10 Countries 2013-2018 (end of June)



Source: Asylum Service, 2018 (http://asylo.gov.gr/en/wp-content/uploads/2018/07/DASHBOARD_JUNE_2018_final.pdf)

b) In which sectors are third-country nationals predominantly occupied (e.g. agriculture, services, manufacturing, construction, personal care, and seasonal jobs)? Are there differences in the employment rates of foreign and national citizens? Are there any differences in the employment rates by sex?

According to qualitative and quantitative studies and available data from the Labour Force Survey (2014-2017), third-country nationals are employed in the main sectors where the Greek economy is mainly developing. Unskilled workers previously entered the construction sector, however, due to the economic crisis is now in recession. A significant part of these workers can also found in the agricultural sector, tourism sector, and catering services, while migrant women⁸ are primarily in the provision of private care, domestic services and cleaning⁹.

⁸ See also study of the programme FeMIPol «Labour and Social Integration of Migrant Women. Evaluation of policies and proposals» <http://diotima.org.gr/ergasiaki-kai-koinoniki-entaxi-ton-me/> (February 2006 - January 2008). The survey covered eleven European countries: Cyprus, France, Germany, Greece, Italy, Poland, Portugal, Slovenia, Spain, Sweden and the United Kingdom.

⁹ Anagnostou N., Gemi E., (2015) Monitoring and Evaluating Measures for Integration of Vulnerable Migrant Groups. - ASSESS Integration of Vulnerable Migrants. Athens: ELIAMEP http://www.eliamep.gr/wp-content/uploads/2015/03/ASSESSNatl.Report.Phase2_FINAL_Greek.pdf See also: Tsobanoglou, G. (2009) (Ed. and Introduction in the Greek edition) (2009) From Immigration to Integration: Local Actions in a Global Challenge, S. Giguere & F. Froy, (Eds.), Organization for Economic Cooperation and Development (OECD) . Athens: Institute of Migration Policy (in Greek).

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Table 7: Third-country nationals, by main economic activity, both genders

	2014	2015	2016	2017	2014-2017	2014-2017%
01A AGRICULTURE, FORESTRY AND FISHING	24.740	25.633	26.588	22.060	-2.681	-10.8
02B MINING AND QUARRYING	257	195	141	283	26	10.1
03C MANUFACTURING	23.407	22.177	22.969	23.447	40	0.2
04D ELECTRICITY, GAS, STEAM AND AIR-CONDITIONING SUPPLY	127	200	459	406	279	219.3
05E WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION	143	760	1.176	1.318	1.175	821.3
06F CONSTRUCTION	35.526	27.024	24.544	24.738	-10.788	-30.4
07G WHOLESALE AND RETAIL TRADE, REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	34.995	34.899	30.598	27.244	-7.751	-22.1
08H TRANSPORTATION AND STORAGE	5.427	4.452	4.373	3.516	-1.912	-35.2
09J ACCOMMODATION AND FOOD SERVICE ACTIVITIES	34.138	34.421	34.995	34.426	288	0.8
10K INFORMATION AND COMMUNICATION	709	1.203	1.422	1.018	309	43.6
11L FINANCIAL AND INSURANCE ACTIVITIES	937	766	1.018	724	-213	-22.7
12M REAL ESTATE ACTIVITIES	108	0	0	0	-108	-100.0
13N PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	2.736	2.272	1.755	1.189	-1.548	-56.6
14O ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	9.114	7.723	6.774	7.336	-1.778	-19.5
15P PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	477	588	443	273	-204	-42.7
16Q EDUCATION	1.405	1.135	1.414	1.596	191	13.6
17R HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	3.123	3.764	3.391	2.356	-768	-24.6
18S ARTS, ENTERTAINMENT AND RECREATION	2.571	1.942	2.166	1.219	-1.353	-52.6
19T OTHER SERVICES	4.088	2.324	2.679	3.847	-241	-5.9
20Y ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS- AND SERVICES-PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE	30.233	25.650	20.226	16.204	-14.029	-46.4
21Z ACTIVITIES OF EXTRATERRITORIAL ORGANISATIONS AND BODIES	382	478	393	311	-71	-18.5
TOTAL	214.643	197.606	187.524	173.507	-41.136	-19.2

Source: Labour Force Survey (2014-2017), Editing: Kritikidis, G. (2018)

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Table 8: Third-country nationals, percentage of change by industry, main activity, both genders

	PERCENTAGE PARTICIPATION IN THE COUNTRY				
	2014	2015	2016	2017	2014-2017
01A AGRICULTURE, FORESTRY AND FISHING	5.16	5.50	5.85	4.87	10.10
02B MINING AND QUARRYING	2.28	1.87	1.05	2.36	3.60
03C MANUFACTURING	7.40	6.63	6.61	6.55	0.09
04D ELECTRICITY, GAS, STEAM AND AIR-CONDITIONING SUPPLY	0.46	0.76	1.62	1.29	7.15
05E WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION	0.63	3.29	5.02	4.82	26.02
06F CONSTRUCTION	23.43	18.61	16.69	16.57	457.91
07G WHOLESALE AND RETAIL TRADE, REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	5.59	5.28	4.65	4.01	-14.45
08H TRANSPORTATION AND STORAGE	3.16	2.64	2.36	1.87	-11.44
09J ACCOMMODATION AND FOOD SERVICE ACTIVITIES	11.49	10.57	10.26	9.82	0.54
10K INFORMATION AND COMMUNICATION	0.93	1.65	1.76	1.17	2.88
11L FINANCIAL AND INSURANCE ACTIVITIES	1.01	0.87	1.08	0.78	85.63
12M REAL ESTATE ACTIVITIES	2.75	0.00	0.00	0.00	161.19
13N PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	1.40	1.09	0.87	0.58	-17.69
14O ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	10.90	9.03	7.67	8.14	-27.33
15P PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	0.15	0.19	0.13	0.08	-1.04
16Q EDUCATION	0.48	0.39	0.48	0.54	3.43
17R HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	1.49	1.76	1.55	1.02	-3.43
18S ARTS, ENTERTAINMENT AND RECREATION	5.48	4.29	4.37	2.32	-24.48
19T OTHER SERVICES	5.66	3.12	3.97	4.98	-4.76
20Y ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS- AND SERVICES-PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE	62.31	54.66	50.47	46.32	103.62
21Z ACTIVITIES OF EXTRATERRITORIAL ORGANISATIONS AND BODIES	27.99	22.25	15.48	18.33	-21.26
TOTAL	6.07	5.47	5.10	4.62	-19.01

Source: Labour Force Survey (2014-2017), Editing: Kritikidis, G. (2018)

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Table 9: Third-country nationals, by main activity economic sector - males

	2014	2015	2016	2017	2014-2017	2014-2017%
01A AGRICULTURE, FORESTRY AND FISHING	18.929	20.700	22.447	18.279	-650	-3.4
02B MINING AND QUARRYING	257	195	141	283	26	10.1
03C MANUFACTURING	18.206	15.180	17.607	17.249	-957	-5.3
04D ELECTRICITY, GAS, STEAM AND AIR-CONDITIONING SUPPLY	127	200	459	406	279	219.3
05E WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION	143	760	1.151	1.318	1.175	821.3
06F CONSTRUCTION	35.056	26.843	24.544	24.738	-10.318	-29.4
07G WHOLESALE AND RETAIL TRADE, REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	27.154	24.333	22.607	21.075	-6.079	-22.4
08H TRANSPORTATION AND STORAGE	5.171	4.371	3.693	3.082	-2.089	-40.4
09J ACCOMMODATION AND FOOD SERVICE ACTIVITIES	13.523	14.358	15.730	14.677	1.154	8.5
10K INFORMATION AND COMMUNICATION	618	894	982	617	-1	-0.1
11L FINANCIAL AND INSURANCE ACTIVITIES	0	73	599	225	225	*
12M REAL ESTATE ACTIVITIES	0	0	0	0	0	*
13N PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	1.760	774	677	188	-1.573	-89.3
14O ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	4.185	4.209	2.728	2.483	-1.702	-40.7
15P PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	258	108	319	214	-45	-17.2
16Q EDUCATION	637	174	350	157	-480	-75.4
17R HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	88	856	1.116	391	303	343.8
18S ARTS, ENTERTAINMENT AND RECREATION	2.200	1.266	1.697	642	-1.559	-70.8
19T OTHER SERVICES	1.368	656	481	859	-509	-37.2
20Y ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS- AND SERVICES-PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE	1.311	1.657	1.627	908	-403	-30.7
21Z ACTIVITIES OF EXTRATERRITORIAL ORGANISATIONS AND BODIES	382	403	76	246	-136	-35.6
Male	131.373	118.010	119.031	108.034	-23.339	-17.8

Source: Labour Force Survey (2014-2017), Editing: Kritikidis, G. (2018)

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Table 10: Third-country nationals, percentage change per sector of main economic activity of principal employment - males

	PERCENTAGE PARTICIPATION IN THE COUNTRY				
	2014	2015	2016	2017	2014-2017
01A AGRICULTURE, FORESTRY AND FISHING	6.59	7.47	8.23	6.70	4.43
02B MINING AND QUARRYING	2.42	2.00	1.13	2.52	4.35
03C MANUFACTURING	8.05	6.51	7.26	6.83	-3.61
04D ELECTRICITY, GAS, STEAM AND AIR-CONDITIONING SUPPLY	0.61	1.03	2.17	1.71	9.54
05E WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION	0.88	4.14	6.26	6.22	23.64
06F CONSTRUCTION	24.27	19.62	17.62	17.61	258.55
07G WHOLESALE AND RETAIL TRADE, REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	7.42	6.44	6.04	5.36	-22.29
08H TRANSPORTATION AND STORAGE	3.59	3.09	2.36	1.95	-15.02
09J ACCOMMODATION AND FOOD SERVICE ACTIVITIES	8.46	8.01	8.53	7.63	3.55
10K INFORMATION AND COMMUNICATION	1.27	2.04	1.84	1.06	-0.01
11L FINANCIAL AND INSURANCE ACTIVITIES	0.00	0.16	1.27	0.50	19.04
12M REAL ESTATE ACTIVITIES	0.00	0.00	0.00	0.00	0.00
13N PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	1.65	0.69	0.62	0.17	-328.80
14O ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	9.51	8.48	5.52	4.97	-28.72
15P PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	0.13	0.05	0.15	0.10	-0.29
16Q EDUCATION	0.63	0.18	0.37	0.16	13.43
17R HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	0.12	1.19	1.54	0.52	19.10
18S ARTS, ENTERTAINMENT AND RECREATION	7.25	4.42	5.81	2.07	-252.70
19T OTHER SERVICES	4.44	2.07	1.50	2.53	-16.03
20Y ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS- AND SERVICES-PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE	57.00	71.86	53.48	35.45	-154.26
21Z ACTIVITIES OF EXTRATERRITORIAL ORGANISATIONS AND BODIES	32.85	33.61	10.61	18.06	-68.26
Male	6.39	5.66	5.59	4.95	-18.72

Source: Labour Force Survey (2014-2017), Editing: Kritikidis, G. (2018)

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Table 11: Third-country nationals, by sector of economic activity of principal employment - women

	2014	2015	2016	2017	2014-2017	2014-2017%
01A AGRICULTURE, FORESTRY AND FISHING	5.811	4.933	4.140	3.781	-2.031	-34.9
02B MINING AND QUARRYING	0	0	0	0	0	*
03C MANUFACTURING	5.201	6.996	5.362	6.198	997	19.2
04D ELECTRICITY, GAS, STEAM AND AIR-CONDITIONING SUPPLY	0	0	0	0	0	*
05E WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION	0	0	25	0	0	*
06F CONSTRUCTION	471	181	0	0	-471	-100.0
07G WHOLESALE AND RETAIL TRADE, REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	7.841	10.566	7.992	6.169	-1.672	-21.3
08H TRANSPORTATION AND STORAGE	255	81	680	433	178	69.8
09J ACCOMMODATION AND FOOD SERVICE ACTIVITIES	20.615	20.063	19.265	19.749	-866	-4.2
10K INFORMATION AND COMMUNICATION	91	308	441	401	310	340.4
11L FINANCIAL AND INSURANCE ACTIVITIES	937	692	419	499	-438	-46.7
12M REAL ESTATE ACTIVITIES	108	0	0	0	-108	-100.0
13N PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	976	1.498	1.078	1.001	25	2.6
14O ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	4.929	3.514	4.046	4.853	-76	-1.5
15P PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	219	480	124	60	-159	-72.7
16Q EDUCATION	768	960	1.065	1.439	671	87.3
17R HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	3.035	2.908	2.275	1.966	-1.070	-35.2
18S ARTS, ENTERTAINMENT AND RECREATION	371	675	469	577	206	55.5
19T OTHER SERVICES	2.720	1.668	2.197	2.988	268	9.9
20Y ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS- AND SERVICES-PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE	28.922	23.994	18.599	15.297	-13.625	-47.1
21Z ACTIVITIES OF EXTRATERRITORIAL ORGANISATIONS AND BODIES	0	76	317	65	65	*
Female	83.270	79.593	68.494	65.473	-17.797	-21.4

Source: Labour Force Survey (2014-2017), Editing: Kritikidis, G. (2018)

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Table 12: Third-country nationals, percentage change by sector of economic activity of principal employment - women

	2014	2015	2016	2017	2014-2017
01A AGRICULTURE, FORESTRY AND FISHING	3.02	2.62	2.28	2.09	17.15
02B MINING AND QUARRYING	0.00	0.00	0.00	0.00	0.00
03C MANUFACTURING	5.76	6.91	5.10	5.87	6.55
04D ELECTRICITY, GAS, STEAM AND AIR-CONDITIONING SUPPLY	0.00	0.00	0.00	0.00	0.00
05E WATER SUPPLY, SEWERAGE, WASTE MANAGEMENT AND REMEDIATION	0.00	0.00	0.50	0.00	0.00
06F CONSTRUCTION	6.57	2.17	0.00	0.00	-28.82
07G WHOLESALE AND RETAIL TRADE, REPAIR OF MOTOR VEHICLES AND MOTORCYCLES	3.02	3.74	2.82	2.16	-6.34
08H TRANSPORTATION AND STORAGE	0.93	0.30	2.38	1.43	6.35
09J ACCOMMODATION AND FOOD SERVICE ACTIVITIES	15.03	13.72	12.30	12.48	-4.11
10K INFORMATION AND COMMUNICATION	0.33	1.06	1.62	1.38	23.70
11L FINANCIAL AND INSURANCE ACTIVITIES	1.91	1.60	0.89	1.05	30.67
12M REAL ESTATE ACTIVITIES	6.32	0.00	0.00	0.00	291.89
13N PROFESSIONAL, SCIENTIFIC AND TECHNICAL ACTIVITIES	1.09	1.56	1.16	1.03	0.30
14O ADMINISTRATIVE AND SUPPORT SERVICE ACTIVITIES	12.44	9.79	10.39	12.07	-13.12
15P PUBLIC ADMINISTRATION AND DEFENCE; COMPULSORY SOCIAL SECURITY	0.19	0.45	0.10	0.05	-3.92
16Q EDUCATION	0.41	0.49	0.53	0.72	7.34
17R HUMAN HEALTH AND SOCIAL WORK ACTIVITIES	2.24	2.04	1.56	1.26	-5.14
18S ARTS, ENTERTAINMENT AND RECREATION	2.24	4.08	2.31	2.68	4.19
19T OTHER SERVICES	6.57	3.91	6.22	6.90	14.14
20Y ACTIVITIES OF HOUSEHOLDS AS EMPLOYERS; UNDIFFERENTIATED GOODS- AND SERVICES-PRODUCING ACTIVITIES OF HOUSEHOLDS FOR OWN USE	62.58	53.77	50.22	47.18	98.74
21Z ACTIVITIES OF EXTRATERRITORIAL ORGANISATIONS AND BODIES	0.00	8.00	17.39	19.40	48.87
Female	5.63	5.22	4.44	4.17	-19.40

Source: Labour Force Survey (2014-2017), Editing: Kritikidis, G. (2018)

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Table 13: Third-country nationals, by main occupation, both genders and percentage share across the country

									PERCENTAGE PARTICIPATION IN THE COUNTRY				
	2014	2015	2016	2017	2014-2017	2014-2017%			2014	2015	2016	2017	2014-2017
Legislators, senior officials and managers	233	669	235	591	358	153.4		Legislators, senior officials and managers	0.17	0.59	0.24	0.64	-0.87
Professionals	4.621	3.834	3.102	3.458	-1.164	-25.2		Professionals	0.69	0.57	0.44	0.47	-1.83
Technicians and associate professionals	2.623	3.981	3.702	2.764	141	5.4		Technicians and associate professionals	0.93	1.35	1.24	0.93	0.93
Clerks	5.210	4.914	7.938	9.897	4.687	90.0		Clerks	1.51	1.30	2.07	2.48	8.47
Service workers and shop and market sale workers	51.315	54.959	47.459	37.263	-14.052	-27.4		Service workers and shop and market sale workers	6.57	6.43	5.43	4.22	-13.66
Skilled agricultural and fishery workers	10.354	9.100	8.919	7.269	-3.085	-29.8		Skilled agricultural and fishery workers	2.30	2.11	2.13	1.73	10.16
Craft and related trade workers	52.320	40.532	40.388	38.742	-13.579	-26.0		Craft and related trade workers	14.99	11.73	11.42	11.01	-445.34
Plant and machine operators and assemblers	10.118	6.167	8.068	10.918	800	7.9		Plant and machine operators and assemblers	4.51	2.97	3.68	4.52	4.64
Elementary occupations	77.849	73.449	67.684	62.482	-15.367	-19.7		Elementary occupations	31.49	28.59	26.34	23.06	-64.68
Other unclassified persons	0	0	30	125	125	*		Other unclassified persons	0.00	0.00	0.05	0.19	1.79
TOTAL	214.643	197.605	187.525	173.507	-41.136	-19.2		TOTAL	6.07	5.47	5.10	4.62	-19.01

Source: Labour Force Survey (2014-2017), Editing: Kritikidis, G. (2018)

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Table 14: Third-country nationals by occupation of main employment, male and female and percentage of share in the whole country - males/females

								PERCENTAGE PARTICIPATION IN THE COUNTRY				
	2014	2015	2016	2017	2014-2017	2014-2017%		2014	2015	2016	2017	2014-2017
Legislators, senior officials and managers	233	669	235	542	309	132.6	Legislators, senior officials and managers	0.24	0.79	0.32	0.83	-1.00
Professionals	2.532	1.215	1.888	1.340	-1.192	-47.1	Professionals	0.78	0.37	0.56	0.38	-4.52
Technicians and associate professionals	1.323	2.014	2.320	1.704	381	28.8	Technicians and associate professionals	0.95	1.32	1.48	1.10	2.51
Clerks	3.009	2.797	5.126	5.992	2.983	99.1	Clerks	2.09	1.75	3.15	3.50	11.01
Service workers and shop and market sale workers	26.441	28.611	23.784	18.131	-8.311	-31.4	Service workers and shop and market sale workers	6.44	6.35	5.19	3.89	-14.99
Skilled agricultural and fishery workers	7.719	7.534	7.418	5.988	-1.731	-22.4	Skilled agricultural and fishery workers	2.91	2.99	3.03	2.43	9.27
Craft and related trade workers	50.425	37.772	37.728	35.354	-15.071	-29.9	Craft and related trade workers	15.89	12.25	12.05	11.13	-3680.40
Plant and machine operators and assemblers	9.314	5.505	7.880	10.218	904	9.7	Plant and machine operators and assemblers	4.61	2.90	3.82	4.55	4.04
Elementary occupations	30.376	31.894	32.622	28.641	-1.735	-5.7	Elementary occupations	28.08	27.46	26.95	22.52	-9.13
Other unclassified persons	0	0	30	125	125	*	Other unclassified persons	0.00	0.00	0.06	0.22	1.48
Male	131.372	118.011	119.031	108.034	-23.338	-17.8	Male	6.39	5.66	5.59	4.95	-18.72
	2014	2015	2016	2017	2014-2017	2014-2017%		2014	2015	2016	2017	2014-2017
Legislators, senior officials and managers	0	0	0	49	49	*	Legislators, senior officials and managers	0.00	0.00	0.00	0.18	-0.47
Professionals	2.089	2.619	1.214	2.117	28	1.3	Professionals	0.61	0.76	0.33	0.56	0.08
Technicians and associate professionals	1.300	1.967	1.382	1.061	-240	-18.4	Technicians and associate professionals	0.91	1.38	0.97	0.74	429.60
Clerks	2.202	2.118	2.812	3.905	1.703	77.3	Clerks	1.10	0.97	1.28	1.71	6.04
Service workers and shop and market sale workers	24.874	26.348	23.675	19.133	-5.741	-23.1	Service workers and shop and market sale workers	6.72	6.52	5.70	4.58	-12.09
Skilled agricultural and fishery workers	2.635	1.567	1.502	1.281	-1.354	-51.4	Skilled agricultural and fishery workers	1.42	0.87	0.87	0.74	11.60
Craft and related trade workers	1.894	2.760	2.661	3.388	1.494	78.9	Craft and related trade workers	5.97	7.41	6.55	9.86	56.57
Plant and machine operators and assemblers	804	662	187	700	-104	-12.9	Plant and machine operators and assemblers	3.64	3.68	1.41	4.13	2.03
Elementary occupations	47.473	41.555	35.062	33.842	-13.631	-28.7	Elementary occupations	34.14	29.53	25.81	23.53	-286.57
Other unclassified persons	0	0	0	0	0	*	Other unclassified persons	0.00	0.00	0.00	0.00	0.00
Female	83.271	79.596	68.495	65.474	-17.797	-21.4	Female	5.63	5.22	4.44	4.17	-19.40

Source: Labour Force Survey (2014-2017), Editing: Kritikidis, G. (2018)

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Table 15: Total nationalities, by occupation of main employment, male and female and percentage share in the whole country - both genders

				2014-2017	
		Main occupation of employment			
Count					
		a12_reu A12. Citizenship			Total
		1 Greek	2 EU country	3 Other	3 Other
Main occupation of employment	Legislators, senior officials and managers	-41838.3	256.5	357.5	-41224.3
	Professionals	64621.75	200.25	-1163.5	63658.5
	Technicians and associate professionals	15717.5	-743	141	15115.5
	Clerks	49898.5	716	4686.75	55301.25
	Service workers and shop and market sale workers	122595	-5639.75	-14052	102903.3
	Skilled agricultural and fisheryworkers	-26492.8	-774	-3085	-30351.8
	Craft and related trade workers	19495.25	-2867.75	-13578.5	3049
	Plant and machine operators and assemblers	19380.25	-2952	799.5	17227.75
	Elementary occupations	44723.5	-5598	-15366.8	23758.75
	Other unclassified persons	6874.75	0	125.25	7000
Total		274975.5	-17401.8	-41135.8	216438

Source: Labour Force Survey (2014-2017), Editing: Kritikidis, G. (2018)

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Table 16: Total nationalities, by main occupation of employment, male and female and percentage share in the whole country - male/female

Main occupation of employment/Citizenship/Gender							
Count							
Gender			Citizenship			Total	
			1 Greek	2 EU country	3 Other		
1 Male	Main occupation of employment	Legislators, senior officials and managers	-31544.8	315.75	309	-30920	-1.00
		Professionals	27469.25	82.5	-1192	26359.75	-4.52
		Technicians and associate professionals	15099	-309.5	380.75	15170.25	2.51
		Clerks	22865	1254.75	2983.25	27103	11.01
		Service workers and shop and market sale workers	65215.75	-1479	-8310.5	55426.25	-14.99
		Skilled agricultural and fishery workers	-16383.3	-558	-1731	-18672.3	9.27
		Craft and related trade workers	18989.25	-3508.5	-15071.3	409.5	-3680.40
		Plant and machine operators and assemblers	24380.25	-2935.75	903.5	22348	4.04
		Elementary occupations	21076.5	-339	-1735.25	19002.25	-9.13
		Other unclassified persons	8342.5	0	125.25	8467.75	1.48
	Total		155509.5	-7476.75	-23338.3	124694.5	-18.72
2 Female	Main occupation of employment	Legislators, senior officials and managers	-10293.8	-60	48.5	-10305.3	-0.47
		Professionals	37152.5	118	28	37298.5	0.08
		Technicians and associate professionals	617.25	-433.5	-239.5	-55.75	429.60
		Clerks	27033.25	-537.5	1702.75	28198.5	6.04
		Service workers and shop and market sale workers	57378	-4160.25	-5741.25	47476.5	-12.09
		Skilled agricultural and fishery workers	-10109.3	-216	-1354.25	-11679.5	11.60
		Craft and related trade workers	506	640.75	1493.75	2640.5	56.57
		Plant and machine operators and assemblers	-5001.25	-16.25	-103.75	-5121.25	2.03
		Elementary occupations	23647	-5259	-13631.3	4756.75	-286.57
		Other unclassified persons	-1467.5	0	0	-1467.5	0.00
	Total		119462.3	-9923.75	-17797	91741.5	-19.40

Source: Labour Force Survey (2014-2017), Editing: Kritikidis, G. (2018)

According to data from the Ministry of Labour, Social Security and Social Solidarity/Unified Social Security Fund (EFKA in Greek) (December 2017, 14/06/2018)¹⁰, out of the total number of insured individuals, 90.32% have Greek nationality, 1.58% of other EU country and 8.10% of a non-EU country. Out of the total number of individuals insured in joint businesses, 90.98% have Greek citizenship, 1.57% of another EU country and 7.45% of a country outside the EU, while the corresponding percentages in the domain of construction works are 54.44%, 2.38% and at 43.17%. Out of the total number of insured foreigners, 52.65% are of Albanian citizenship. As regards foreign men, 54.25% are of Albanian citizenship, followed by 10.08% of Pakistan nationals and 4.87% of Bangladesh nationals. As regards foreign women, 49.68% are Albanian nationals, followed by 8.17% of insured Bulgarian nationals and 7.48% of Romanians. The economic activity of insured individuals is as follows: of the total number of insured individuals, 21.96% are employed in the “Wholesale and Retail Trade” sector, 13.36% in the “Manufacturing Industries” sector and 13.06% in “Hotels and Restaurants”. 22.37% of insured individuals with Greek nationality are employed in “Wholesale and Retail Trade”, 12.75% in “Manufacturing Industries” and 12.01% in “Hotels and Restaurants”. 22.67% of insured individuals with citizenship of another EU country are employed in “Hotels and Restaurants”, 16.69% in “Wholesale and Retail” and 15.69% in “Manufacturing Industries”. Concerning insured Albanian nationals, 23.91% work in “Hotels and Restaurants”, 19.80% in “Constructions” and 17.90% in “Manufacturing Industries”. In the case of the other insured foreigners (excluding EU and Albanian nationals) 22.77% are employed in the “Manufacturing Industries”, 22.18% in “Wholesale and Retail Trade” and 21.12% in “Hotels and Restaurants”. Out of the total number of workers employed in the “Construction” sector, 29.74% are foreigners, only 4.22% of all individuals insured are employed in this sector. Similarly, of the total number of workers in “Hotels and Restaurants”, 16.94% are foreigners, 13.06% of all individuals insured are employed in this sector. Furthermore, out of the total number of workers in “Manufacturing Industries”, 13.81% are foreigners, 13.36% of all individuals insured are employed in this sector. The category of occupation with the largest number of employees in enterprises is “Office administrators”, with a percentage of 22.52%. A percentage of 25.95% of insured individuals with Greek citizenship are “Office administrators”, 21.41% are employed in “Provision of services, and Salespersons in stores and outdoor markets”, while 13.49% are employed as “Unskilled labourers, manual labourers and owner-operators”. Among insured individuals with nationality of another EU country, 30.98% are “Unskilled labourers, manual labourers and owner-operators”, 22.56% in the “Provision of services, and Salespersons in stores and outdoor markets” and 19.80% “Office administrators”. Insured Albanian citizens in the vast majority (49.80%) are employed as “Unskilled labourers, manual labourers and owner-operators”; 22.17% are employed in “Provision of services, and Salespersons in stores and outdoor markets” and 9.83% as Specialized Technicians”. Regarding the other non-EU insured individuals (excluding EU and Albanian nationals), 41.93% are employed as “Unskilled labourers, manual labourers and owner-operators”, 21.10% are in “Provision of services, and Salespersons in stores and outdoor markets” and 11.43% are employed as “Office clerks”. The number of insured individuals employed in “enterprises” has decreased by 0.12%, construction work has decreased by 2.18% and the total of enterprises has decreased by 0.16%. In regard to the foreign born population, insured individuals has decreased by 4.22%. Average employment in “enterprises” increased by 0.14%, in “construction works” decreased by 6.28% and in “the total of enterprises” increased by 0.10%. The average day wage in enterprises increased by 0.75% and in the construction works it decreased by 1.01%. The average monthly monetary earnings in enterprises increased by 0.88% and in the construction works it decreased by 7.23% (Ministry of Labour, Social Security and Social Solidarity/Uniform Social Insurance Institution, 2018). With regard to employment rates, indicative data of 2011 are presented in the Tables below, from the latest Annual Report for 2017 of the National Institute of Labour and Human Resources for Work and Employment in Greece¹¹.

¹⁰ http://www.efka.gov.gr/_stats/files/apasxolisi_12_2017.zip

¹¹ <http://goo.gl/skctas>

Table 17: Total, Greek and foreign population, by economic activity, employment and unemployment in 2011, in number of individuals and percentages

	TOTAL	GREEK	FOREINGERS
Total population	10.816.286	9.904.286	912.000
Economically active	4.586.636 (42,4%)	4.074.967 (41,1%)	511.669 (56,1%)
Employed	3.727.633	3.336.235	391.398
Unemployed	859.003 (18,7%)	738.732 (18,1%)	120.271 (23,5%)
Economically not active	6.229.650 (57,6%)	5.829.319 (58,9%)	400.331 (43,9%)

Source: Hellenic Statistical Authority, General Population Census, Editing: Zacharopoulos et al. (2017)

Table 18: Breakdown of employment by occupation (employers, employed persons and self-employed) in the total of Greek, foreign and Albanian employed individuals

EMPLOYED	TOTAL	GREEKS	FOREINGERS	ALBANIANS
NUMBER OF EMPLOYED	3.727.633	3.336.235	391.398	184.633
EMPLOYERS	275.181 (7,4%)	266.972 (8,0%)	8.209 (2,1%)	2.963 (1,6%)
SELF EMPLOYED	834.130 (22,4%)	790.323 (23,7%)	43.807 (11,2%)	20.325 (11,0%)
EMPLOYEES	2.544.507 (68,3%)	2.211.539 (66,3%)	332.968 (85,1%)	158.795 (86,0%)

Source: Hellenic Statistical Authority, General Population Census, Editing: Zacharopoulos et al. (2017)

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Table 19: Enterprises and constructions distribution of insured population by nationality

ΔΕΚΕΜΒΡΙΟΣ 2017 / DECEMBER 2017													
ΠΙΝΑΚΑΣ 3 : ΚΟΙΝΕΣ ΕΠΙΧΕΙΡΗΣΕΙΣ ΚΑΙ ΟΙΚΟΔΟΜΟΤΕΧΝΙΚΑ ΕΡΓΑ ΚΑΤΑΝΟΜΗ ΑΣΦΑΛΙΣΜΕΝΩΝ ΑΝΑ ΥΠΗΚΟΟΤΗΤΑ													
TABLE 3 : ENTERPRISES & CONSTRUCTIONS DISTRIBUTION OF INSURED POPULATION BY NATIONALITY													
Υπηκοότητα-Nationality	ΚΩΔ. ΥΠΗΚ.	Αριθμός Ασφαλισμένων σε Κοινές Επιχειρήσεις (1)				Αριθμός Ασφαλισμένων σε Οικοδομοτεχνικά Έργα ⁽¹⁾				Σύνολο Ασφαλισμένων ⁽¹⁾			
		Number of Insured Individuals in Enterprises ⁽¹⁾				Number of Insured Individuals in Constructions ⁽¹⁾				Total Insured Population ⁽¹⁾			
		Άνδρες Males	Γυναίκες Females	Σύνολο Total	%	Άνδρες Males	Γυναίκες Females	Σύνολο Total	%	Άνδρες Males	Γυναίκες Females	Σύνολο Total	%
Ελληνική-Greece	GR	933.037	854.510	1.787.547	90.98	19.466	249	19.715	54.44	952.503	854.759	1.807.262	90.32%
Αλβανική-Albania	AL	54.015	33.666	87.681	4.46	14.241	109	14.350	39.63	68.256	33.775	102.031	5.10%
Πακιστανική-Pakistan	PK	12.523	73	12.596	0.64	162	0	162	0.45	12.685	73	12.758	0.64%
Ρουμανική-Romania	RO	4.260	5.079	9.339	0.48	603	5	608	1.68	4.863	5.084	9.947	0.50%
Βουλγαρική-Bulgaria	BG	3.728	5.552	9.280	0.47	138	4	142	0.39	3.866	5.556	9.422	0.47%
Μπανγκλαντές-Bangladesh	BD	6.113	75	6.188	0.31	20	0	20	0.06	6.133	75	6.208	0.31%
Ρωσική-Russian Federation	RU	1.308	3.368	4.676	0.24	118	2	120	0.33	1.426	3.370	4.796	0.24%
Ινδική-India	IN	4.345	255	4.600	0.23	41	0	41	0.11	4.386	255	4.641	0.23%
Γεωργία-Georgia	GE	1.859	2.556	4.415	0.22	154	0	154	0.43	2.013	2.556	4.569	0.23%
Αιγυπτιακή-Egypt	EG	4.000	210	4.210	0.21	342	2	344	0.95	4.342	212	4.554	0.23%
Ουκρανική-Ukraine	UA	928	2.586	3.514	0.18	55	5	60	0.17	983	2.591	3.574	0.18%
Κυπριακή-Cyprus	CY	1.259	1.165	2.424	0.12	2	0	2	0.01	1.261	1.165	2.426	0.12%
Πολωνική-Poland	PL	838	1.517	2.355	0.12	94	1	95	0.26	932	1.518	2.450	0.12%
Φιλιππινεζική-Philippines	PH	955	1.205	2.160	0.11	3	0	3	0.01	958	1.205	2.163	0.11%
Κινέζικη-China	CN	1.165	908	2.073	0.11	1	0	1	0.00	1.166	908	2.074	0.10%
Μολδαβία-Moldova, republic of	MD	584	1.212	1.796	0.09	43	1	44	0.12	627	1.213	1.840	0.09%
Βρετανική-United Kingdom	GB	788	769	1.557	0.08	5	0	5	0.01	793	769	1.562	0.08%
Αρμενική-Armenia	AM	733	819	1.552	0.08	46	0	46	0.13	779	819	1.598	0.08%
Ιταλική-Italy	IT	785	470	1.255	0.06	3	0	3	0.01	788	470	1.258	0.06%
Τουρκική-Turkey	TR	759	326	1.085	0.06	8	0	8	0.02	767	326	1.093	0.05%
Γερμανική-Germany	DE	417	608	1.025	0.05	1	0	1	0.00	418	608	1.026	0.05%
Συριακή-Syrian arab republic	SY	872	114	986	0.05	146	0	146	0.40	1.018	114	1.132	0.06%
Γαλλική-France	FR	431	367	798	0.04	0	0	0	0.00	431	367	798	0.04%
Αφγανική-Afghanistan	AF	661	28	689	0.04	27	0	27	0.07	688	28	716	0.04%
Νιγηριανή-Nigeria	NG	371	161	532	0.03	1	0	1	0.00	372	161	533	0.03%
Σερβική-Serbia	RS	174	322	496	0.03	3	0	3	0.01	177	322	499	0.02%
Ιρακινή-Iraq	IQ	435	50	485	0.02	12	0	12	0.03	447	50	497	0.02%
Ισπανική-Spain	ES	273	183	456	0.02	0	0	0	0.00	273	183	456	0.02%
ΛΟΙΠΕΣ - OTHERS		4.876	4.203	9.079	0.46	95	3	98	0.27	4.971	4.206	9.177	0.46%
ΣΥΝΟΛΟ ΑΛΛΟΔΑΠΩΝ/TOTAL FOREIGNERS		109.455	67.847	177.302	9.02	16.364	132	16.496	45.56	125.819	67.979	193.798	9.68%
ΣΥΝΟΛΑ / TOTAL		1.042.492	922.357	1.964.849	100	35.830	381	36.211	100	1.078.322	922.738	2.001.060	100.00%

(1) Ο αριθμός των ασφαλισμένων είναι διακριτός. (1) The number of insured individuals is distinct

Source: Ministry of Labour, Social Security and Social Solidarity/Uniform Social Insurance Institution, 14/06/2018

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Table 20: Enterprises and constructions distribution of insured population by economic activity and nationality

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ΠΙΝΑΚΑΣ 5 : ΚΟΙΝΕΣ ΕΠΙΧΕΙΡΗΣΕΙΣ ΚΑΙ ΟΙΚΟΔΟΜΟΤΕΧΝΙΚΑ ΕΡΓΑ ΚΑΤΑΝΟΜΗ ΑΣΦΑΛΙΣΜΕΝΩΝ* ΑΝΑ ΟΙΚΟΝΟΜΙΚΗ ΔΡΑΣΤΗΡΙΟΤΗΤΑ ΚΑΙ ΥΠΗΚΟΟΤΗΤΑ													
TABLE 5: ENTERPRISES & CONSTRUCTIONS DISTRIBUTION OF INSURED POPULATION BY ECONOMIC ACTIVITY & NATIONALITY													
Οικονομική δραστηριότητα		Ελλάδα Greece	%	Χώρες Ε.Ε. EU Countries	%	Αλβανία Albania	%	Υπόλοιποι Others	%	Σύνολο Total	%		Economic activity
Γεωργία, κτηνοτροφία, θήρα και σ.β.δ.		6.368	0.35	154	0.49	776	0.76	375	0.62	7.673	0.38		Agriculture, hunting and related service activities
Αλιεία		1.748	0.10	24	0.08	68	0.07	45	0.07	1.885	0.09		Fishing
Ορυχεία και Λατομεία		6.928	0.38	71	0.22	348	0.34	79	0.13	7.426	0.37		Mining & quarrying
Μεταποιητικές Βιομηχανίες		230.364	12.75	4.974	15.69	18.265	17.90	13.675	22.77	267.278	13.36		Manufacturing
Παροχή ηλ. ρεύματος φυσικού αερίου και νερού		13.175	0.73	60	0.19	198	0.19	91	0.15	13.524	0.68		Electricity, gas and water supply
Κατασκευές		59.293	3.28	2.127	6.71	20.204	19.80	2.764	4.60	84.388	4.22		Constructions
Χονδρικό και Λιανικό εμπόριο		404.245	22.37	5.292	16.69	16.648	16.32	13.321	22.18	439.506	21.96		Wholesale & retail trade
Ξενοδοχεία και Εστιατόρια		216.973	12.01	7.188	22.67	24.394	23.91	12.685	21.12	261.240	13.06		Hotels & restaurants
Μεταφορές, αποθήκευση και επικοινωνίες		125.453	6.94	1.662	5.24	3.338	3.27	2.414	4.02	132.867	6.64		Transport storage & communications
Ενδιάμεσοι χρηματοπιστωτικοί οργανισμοί		61.353	3.39	271	0.85	224	0.22	224	0.37	62.072	3.10		Financial intermediation
Διαχείριση ακίνητης περιουσίας		165.903	9.18	4.565	14.40	7.619	7.47	5.240	8.72	183.327	9.16		Real estate, renting and business activities
Δημόσια διοίκηση και άμυνα		101.669	5.63	287	0.91	493	0.48	288	0.48	102.737	5.13		Public administration & defence, compulsory social security
Εκπαίδευση		125.192	6.93	1.469	4.63	1.434	1.41	775	1.29	128.870	6.44		Education
Υγεία και κοινωνική μέριμνα		117.758	6.52	1.171	3.69	1.795	1.76	1.890	3.15	122.614	6.13		Health & social work
Άλλες δραστηριότητες		108.235	5.99	1.583	4.99	3.729	3.65	3.122	5.20	116.669	5.83		Other community, social and personal service activities
Ιδιωτικά νοικοκυριά		1.722	0.10	55	0.17	218	0.21	78	0.13	2.073	0.10		Private households with employed persons
Ετερόδοκοι οργανισμοί		1.020	0.06	85	0.27	14	0.01	118	0.20	1.237	0.06		Extra territorial organizations & bodies
Άγνωστο		59.863	3.31	667	2.10	2.266	2.22	2.878	4.79	65.674	3.28		Unknown
Σύνολο		1.807.262	100.00	31.705	100.00	102.031	100.00	60.062	100.00	2.001.060	100.00		Total
* Ο αριθμός των ασφαλισμένων είναι διακριτός					* The number of insured individuals is distinct								
ΠΑΡΑΤΗΡΗΣΕΙΣ_ΟΣ ΠΡΟΣ ΤΗΝ ΟΙΚΟΝΟΜΙΚΗ ΔΡΑΣΤΗΡΙΟΤΗΤΑ ΕΡΓΟΔΟΤΗ													
1. Στο Σύνολο των ασφαλισμένων, ποσοστό 21.96%, απασχολείται : Χονδρικό και Λιανικό εμπόριο και 13.36% : Μεταποιητικές Βιομηχανίες													
2. Στους Έλληνες, ποσοστό 22.37% απασχολείται : Χονδρικό και Λιανικό εμπόριο και 12.75% : Μεταποιητικές Βιομηχανίες													
3. Στους υπηκόους των άλλων χωρών της Ε.Ε, ποσοστό 22.67% απασχολείται: Ξενοδοχεία και Εστιατόρια και 16.69% : Χονδρικό και Λιανικό εμπόριο													
4. Στους Αλβανούς, ποσοστό 23.91% απασχολείται : Ξενοδοχεία και Εστιατόρια και 19.8% : Κατασκευές													
5. Στους υπόλοιπους αλλοδαπούς εργαζόμενους, ποσοστό 22.77% απασχολείται : Μεταποιητικές Βιομηχανίες και 22.18% :Χονδρικό και Λιανικό εμπόριο													
COMMENTS ON EMPLOYER'S ECONOMIC ACTIVITY													
1) 21.96% of Insured Population is employed in 'Wholesale & retail trade' and 13.36% in 'Manufacturing'													
2) 22.37% of Insured Greeks is employed in 'Wholesale & retail trade', 12.75% in 'Manufacturing'													
3) 22.67% of insured EU citizens is employed in 'Hotels & restaurants', 16.69% in 'Wholesale & retail trade'													
4) 23.91% of insured Albanians is employed in 'Hotels & restaurants' and 19.8% in 'Constructions'													
5) 22.77% of the insured foreigner workers is employed in 'Manufacturing' and 22.18% in 'Wholesale & retail trade'													

Source: Ministry of Labour, Social Security and Social Solidarity/Uniform Social Insurance Institution, 14/06/2018

EUROPEAN MIGRATION NETWORK • FOCUSED STUDY 2018
Labour market integration of third-country nationals in EU Member States

Table 21: Enterprises and constructions distribution of insured population by occupation and nationality

ΔΕΚΕΜΒΡΙΟΣ 2017 / DECEMBER 2017													
ΠΙΝΑΚΑΣ 6: ΚΟΙΝΕΣ ΕΠΙΧΕΙΡΗΣΕΙΣ ΚΑΙ ΟΙΚΟΔΟΜΟΤΕΧΝΙΚΑ ΕΡΓΑ ΚΑΤΑΝΟΜΗ ΑΣΦΑΛΙΣΜΕΝΩΝ ΑΝΑ ΕΠΑΓΓΕΛΜΑ ΚΑΙ ΥΠΗΚΟΟΤΗΤΑ													
TABLE 6: ENTERPRISES & CONSTRUCTIONS DISTRIBUTION OF INSURED POPULATION BY OCCUPATION AND NATIONALITY													
Επάγγελμα		Ελλάδα Greece	%	Χώρες Ε.Ε. EU Countries	%	Αλβανία Albania	%	Υπόλοιποι Others	%	Σύνολο Total	%		OCCUPATION
Μέλη των βουλευομένων σωμάτων και ανώτερα διοικητικά στελέχη της Δημόσιας Διοίκησης και των οργανισμών ειδικών συμφερόντων	1	10.847	0.60	195	0.62	19	0.02	140	0.23	11.201	0.56	1	Legislators and senior officials
Πρόσωπα που ασκούν επιστημονικά, καλλιτεχνικά και συναφή επαγγέλματα	2	159.687	8.84	1.737	5.48	400	0.39	1.418	2.36	163.242	8.16	2	Scientific, artistic and related professions
Τεχνολόγοι, τεχνικοί βοηθοί και ασκούντες επαγγέλματα	3	216.768	11.99	1.607	5.07	2.103	2.06	1.619	2.70	222.097	11.10	3	Physical and engineering science associate professionals
Υπάλληλοι γραφείου	4	468.942	25.95	6.278	19.80	5.324	5.22	6.864	11.43	487.408	24.36	4	Office clerks
Απασχολούμενοι στην παροχή υπηρεσιών και πωλητές σε καταστήματα και υπαίθριες αγορές	5	387.009	21.41	7.154	22.56	22.622	22.17	12.673	21.10	429.458	21.46	5	Provision of services, and Salespersons in stores and outdoor markets
Ειδικευμένοι γεωργοί, κτηνοτρόφοι, δασοκόμοι και αλιείς	6	5.364	0.30	117	0.37	810	0.79	258	0.43	6.549	0.33	6	Specialized farmers, foresters, fishermen and cattlemen
Ειδικευμένοι τεχνίτες και ασε	7	113.253	6.27	2.343	7.39	10.032	9.83	6.040	10.06	131.668	6.58	7	Skilled labourers
Χειριστές σταθερών βιομηχανικών εγκαταστάσεων, μηχανημάτων και εξοπλισμού και συναρμολογητές	8	141.113	7.81	1.785	5.63	7.634	7.48	2.988	4.97	153.520	7.67	8	Stationery-plant and related operators
Ανειδίκευτοι εργάτες, χειρώνакτες και μικροεπαγγελματίες	9	243.874	13.49	9.821	30.98	50.816	49.80	25.182	41.93	329.693	16.48	9	Unskilled labourers, manual labourers and small professionals
Ένοπλες δυνάμεις	0	180	0.01	0	0.00	0	0.00	0	0.00	180	0.01	0	Armed forces
Άγνωστο		60.225	3.33	668	2.11	2.271	2.23	2.880	4.80	66.044	3.30		Unknown
Σύνολο		1.807.262	100.00	31.705	100.00	102.031	100.00	60.062	100.00	2.001.060	100.00		Total
* Ο αριθμός των ασφαλισμένων είναι διακριτός				* The number of insured individuals is distinct									
ΠΑΡΑΤΗΡΗΣΕΙΣ ΩΣ ΠΡΟΣ ΤΗ ΚΑΤΑΝΟΜΗ ΕΠΑΓΓΕΛΜΑΤΩΝ													
1. Στο Σύνολο των ασφαλισμένων οι :Υπάλληλοι γραφείου 24,36% & οι Απασχολούμενοι στην παροχή υπηρεσιών και πωλητές σε καταστήματα και υπαίθριες αγορές είναι 21.46%.													
2. Στους Έλληνες ασφαλισμένους, οι Υπάλληλοι γραφείου είναι 25.95% και οι Απασχολούμενοι στην παροχή υπηρεσιών και πωλητές σε καταστήματα και υπαίθριες αγορές είναι 21.41%.													
3. Στους Υπηκόους των άλλων χωρών της Ε.Ε. οι Ανειδίκευτοι εργάτες, χειρώνакτες και μικροεπαγγελματίες είναι 30.98% και οι Απασχολούμενοι στην παροχή υπηρεσιών και πωλητές σε καταστήματα και υπαίθριες αγορές είναι 22.56%.													
4. Στους Αλβανούς, οι Ανειδίκευτοι εργάτες, χειρώνакτες και μικροεπαγγελματίες είναι 49.8% και οι Απασχολούμενοι στην παροχή υπηρεσιών και πωλητές σε καταστήματα και υπαίθριες αγορές είναι 22.17%.													
5. Στους Υπόλοιπους αλλοδαπούς, οι Ανειδίκευτοι εργάτες, χειρώνакτες και μικροεπαγγελματίες είναι 41.93% & οι Απασχολούμενοι στην παροχή υπηρεσιών και πωλητές σε καταστήματα και υπαίθριες αγορές είναι 21.1%.													
COMMENTS ON OCCUPATION DISTRIBUTION													
1) 24,36% of Insured Population is employed as 'Office clerks' and 21.46% as 'Provision of services, and Salespersons in stores and outdoor markets'													
2) 25.95% of insured Greeks is employed as 'Office clerks' and 21.41% as 'Provision of services, and Salespersons in stores and outdoor markets'													
3) 30.98% of insured EU citizens is employed as 'Unskilled labourers, manual labourers and small professionals' and 22.56% as 'Provision of services, and Salespersons in stores and outdoor markets'													
4) 49.8% of insured Albanians individuals is employed as 'Unskilled labourers, manual labourers and small professionals' and 22.17% as 'Provision of services, and Salespersons in stores and outdoor markets'													
5) 41.93% of insured Foreigner workers is employed as 'Unskilled labourers, manual labourers and small professionals' and 21.1% as 'Provision of services, and Salespersons in stores and outdoor markets'													

Source: Ministry of Labour, Social Security and Social Solidarity/Uniform Social Insurance Institution, 14/06/2018

c) What are the main integration challenges your Member State focuses on? Describe briefly.

To a large extent, practices supporting the social integration of third-country nationals generally concern the individuals who enter and reside legally in the country, while often there is a lack of targeted actions for special cases. The Greek state, by law, stipulates that immigrants, recognized refugees and beneficiaries of subsidiary protection, have the right to work under the same conditions as Greek nationals. However, in regard to dependend work, the state is unable to secure their recruitment, as it is unable to secure a job for the average Greek citizen. In addition, the difficulties faced by third-country nationals such as the irregular, perilous and risky way of entering the country, the break-up/dissasociation from family and decollectivization from community and solidarity networks, obstacles regarding accessing employment, housing and healthcare, the lack of knowledge of the host country's language, stigmatize the life course of displaced/persecuted/refuge seeking individuals and populations, both before and after their recognition and cause serious difficulties in their social integration. Formal recognition/acquisition of the refugee status, or a residence permit, do not automatically bring about the normalization of the person's life. A new beginnings for immigrants, recognized refugees and beneficiaries of international protection poses critical challenges and difficulties for both themselves and the host society. For both a better future for refugees and the fulfilment of the country's obligations to claim equal participation in European policies, the development of integration policies are necessary for those third-country nationals who are recognized by Greece and stay the country¹². As resulted from the 1990-2018 research experience, in Greece and in Europe, Main integration challenge in Greece, as shown by the research experience between 1990 and 2018), is that third-country nationals are pushed to the underground economy and undeclared work where they remain for particular extensive periods (Fouskas, 2012: 478-569, 2016, 2017)^{13, 14}. The division of labour entraps third-country nationals, almost exclusively, in the informal sector of the economy. Migrant workers are mainly found in precarious, low-status/low-wage occupations, in undeclared work and informal sector of the economy which demands for its constant reproduction a cheaper, uninsured, mobile, temporary and flexible workforce. This type of employment entraps migrant workers in a context outside labour inspections, labour law and taxation, without social insurance contributions and labour rights. The main attraction of the informal economy is the economic benefit; it includes: employers who avoid social security contributions, workers who work without a contract, individuals who have second jobs and declare only one, irregular third-country nationals who cannot legally work, those who work casually and occasionally for cash in hand, self-employed, all in full or part time or piece rate basis employment. In Greece, immigrants, asylum seekers, refugees and beneficiaries of subsidiary and humanitarian protection are concentrated and entrapped in manual labour, agriculture, constructions, crafts, domestic work, food services, hotel, cleaning, personal care services and itinerant trade. Also, a proportion of third-country nationals who cannot be recorded due to a lack of detection or control is trapped in illegal employment, exploitative and/or forced labour via organised crime and/or human trafficking networks. The occupations in which immigrants, refugees and beneficiaries of subsidiary and humanitarian protection are employed are defined as non-attractive as they offer no social prestige and are marginal and secondary; they are paid or not paid occupations outside the margins of formal employment and since they are not registered they are considered inferior by society. Greece comes first among the 21 OECD member countries, with 24% of the country's GDP¹⁵ formed by the informal economy.

¹² Grizis, V., Tsinisizelis, M., Fouskas, T., Karatrantos, A. and Mine F.-M. (2015) European Migration Network Focused Study: Integration of Beneficiaries of International/Humanitarian Protection into the Labour Market: Policies and Good Practices. EMN Focused Study 2015. Athens: Center for Security Studies/Hellenic Ministry of Interior and Administrative Reconstruction. Brussels: European Migration Network/European Commission, <https://goo.gl/5l6VA7>

¹³ See: Fouskas, T. (2012) «Palestinians», in Fouskas, T. (2012) *Migrant "Communities" and Labour Representation: The Consequences of Migrants' Labour and Employment on their Participation in Five Migrant Labour Associations in Athens*. Athens: Papazis Publishers (in Greek), 478-569; Fouskas, T. (2013) "Low-status Work Consequences on Immigrant Workers' Organization, *International Review of Sociology*, 23(3):671-698; Fouskas, T. and Tsevrénis, V. (eds.) (2014) *Contemporary Immigration in Greece: A Sourcebook*. Athens: European Public Law Organization Publications; Cabot, H. (2014) *On the Doorstep of Europe: Asylum and Citizenship in Greece*. Philadelphia: University of Pennsylvania Press, 64.

¹⁴ See also: Black, R. (1992) *Livelihood and Vulnerability of Foreign Refugees in Greece: A Preliminary Report of Research on Iranian and Iraqi Refugees in Greater Athens*. Unpublished, Refugee Studies Centre/Queen Elizabeth House. Oxford: The University of Oxford; Black, R. (1994) "Livelihoods Under Stress: A Case Study of Refugee Vulnerability in Greece", *Journal of Refugee Studies*, 7(4):360-377; Black, R., (1994b) "Political Refugees or Economic Migrants? Kurdish and Assyrian Refugees in Greece", *Migration*, 25, 79-109; Black, R. (1994y) "Asylum Policy and the Marginalization of Refugees in Greece", in Gould, W. T. S. and Findlay, A. M. (eds.) *Population Migration and the Changing World Order*. Chichester: Wiley and Sons, 145-160; Sitaropoulos, N. (2002) "Refugee Welfare in Greece: Towards a Remodeling of the Responsibility-Shifting Paradigm?", *Critical Social Policy*, 22(3):436-455; Papadopoulou, A. (2003) "'Give us Asylum and Help us Leave the Country!' Kurdish Asylum Seekers in Greece and the Politics of Reception", *Immigrants and Minorities*, 22(2-3):346-361; Esdras, D. (2014) "Border Management in Greece", in Fouskas, T. and Tsevrénis, V. (eds.) (2014) *Contemporary Immigration in Greece: A Sourcebook*. Athens: European Public Law Organization Publications, 107-116; Alobeid, M. (2014) "Syrian Refugees in Greece", in Fouskas, T. and Tsevrénis, V. (eds.) (2014) *Contemporary Immigration in Greece: A Sourcebook*. Athens: European Public Law Organization Publications, 381-394; ECRE/GCR (eds.) (2015) *Country Report: Greece. Final Report November 2015 - Asylum Information Database (AIDA) (Edited by ECRE)*. Brussels: Greek Council for Refugees (GCR)/European Council on Refugees and Exiles (ECRE); Triandafyllidou, A. (ed.) (2016) *Routledge Handbook of Immigration and Refugee Studies*. London: Routledge.

¹⁵ Schneider, F. and Williams, C. (2013) *The Shadow Economy*. London: Institute of Economic Affairs, 52-96.

Moreover, the percentage of uninsured workers in Greece is among the world's highest, at 37.3%¹⁶, as is the percentage of irregular migrants working, at 4.4%¹⁷, followed by the USA at 3.2% and Italy at 2% (See also Tables)¹⁸. Informal employment can provide a kind of "cushion" for immigrants, refugees and beneficiaries of subsidiary and humanitarian protection workers who cannot find a job in the formal economy because of the serious difficulties they encounter in finding a formal job. However, informal employment have impacts on workers themselves - immigrants, refugees and beneficiaries of subsidiary and humanitarian protection - and public revenue, as employers do not contribute to social security funds. What is seen internationally is the frequent treatment of the immigrant, refugee and beneficiary of subsidiary and humanitarian protection as a scapegoat for the economic and labour crisis that plagues the host countries, while at the same time circumventing its social, labour rights, and on the other, alongside the demand for cheap labour in the irregular economy, modern forms of forced labour and slavery emerge. The division of labour in Greece as well as in Europe calls for and encourages immigrants, refugees and beneficiaries of subsidiary and humanitarian protection in and precarious, low-status/low-wage employment by distinguishing between gender, race, nationality, religion, way of entry into the country of entry and legal status. Precarious work is employment that lacks the standard forms of labour security, it typically takes the form of wage work, is characterized by exceptionally limited social benefits and legal rights, job insecurity, low wages and high risk of ill-health¹⁹. Such migrant employment creates enormous and complex barriers to labour organization strategies due to its isolated, atomized and non-unionized nature. The work and employment of third-country nationals in precarious, low-status/low-wage occupations is responsible for: creating individualistic attitudes, attitudes and attitudes towards themselves and others in Greek society, and a significant reduction in the interest of third-country nationals for claiming, recovering and protecting their labour rights and their complete alienation by collectivities, associations and workers' centers, communities and networks of solidarity²⁰. Various conditions have an impact on labour market integration, especially housing and geographic factors²¹. The migrant groups excluded from the formal economy, whether they have legal documents or not, are based on undeclared work and forms of collective organization of their ethnic communities to protect themselves from the actual exercise of their rights (Fouskas, 2012, in ILO, 2016)²². The UN High Commissioner for Refugees (2014)²³ stresses that the law provides for asylum seekers in Greece to have access to employment as soon as they receive the "asylum seeker card" (Article 10 (1) of Presidential Decree 220/2007). Article 4 of the Presidential Decree 189/1998 (Government Gazette A' 140/25.06.1998) provides that an asylum seeker can obtain a work permit "if the labour market has been researched for the occupation in question and no interest has been expressed by a national, EU citizen, recognized refugee or repatriate". This requirement and the unemployment rate of 33% of third-country nationals in Greece limit the opportunities for legal employment.

¹⁶ Schneider, F. and Williams, C. (2013) *The Shadow Economy*. London: Institute of Economic Affairs, 52-96.

¹⁷ Schneider, F. and Williams, C. (2013) *The Shadow Economy*. London: Institute of Economic Affairs, 52-96.

¹⁸ Zacharopoulos, Th., et al. (2017) *Work and Employment in Greece: Annual Report*. Athens: National Institute for Labour and Human Resources (in Greek) <http://www.eiead.gr/publications/docs/2015/%CE%95%CE%A4%CE%97%CE%A3%CE%99%CE%91%20%CE%95%CE%9A%CE%98%CE%95%CE%A3%CE%97%20%CE%95%CE%99%CE%95%CE%91%CE%94-2017.pdf>

¹⁹ Vosko, L. (2006), "Precarious employment: towards an improved understanding of labour market insecurity", in Vosko, L. (Ed.), *Precarious Employment: Understanding Labour Market Insecurity in Canada*. Montreal; McGill-Queen's University Press, Montreal, 3-42.

²⁰ See: Watson, T. (1980) *Sociology, Work, and Industry*. London: Routledge, 213; Williams, C. and Windebank, J. (1998) *Informal Employment in Advanced Economies*. London: Routledge; Portes, A., Castells, M. and Benton, L. (eds.) (1989) *The Informal Economy Studies in Advanced and Less Developing Countries*. Baltimore, Md.: John Hopkins University Press; Thomas, M. (2009) *Regulating Flexibility: The Political Economy of Employment Standards*. Montreal/Kingston: McGill-Queen's University Press; Pupo, N. and Thomas, M. (eds.) (2010) *Interrogating the New Economy: Restructuring Work in the 21st Century*. Toronto: University of Toronto Press; Thomas, M. (2010) "Neoliberalism, Racialization, and the Regulation of Employment Standards", in Braedley, S. and Luxton, M. (eds.) *Neoliberalism and Everyday Life*. Montreal: McGill-Queen's University Press, 68-89; Thomas, M. (2011) "Regulating Labour Standards in the Global Economy: Emerging Forms of Global Governance", in Teeple, G. and McBride, S. (eds.) *Relations of Global Power*. Toronto: University of Toronto Press, 95-117; Fouskas, T. (2012) "Low-status Work and Decollectivization: The Case of Bangladeshis in Athens", *Journal of Immigrant and Refugee Studies*, 10(1): 54-73; Brock, D., Raby, R. and Thomas, M. (eds.) (2012) *Power and Everyday Practices*. Toronto: Nelson; Psimmenos, I. and Kassimati, K. (2003). "Immigration Control Pathways: Organizational Culture and Work Values of Greek Welfare Officers," *Journal of Ethnic and Migration Studies*, 29(2):337-371; Psimmenos, I. (ed.) (2013) *Work and Social Inequalities*. Athens: Alexandeia Publications, 155-189 (in Greek); Fouskas, T. (2014) "Low-Status Work Repercussions on Egyptians' Collective Organization", *International Journal of Sociology and Social Policy*, 34(7/8):418-437; Fouskas, T. (2014) *Nigerian Immigrants in Greece: Low-status Work, Community, and Decollectivization*. New York: Nova Science Publishers; Ridgeway, C. (2104) "Why Status Matters for Inequality", *American Sociological Review*, 79(1):1-16; Theodoridis, N. (2017) Annual Report for the Year 2017 of Antigone: Recording phenomena, issues and incidents racism, discrimination, xenophobia but also Research Studies or Good Practices Management in the 6 critical areas of Employment, Legislation, Education, Housing, Racist Violence and Health & Welfare. Athens: Antigone, <http://goo.gl/qJ34Fh> (in Greek); Williams, C., Demetriades, S. and Patra, E. (ILO) Diagnostic Report on Undeclared Work in Greece. International Labour Office (ILO), Employment Department, Informal Economy Unit, Geneva: ILO, <http://goo.gl/UEnjYl>

²¹ https://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1646en.pdf

²² Fouskas, T. (2012) *Migrant "Communities" and Labour Representation: The Consequences of Migrants' Labour and Employment on their Participation in Five Migrant Labour Associations in Athens*. Athens: Papazis Publishers (in Greek), in International Labour Office, Employment Department, Informal Economy Unit (2016) *Diagnostic report on undeclared work in Greece*. Geneva: ILO http://www.sev.org.gr/Uploads/Documents/49757/1_Diagnostic_Report_on_undeclared_work_in_Greece_gr.pdf See also Directive 2009/52/EC, 18/06/2009 <http://goo.gl/HYgFIU>

²³ <http://www.unhcr.org/gr/wp-content/uploads/sites/10/2017/10/UNHCR-CoA-Greece-2014-EL.pdf>

In 2013, regional authorities issued and renewed 6.952 work permits for asylum seekers and rejected 1.620 applications while over the same period there were over 33.000 active cases of international protection applications pending in the Police and the new Asylum Service. Without a valid work permit, asylum seekers cannot enjoy a range of rights, such as the possibility of participating in EU-funded programmes for access to the labour market, access to social benefits such as unemployment benefits and child benefits in single parent families, enrolment of children in kindergartens and other rights. The Hellenic Council for Refugees (GCR) highlights the continuing problems that arise in relation to the issue of granting EFKA, VAT and unemployment certificate to applicants for international protection, requesting your intervention to harmonize administrative practice with applicable law, and we reiterate the question of the obvious need to extend all rights to applicants who are in the process of simple recording ("pre-recording")²⁴. All the above mentioned are being resolved (or have already been), and their implementation is expected during 2018.

Table 22: A snapshot of undeclared work in specific sectors and businesses of the Greek economy during the years 2010-2013, based on the data of the checks conducted by the Hellenic Labour Inspectorate (SEPE in Greek)-ΕΥΠΕΑ

	2010	2011	2012	2013	2013/2010
Number of businesses checked	27.538	20.246	19.063	20.793	-6.745 (-24,5%)
Total number of employees at the businesses checked	77.666	66.615	60.796	72.960	-4.706 (-6,1%)
Uninsured employees and their percentage among the total of employees	19.435 25,0%	19.968 30,0%	22.006 36,2%	23.153 31,7%	+3.718 (+19,1%)
Total number of Greek employees	56.467	45.983	40.876	52.167	-4.300 (-7,6%)
Uninsured Greek employees and their percentage among the total of Greek employees	12.748 22,6%	11.821 25,7%	12.661 31,0%	14.479 27,8%	+1.731 (+13,6%)
Total number of foreign employees	21.199	20.632	19.920	20.793	-406 (-1,8%)
Uninsured foreign employees and their percentage among the total of foreign employees	6.687 31,5%	8.147 39,5%	9.345 46,9%	8.674 41,7%	+1.987 (+29,7%)

Source: Reports of the Hellenic Labour Inspectorate (SEPE in Greek) 2010-2013, Editing: Zacharopoulos, et al. (2017)

²⁴ <https://www.gcr.gr/en/news/press-releases-announcements/item/689-koini-anafora-25-organoseon-gia-peristatika-paraviasis-dikaiomaton-ton-aitounton-asylo>

Table 23: Citizenship of the deceased individuals declared to the Hellenic Labour Inspectorate due to fatal accidents at work in the years 2007-2013, in numbers and percentages

	2007	2008	2009	2010	2011	2012	2013	Total 2007- 2013
Unknown	0	0	0	0	0	2 (3,13%)	0	2 (0,30%)
Greek	71 (61,74%)	101 (71,13%)	65 (57,52%)	63 (67,02%)	54 (77,14%)	43 (67,19%)	46 (68,66%)	443 (66,61%)
Other EU country	3 (2,61%)	4 (2,82%)	7 (6,19%)	4 (4,26%)	2 (2,86%)	1 (1,56%)	4 (5,97%)	25 (3,75%)
Other non-EU country	41 (35,65%)	37 (26,06%)	41 (36,28%)	27 (28,72%)	14 (20,00%)	18 (28,13%)	17 (25,37%)	195 (29,32%)
Total	115	142	113	94	70	64	67	665

Source: Reports of the Hellenic Labour Inspectorate (SEPE in Greek) 2010-2013, Editing: Zacharopoulos, et al. (2017)

Q2. Is the term “integration” defined in national legislation or strategic documents of your Member State? If so, please describe the definition and its context, also specify whether these definitions explicitly relate to employment.

Please specify how this definition relates to the Common Basic Principles for immigrant integration policy in the EU adopted by the Council in 2004 (http://www.eesc.europa.eu/resources/docs/common-basic-principles_en.pdf)

The “National Strategy for the Integration of Third-Country Nationals” of the Ministry of Interior General Secretariat for Citizenship and Social Cohesion of 2013 refers the definition of integration: “The term integration is used to describe two similar but also varied processes. At a first level, integration is about formal or primary socialization, which takes place through fundamental bodies such as family, school and formal social relationships. At second level, the term refers to secondary socialization, which takes place through employment, housing, consumption, participation in trade unions or other collective bodies, or participation in public life. The term “social integration” is linked to many parameters, concerning the structural elements of the sending and receiving countries of third country nationals, as well as the individual characteristics of the displaced persons, themselves. It is also in line with the official migration policies and integration strategies, adopted and implemented by the host country - and in the case of Greece, - in order to achieve a smooth operation of the society that ensures social cohesion. For countries with a large number of migrants, social integration is a main concern, because of the instability of the phenomenon, there are critical challenges and difficulties, as well as, serious consequences on local communities. Social integration is defined as a situation where different ethnic groups retain their uniqueness and the boundaries of the group where they belong, but at the same time participate equally as indigenous to main procedures of production, distribution of goods and services and governance²⁵. In the same document, when defining integration, great emphasis is given on the employment dimension, as a prerequisite for social integration. Indicatively, “the process of social integration has a variety of dimensions with a predominantly structural integration that refers to the access to key institutions of the country, in which migrants are settled, such as the education system, the labour market, or the political system. Naturally, the integration of the migrant into the labour market of the host country is the key factor of social integration and, as defined by the European Commission, “integration into society is identifiable with integration into employment” and in this case, it is referred to paid work because the job itself is a necessary passport for almost all forms of social participation”²⁶. Furthermore, the scope of the social integration of third-country nationals into the Greek territory is defined in Law 4251/2014, Part 3, Chapter A, Article 128, which states: “1. The policy of social integration is aimed at the smooth adaptation of third country nationals to the Greek society and the recognition of the possibility for equal participation, by the Greek society, in the economic, social and cultural life of the country. In the process of joining the Greek community third-country nationals gain rights and obligations, as the Greek citizens. Their main duty is to respect the legal order and the fundamental values of the Greek society. 2. Integration policies and the relevant actions shall apply to all legally resident third-country nationals and their family members under the arrangements concerning family reunification. They shall also apply to children of migrants, beneficiaries of international protection and their family members. 3. Migrant integration strategy can be combined with foreign development policy actions in their countries of origin, with a view to creating favourable socio-economic conditions for their possible return to them”²⁷. Presidential Decree 141/2013²⁸ defines the legal basis for access by beneficiaries of international protection to employment, education, vocational training and the process of recognizing professional qualifications and training certificates. Greece's national policy provides equal procedures and equal rights to Greek citizens for all legally resident third-country nationals with regard to the access to the labour market as well as other services, whether they are legal migrants or recognized beneficiaries of international protection. This policy is part of the overall effort for equal rights and obligations between third country nationals, residing legally in the country, and Greek citizens. A prominent example, which will be described in more detail, is the registration procedure for third-country nationals (migrants, refugees, beneficiaries of subsidiary/humanitarian protection) legally residing in the country, to the Manpower Employment Organization (OAED) following the same procedure with the Greek citizens, regarding employment or the right of third-country nationals to access free public education. It is underlined that the right of having access to education is guaranteed for all minor third-country nationals even if their legal residence has not been regulated (under art. 21 of L. 421 2014).

²⁵ Ministry of Interior/General Secretariat for Population and Social Cohesion (2013) National Strategy for the Integration of Third-Country Citizens. Athens: Ministry of the Interior/General Secretariat for Population and Social Cohesion. Available at: http://www.ypes.gr/UserFiles/f0ff9297-f516-40ff-a70e-eca84e2ec9b9/ethnikisratig_30042013.pdf

²⁶ Ministry of Interior/General Secretariat for Population and Social Cohesion (2013) National Strategy for the Integration of Third-Country Citizens. Athens: Ministry of the Interior/General Secretariat for Population and Social Cohesion. Available at: http://www.ypes.gr/UserFiles/f0ff9297-f516-40ff-a70e-eca84e2ec9b9/ethnikisratig_30042013.pdf

²⁷ Law no. 4251/2014 Immigration and Social Integration Code and other provisions, <http://www.ypes.gr/UserFiles/24e0c302-6021-4a6b-b7e4-8259e281e5f3/metanast-N4251-2014.pdf>

²⁸ See: Government Gazette of the Hellenic Republic (2013) Presidential Decree No. 141 Adaptation of the Greek legislation to the provisions of Directive 2011/95/EU of the European Parliament and of the Council of 13 December 2011 (L 337) on the recognition and status of aliens or stateless persons as beneficiaries of international protection, for a single status for refugees or persons eligible for subsidiary protection and the content of the protection afforded (recast). Athens: National Printing House, http://www.firstreception.gov.gr/PRIImages/EditorImages/p-d--141_2013.pdf (in Greek)

In addition, the Greek State provides access to educational programmes of learning the Greek language, vocational orientation programmes and procedures for the recognition of qualifications and certificates for all recognized beneficiaries of international and humanitarian protection, mainly implemented by international organizations, other bodies, NGOs and civil society actors. Concerning the participation of beneficiaries of international protection in the labour market²⁹ (Articles 68-71), Law 4375/2016 establishes automatic access to the labour market/employment as soon as applicants receive an asylum seeker's card, while legislation - previously in force, required a separate procedure to gain work permit, following the granting of refugee or asylum-seeker status, and included conditions linked to the labour market needs for specific occupations³⁰.

Q3. Does your Member State have a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study? YES/NO

If YES, please briefly describe, by providing the title, time frame, institutional framework for implementation and oversight (around 200 words) Please focus on general integration measures, as labour market integration will be addressed in the subsequent section.

The integration of legally residing third-country nationals into Greek society is a key concern and goal of the Greek State³¹. The "National Strategy for the Integration of Third-Country Nationals" of the Ministry of Interior General Secretariat for Citizenship and Social Cohesion of 2013 defines the integration of third-country nationals as mutually beneficial for migrants themselves and their families, host society, and countries of origin. This strategy sets out the theoretical framework, philosophy, axes and priorities of such a practice, taking into account the international implications of the migration phenomenon of the 21st century, focusing on the modern needs of the Greek State, the Greek labour market and the economy, the protection and preservation of the social cohesion of the Greek society and the respect of the European framework of principles and values³². With a view to facilitating the integration of third-country nationals through socio-economic participation, e.g. measures to improve monitoring in the education system, to strengthen language skills, access to social security, health care and housing, integration into the labour market, the Ministry for Migration Policy is in progress developing a National Strategy for the Integration of Migrants and Refugees³³, in line with the national priorities and principles and Directives of the EU.

If NO, do you have a mainstream integration approach? Please very briefly describe (around 200 words)

If your Member State has a specific policy/strategic document/model for the integration of third-country nationals within the scope of this study:

²⁹ See also: Grizis, V., Tsinisizelis, M., Fouskas, T., Karatrantos, A. and Mine F.-M. (2015) European Migration Network Focused Study: Integration of Beneficiaries of International/Humanitarian Protection into the Labour Market: Policies and Good Practices. EMN Focused Study 2015. Athens: Center for Security Studies/Hellenic Ministry of Interior and Administrative Reconstruction. Brussels: European Migration Network/European Commission, <https://goo.gl/5l6VA7>

³⁰ Asylum Service, Answers to questions about the rights of applicants and beneficiaries of international protection, <https://goo.gl/AoUnSB>.

³¹ Ministry of Interior/General Secretariat for Population and Social Cohesion (2013) National Strategy for the Integration of Third-Country Citizens. Athens: Ministry of the Interior/General Secretariat for Population and Social Cohesion. Available at: http://www.ypes.gr/UserFiles/f0ff9297-f516-40ff-a70e-eca84e2ec9b9/ethnikisratig_30042013.pdf

³² Ministry of Interior/General Secretariat for Population and Social Cohesion (2013) National Strategy for the Integration of Third-Country Citizens. Athens: Ministry of the Interior/General Secretariat for Population and Social Cohesion. Available at: http://www.ypes.gr/UserFiles/f0ff9297-f516-40ff-a70e-eca84e2ec9b9/ethnikisratig_30042013.pdf

³³ <https://government.gov.gr/ethniki-stratigiki-gia-tin-entaxi/>

Q4. What are the main fields/measures actively implemented as part of the specific policy/ strategic document/model for the integration (e.g. knowledge of language, civic orientation, values, constitution, culture, history, recognition of qualifications, housing, education, support of joint activities between nationals and third-country nationals etc.)? Please describe briefly (around 200 words)

Please focus on general integration measures, as labour market integration will be addressed in the subsequent sections.

The National Strategy for the Integration of Third-Country Nationals of the Ministry of Interior General Secretariat for Citizenship and Social Cohesion of 2013 includes the following measures:

- Promoting the participation of third-country nationals in the information sector (through brochures, websites, telephone helpline, information campaigns etc.).
- Access to programmes and services of social welfare organizations for all third-country nationals (developing the intercultural skills of the providers of social services at all levels of the Government).
- Training of professionals and front-line services on the specific needs of various groups of the population through the development of the intercultural competence of civil servants (training and information for school teachers attending migrant children, police, detention staff, healthcare, etc.)
- Education - Greek language courses,
- Orientation courses,
- Vocational training (training courses based on working conditions, and demand for professionals)
- Entrepreneurship Development (Encouragement of Business and Innovation, support for business start-up by third-country nationals)
- Recognition of professional qualifications,
- Access to housing (ensuring equal opportunities in housing, fighting ghettoization, etc)
- Access to health (facilitating access to health services for third-country nationals, provision of emergency health care in temporary accommodation and reception structures, health care information)
- Participation in social life (promoting active participation in all aspects of co-existing life, representation in clubs and organizations etc.)³⁴

All the above are under review with aiming at adopting the new National Strategy for the Integration of Migrants and Refugees, which was recently presented to the Government's Social Policy Council³⁵.

³⁴ Ministry of Interior/General Secretariat for Population and Social Cohesion (2013) National Strategy for the Integration of Third-Country Citizens. Athens: Ministry of the Interior/General Secretariat for Population and Social Cohesion. Available at: http://www.ypes.gr/UserFiles/f0ff9297-f516-40ff-a70e-eca84e2ec9b9/ethnikisratig_30042013.pdf

³⁵ See: <http://www.avgi.gr/article/10836/9045072/kyskoip-e-ethnike-strategike-gia-ten-entaxe-ton-metanaston>

1.2. LABOUR MARKET INTEGRATION POLICIES IN MEMBER STATES

Q5. Does your Member State have a specific policy/strategic document/model for labour market integration of third-country nationals within the scope of this study? YES/NO

YES

If YES: Please describe:

a) is it part of a general integration policy/strategy?

The integration of third-country nationals into the labour market is a priority the political dialogue and an integral part of the national integration strategy, as is also stated in the National Strategy for the Integration of Third-Country Nationals of the General Secretariat for Citizenship and Social Cohesion of the Ministry of Interior of 2013; at local level as well, the Immigrant Integration Councils of the municipalities of the country, act as advisory bodies of the Municipality to enhance the integration of migrants into the local community³⁶.

b) When was this strategy / policy document developed? Please briefly describe the rationale behind the strategy (considerable increase of incoming third-country nationals, labour market needs, social cohesion, fight against poverty, fight against discrimination etc.).

The document of the Ministry of Interior was developed in 2013, as a practice to manage the phenomenon of incoming flows of third-country nationals to Greece, when that year (the phenomenon reached very particularly levels)³⁷. This document includes the full framework of the Greek strategy for all dimensions of the social integration of third-country nationals at national level, taking into account the European principles and priorities, as set by the European Council and also following the dimensions and requirements of migratory and refugee phenomena, in the current era, with a central focus on the needs of the incoming third-country nationals and the Greek society itself³⁸.

c) What is/are the target group(s) of the labour market integration strategy (e.g. all third-country nationals, family members, workers, or is there a specific focus, such as on recently arrived)?

The target groups of the national labour market integration strategy, target all categories of third-country nationals legally residing in Greece:

- Legal migrants
- Beneficiaries of international and humanitarian protection
- Asylum seekers
- Families of the above target groups

d) Does your Member State provide labour market integration measures to all third-country nationals or only to those with a prospect of permanent residency? Please elaborate.

The policy and measures for integration into the labour market concern, without any discrimination, every third country national, with a legal status and with the prospect of permanent residence in the country. According to the Manpower Employment Organization (OAED), all third-country nationals legally residing in Greece receive equal treatment, enjoy equal rights access to labour market on an equal basis - especially in relation to dependent employment, unemployment benefits and employment enhancement programmes- among both each other and Greek citizens. The "Immigration and Social Integration Code and other provisions" is the basic legal instrument for legal migrants and therefore their access to the labour market (Law 4251/2014, "Immigration and Social Integration Code and other provisions", Government Gazette Issue 80)³⁹. These provisions include Article 11: Procedure to determine the volume of admission for the purposes of employment, Article 12: Request for the hiring of third-country nationals for purposes of paid employment, Article 13: Request for the hiring of third-country nationals for purposes of seasonal employment, Article 14: Request for the hiring of third-country nationals for purposes of employment in fishery, Article 15: Issue and renewal of residence permit for purposes of paid employment, Article 16: Issue and renewal of residence permit for purposes of investment activity. In particular, beneficiaries of international protection (refugees⁴⁰ and beneficiaries of subsidiary protection status) have the right of access to employment, to the provision of services or work, or to pursuit independent economic activities, under the same conditions as nationals, if they are holders of a residence permit force in accordance with the applicable provisions⁴¹.

³⁶ <https://www.cityofathens.gr/node/384>

³⁷ https://ec.europa.eu/home-affairs/sites/homeaffairs/files/what-we-do/networks/european_migration_network/reports/docs/emn-studies/12a_greece_report_study_information_voluntary_return_en_version.pdf, p. 11.

³⁸ Ministry of Interior/General Secretariat for Population and Social Cohesion (2013) National Strategy for the Integration of Third-Country Citizens. Athens: Ministry of the Interior/General Secretariat for Population and Social Cohesion. Available at: http://www.ypes.gr/UserFiles/f0ff9297-f516-40ff-a70e-eca84e2ec9b9/ethnikisratig_30042013.pdf

³⁹ <http://www.ypes.gr/UserFiles/24e0c302-6021-4a6b-b7e4-8259e281e5f3/metanast-N4251-2014.pdf>

⁴⁰ Eurofound (2016), Approaches to the labour market integration of refugees and asylum seekers, Publications Office of the European Union, Luxembourg. https://www.eurofound.europa.eu/sites/default/files/ef_publication/field_ef_document/ef1646en.pdf

⁴¹ Ministry of Health, Working Document 17131/313/12.04.2016 Conditions of access to employment of individuals recognized by the Greek State as beneficiaries of international protection, applicants for international protection, individuals granted a residence permit in Greece for humanitarian reasons <https://www.synigoros.gr/resources/160812-eggrafo.pdf>

Also, in accordance with Article 71 of Law 4375/2016: Applicants for international protection, following the filing of the application for international protection in accordance with the provisions in force, and, if they hold an “application for international protection” or “third country national’s asylum application”, issued in accordance with the provisions of Article 2 f. 24’ of the Presidential Decree 113/2013 (A 146) of article 41 paragraph 1 (d) of this and article 8 par. 1 f. 4’ of the Presidential Decree 114/2010 respectively, have the right of access to dependent employment or to the provision of services or work/project.⁴²

e) What are the main objectives of the labour market integration strategy?

According to the “National Strategy for the Integration of Third-Country Nationals” of the General Secretariat for Citizenship and Social Cohesion of the Ministry of Interior, the main objectives of the strategy for labour market integration are developed under the following dimensions:

- Tackling discrimination at all stages of integration of third-country nationals into the labour market (recruitment, promotion procedure, etc.)
- Ensuring labour rights and combating the uninsured work of third-country nationals
- Promoting the participation and contribution of third-country nationals to the host society through employment⁴³

If NO: does your MS have a mainstream approach with regard to labour market integration?

If so, please describe the mainstream approach focusing only on those measures for third-country nationals within the scope of this study.

Q6. Have the increased migration flows, since 2015, had any influence on the current regulation and/or policy of integration of third-country nationals in the labour market (e.g. has there been an increase in cooperation between different stakeholders and services as a consequence of increased migration flows or some measures/activities/finances were stopped due to new identified priorities)? If so, please briefly describe the changes.

Please do not focus on measures for beneficiaries of international protection, but only on changes in integration measures for other third-country nationals as a result of the migration flows since 2015.

In 2017, following the application of the provisions of Law 4443/2016, the Circular No. 17341/501 of the Ministry of Labour, Social Security and Social Solidarity was published, with the subject of “Cooperation of Services of the Ministry of Labour, Social Security and Social Security” Social Solidarity with the Ombudsman to monitor the implementation of the principle of equal treatment⁴⁴. In addition, specific measures are expected in the new National Strategy for Integration (NSI), which has been developed by the Ministry of Migration Policy and will be published in the near future.

Q7. Have there been any debates recently in media/academia/NGOs generally on integration and specifically on integration in the labour market? Refer to the target group within the scope of this study. Please shortly describe the topics discussed.

The issue of integration in the labour market is one of the most important issues and is a constant issue of discussion both in the media as well as between academics and NGOs. Particularly:

- In February 2015, the Hellenic Foundation for European and Foreign Policy (ELIAMEP) published a report entitled “Monitoring and Evaluating Measures for the Inclusion of Vulnerable Migrant Groups”, which provides a detailed assessment of their policies and results regarding the integration of vulnerable groups of migrants in the Greek territory⁴⁵,
- In July 2017⁴⁶ the National Report on: Mapping the training needs of beneficiaries of international protection and the existing mechanisms for training provision in five EU Member States (with a focus on women) was published, under the programme Enhancing the Integration of Women, Beneficiaries of International Protection by Development and Implementation of Multifaceted Integration Trainings (INTEGRA-TRAIN)⁴⁷.
- On Friday 23/03/2018 the event “Live together - Working together” took place in Seraphio with the support of Europe Direct. The event was attended by the International Rescue Committee (IRC), Solidarity Now, Caritas Hellas, METAdrasi, Melissa, Praksis, Generation 2.0, Organization Earth, Home and Entrepreneurship Academy, with more than 180 representatives of organizations, institutions, private companies, migrant and refugee communities. The aim of the event was to bring together representatives of field organizations, private companies, refugee migrants and the wider public with a view to jointly identify gaps, good practices and solutions⁴⁸.

⁴² <http://asylo.gov.gr/wp-content/uploads/2016/06/N.4375.pdf>

⁴³ Ministry of Interior/General Secretariat for Population and Social Cohesion (2013) National Strategy for the Integration of Third-Country Citizens. Athens: Ministry of the Interior/General Secretariat for Population and Social Cohesion. Available at: http://www.ypes.gr/UserFiles/f0ff9297-f516-40ff-a70e-eca84e2ec9b9/ethnikisratig_30042013.pdf

⁴⁴ <http://www.ypakp.gr/uploads/docs/10576.pdf> and https://www.synigoros.gr/resources/N4443_2016.pdf

⁴⁵ http://www.eliamap.gr/wp-content/uploads/2015/03/ASSESSNatI.Report.Phase2_FINAL_Greek.pdf

⁴⁶ <http://www.eliamap.gr/wp-content/uploads/2017/05/report-integratrain-greece.pdf>

⁴⁷ <http://www.eliamap.gr/category/migration/enhancing-the-integration-of-women-beneficiaries-of-international-protection-by-development-and-implementation-of-multifaceted-integration-trainings-integra-train/> and <http://www.eliamap.gr/wp-content/uploads/2017/05/report-integratrain-greece.pdf>

⁴⁸ <https://www.accmr.gr/el/véa/604-ζούμε-μαζί—εργαζόμαστε-μαζί-η-προσφυγιά-δεν-είναι-ταυτότητα,-είναι-μια-προσωπική-ιδιότητα.html?art=1>

- The “National Strategy for Integration” was presented by the Minister for Migration Policy and the Secretary General at the Governmental Council for Social Policy (KISKOIP in Greek), which met on 18 July 2018 with broad participation under the Deputy Prime Minister and Minister for Economic Affairs and Development, who stressed that the government and Greek society faced the refugee crisis in terms of dignity, solidarity and respect for human rights, despite the adverse conditions shaped by the economic crisis and bankruptcy in Greece. Referring to what has happened since the refugee crisis, he noted: “The intensity and extent of the war operations in Syria has led to the explosion of refugee flows to neighboring states and to Europe. The phenomenon triggered the influx of applicants for international protection (refugees) and secondarily immigrants without the necessary documents. The Government was accused by the opposition that our policy has supposedly created the stream of refugees. Closed sea borders, however, means loss of innocent lives in the Aegean”. Speaking about the conjuncture and the future, he said: “Today we are at the heart of a global transition from a state of emergency to a period of relative normality. The major refugee flows to Greece have dwindled, without this meaning that the phenomenon has been eliminated. The new challenge the country faces, is to integrate migrants, asylum seekers and beneficiaries of international protection into the social fabric, creating a people who have the right to work, education and health, cultural goods. Our passage to the post- Memorandum of Understanding era cannot exclude them”. The government complemented forms a comprehensive strategy of humanistic values, based on real facts and sets realistic goals. Analyzing the Integration Strategy, the Minister for Migration Policy underlined that it is based on five pillars: 1) It transfers the implementation of migration policy from the international organizations and NGOs (providing humanitarian assistance in times of crisis) to the Ministry for Migration Policy, other public bodies and local government. It thus makes Municipalities and Regions co-modifiers of integration policies, implementing agencies, while sensitizing and activating local societies. 2) It creates horizontal policies, harmonizing the existing actions of the Ministries with the Ministry for Migration Policy’s integration goals. 3) It promotes e-Government with actions that change the refugee and immigrant’s contact with the Greek State, aiming at qualitative upgrading of services provided by the State and the fight against corruption and non-transparent phenomena. Furthermore, the refugee card is has been established which, combined with the system of registration and identification that is already in operation in the country, offers the State, at all times and in real time, the necessary information in a way that guarantees the principles of justice, promotes public order and enhances citizens’ sense of security. 4) It reforms the legislative framework aimed at restoring the legitimacy of migrant men and women who have irregularly entered the country or have lost their status of legality, by ensuring on the one hand legal access to the labour market and on the other, securing the right to basic services and goods. 5) It guarantees integration and not assimilation into Greek society, respecting both the values of host societies and cultural diversity, in terms of mutual recognition and creative coexistence in an environment of equal relations, opportunities and rights. The Strategy is a product of processes launched in 2017 in working meetings with the former Minister for Migration Policy (January 2017) and the Secretary General for Migration Policy (September 2017) when the need for a public refugee policy was put to the Vice-President of the Government, with the prospect of social integration. Subsequently, a draft National Strategy was prepared by the Ministry responsible, with the contribution of the Office of the Vice-President of the Government. The draft was launched by the leadership of the Ministry for Migration Policy in a consultation process with the Offices of Ministers (since February 2018) and completed. On the basis of the suggestion of the minister, Governmental Council for Social Policy (KISKOIP in Greek) decided: a) The approval of the National Strategy for Integration, with a view to its early submission to the Hellenic Parliament for voting. b) Establishment of an Inter-ministerial Coordination Committee, for the supervision and evaluation of the National Strategy implementation process. c) The establishment of a Technical Working Group, with the participation of all relevant ministries as well as the Hellenic Statistical Authority in order to contribute to the continuous enrichment and improvement of the effectiveness of the National Strategy⁴⁹.

Recent academic publications (indicatively):

- Kapsalis, A. (2018) *Migrant workers in Greece: Labour relations and migration policy at the times of the memorandums of understanding*. Athens: Topos (in Greek).
The author focuses on the role migration and migration policy plays in the development of labour law in Greece through a concise depiction of multiple versions of entrapment and non-freedom of migrants in an environment of division of labour law and widespread delinquency. In the years of the memorandums of understanding, a cluster of deregulation, inequality and illegality determines Greek social policy, imposing a framework of immobility and impasse both on the migrant populations themselves and on the state or movement approach of modern transnational mobility. From this point of view, the urgent need for the elaboration of a radically different migration policy arises, which is set out in detail in this book.

⁴⁹ Source: <http://www.avgi.gr/article/10836/9045072/kyskoip-e-ethnike-strategike-gia-ten-entaxe-ton-metanaston>

- Fouskas, T. (2016) "Precarious, Low-Status Labor, Broken Families and Communities, Shattered Networks of Solidarity and Collectivity, Racial and Class Inequalities, and Ethnic and Gendered Division of Labor: Migrant Filipina Live-in Domestic Workers and Palestinian Refugee Unskilled Manual Laborers in Greece in Times of Crisis", *European Politeia*, 3(2), 430-461. Focusing on results of in-depth interviews, this article examines the cases of female migrant live-in domestic workers from the Philippines and male refugee manual laborers from Palestine and on how the frame of their work and employment in precarious, low-status/low-wage jobs, in the context of migration, affects their participation in primary and secondary solidarity groups i.e. family and community during the economic crisis in Greece. The analysis examines what perceptions and practices migrant Filipina live-in domestic workers and Palestinian refugee unskilled manual laborers have developed towards collectivity and solidarity. Immigrants and refugees are entrapped in a context of modern slavery and bonded labour conditions, that of domestic work and hard unskilled manual labor. Within this context, migrants are isolated, alienated from family and community networks of support and solidarity. Most of the interviewees function in an atomistic manner, they are isolated from their compatriots and confront their social and work-related problems alone.

Recent publications in the Media (indicative):

- Gakou, M. and Tsiklikis, Ch. (2018) "Cooperative Economy and Social Entrepreneurship: A Means of Integration of Immigrants and Refugees", *Era*, 13 April 2018, <http://epohi.gr/ena-meso-entaxis-metanaston-kai-prosfigon/> (in Greek)
- Over the last five years, migratory flows to Greece have been disproportionately higher than those in previous years. A country hit by the prolonged and particularly tense economic recession has been confronted with the daily reception of thousands of immigrants and refugees, while at the same time being called upon to ensure decent living conditions, but also to cover adequately the basic needs of such people as shelter, food and healthcare. International human rights lead, by definition, to the need to pursue policies which must be guided by smooth social integration and ensuring the harmonious coexistence and assimilation of all migrants into Greek society.
- NewsTA (2018) "A wide-ranging meeting in Athens for the integration of immigrant-refugees", *NewsTA*, 29 March 2018, <http://newsta.gr/dimos/eupelia-suskepsi-forewn-stin-athina-yla/> (in Greek)
- More than 180 representatives of organizations, institutions, private companies and citizens participated in the event "We Live Together - We Work Together", organized by the Athens Coordination Center for Migrant and Refugee issues (ACCMR) of the Municipality of Athens. The event was held in Serafio, Athens, by the Committee for the Development of Skills and Empowerment through Livelihoods, the Center for Co-ordination of Immigrants and Refugees of the Municipality of Athens, which operates with the founding donor of the Stavros Niarchos Foundation and with the coordination of the Athens Partnership. "Access to the labour market is one of the major pillars of the accession process. The challenge for Greece, a country with official unemployment over 20%, is to find ways to facilitate access to the accession groups. It is also important in this endeavor that the actors involved should promote the concept of social cohesion so that the host societies can also benefit", emphasized by Lefteris Papayannakis, the Deputy Mayor for Immigrants and Refugees and Municipal Decentralization at the Municipality of Athens.
- Fotiadi, I. (2018) "They dream the future with a pair of scissors in hand", *Kathimerini*, 09 February 2018, <http://www.kathimerini.gr/947817/gallery/epikairothta/ellada/oneireyontai-to-mellon-me-ena-validi-sto-xeri> (in Greek)
"When will we have a lesson again?" With this question, 66 graduates of the Acmi Education Organization from Syria, Afghanistan, Iran, Morocco, Jordan, Egypt, Ukraine and Palestine received their certificates. Their participation in the hairdressing and clothing design departments (patron) was secured through the programme "METAVASIS - Participation, Enhancement and Integration of Refugees/Immigrants in Greece" carried out by Caritas Hellas, funded by the German Foreign Ministry and Caritas Germany.
- Psychogios, T. (2018) "Policy of integration and not assimilation for immigrants and refugees", *Avgi*, 26 March 2018, <http://www.avgi.gr/article/10811/8795876/polike-entaxes-kai-ochi-aphomoioises-ton-metanaston-kai-prosphygon-#> (in Greek)
Integration is a dynamic, two-way process of mutual adaptation of both the reception society and the migrants living in this society. Respect for the diversity of migrants and their emergence is a wealth for all. The simplest argument for those who respond to integration policy is to put themselves in the shoes of these individuals. The initiative of the Refugee and Migration Policy Department of the Coalition of the Radical Left (SYRIZA) is extremely important. The workshop regarding integration is a good opportunity to develop our arguments and exchange views. Individuals who are scientifically involved in the issue, the institutional actors, and the individuals who are actually involved in the field will provide with invaluable contributions.

Recent events of research centres (indicative):

Hellenic Foundation for European and Foreign Policy (ELIAMEP) (2018) "Labor Market and Integration of Refugees: Reality and Capabilities" (31 January 2018, closed discussion), 07 February 2018, Athens: ELIAMEP, <http://www.eliamep.gr/events/αγορά-εργασίας-και-ενσωμάτωση-των-πρ/>

A closed discussion was held on 31 January 2018 on "Labor Market and Integration of Refugees: Reality and Opportunities". The aim of the discussion was to map out the absorption possibilities in the labour market as well as to identify steps that would make operational and effective efforts to integrate refugees into the labour market. For the purpose of this debate, representatives from the Ministry for Migration Policy, the Ministry of Education, the Ministry of Labour, representatives of companies and businesses, non-governmental organizations aiming at connecting refugees with the labour market and representatives of professional and business links and confederations, were invited. The event aimed at networking among the various stakeholders and highlighting good practices from the point of view of integration.

Q8. Is the labour market integration of third-country nationals within the scope of this study, seen as a political priority in your Member State and if so, by whom (national government, legislator, or other political actors)?

Integration into the labour market is a political priority at central government level and more specifically for the Ministry for Migration Policy and the Ministry of Labour, Social Security and Social Solidarity.

1.3. IMPLEMENTATION OF LABOUR MARKET INTEGRATION POLICY: INSTITUTIONAL FRAMEWORK, MONITORING AND EVALUATION

Q9. Please provide an organogram of the institutional framework for the labour market integration of third-country nationals within the scope of this study indicating responsibilities of the different governmental actors in implementing integration policies and measures. Please also include local level and central level governance structures.

Please also include any other stakeholders/major players (e.g. Public Employment Services, NGOs, chambers of commerce, trade unions), if they have a significant role. Local level initiatives should only be included, if i) they arise from a national level mandate, or ii) they are established / operating through national funding mechanisms.

Ministerial Decision No. 11134, Government Gazette 867 B 10/03/2017, on the: Amendment of the number 66224/2014/22/12/2014 Joint Ministerial Decision, "Determination of specific issues regarding the procedure for determining the volume of admission of third-country nationals and the recruitment process for dependent employment, seasonal employment, fishermen's employment and highly skilled persons' employment"⁵⁰.

No 66224/2014/22/12/2014 Joint Ministerial Decision, "Determination of specific issues regarding the procedure for determining the volume of admission of third-country nationals and the recruitment process for dependent employment, seasonal employment, fishermen's employment and highly skilled persons' employment"⁵¹.

Implementation of a pilot programme of agricultural education for refugees aged 15-18. The aim of the action is to help learners/students acquire technical skills that they can use to join the labour market or to meet personal needs and/ or welfare goals⁵².

Law 4375/2016(GG A 51/03/2016)⁵³, "On the organization and operation of the Asylum Service, the Appeals Authority, the Reception and Identification Service, the establishment of the General Secretariat for Reception, the transposition into Greek legislation of the provisions of Directive 2013/32/EC "on common procedures for granting and withdrawing the status of international protection (recast) (L 180/29.6.2013), the provisions on the employment of beneficiaries of international protection and other provisions"⁵⁴, includes, inter alia, provisions on the conditions, rights and obligations for incoming third country nationals - beneficiaries of international protection. Law entered into force in April 2016, through discussions and calculations about the legal reforms required to implement the EU-Turkey Declaration of the 18 March 2016. The law introduces a significant number of changes to the institutional framework, the first asylum procedures, the labour rights of beneficiaries of international protection, and the management of refugee flows in Greece. The new Asylum Act adapts Greek law to the provisions of the Directive 2013/32/EU of the European Parliament and of the Council of 26 June 2013 on common procedures for granting and withdrawing international protection, which is governed by a double legal framework under Presidential Decree 114/2010 for applications submitted before 7 June 2013 ("the old procedure") and Presidential Decree 113/2013 for applications submitted after that date ("new procedure") has undergone several significant changes. More specifically, they are listed on the official website of the Asylum Service as follows: As an applicant for international protection in Greece: • Your deportation is prohibited until the examination of your application is completed. • You may move freely throughout the country, unless specific areas of the country where you may move freely are determined on the card that you are provided with. • If you are homeless, you may ask to be hosted in a Reception Center or other facility. Your request will be accepted, if there are available places. • You have the right to work under the conditions set by Greek law⁵⁵.

Law 4332/2015, "Amendment of the provisions of the Greek Nationality Code – Amendment of Law 4521/2014 to transpose to Greek law Directive 2011/98/EU of the European Parliament and of the Council "on a single application procedure for a single permit for third-country nationals to reside and work in the territory of a Member State and on a common set of rights for third country workers legally residing in a Member State" and Directive 2014/36/EU "on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers"; other provisions"⁵⁶, amended the provisions of the Immigration and Social Integration Code 4251/2014 on the adaptation of Greek legislation to Directive 2011/98/EU of the European Parliament and of the Council of 13 December 2011 on a single application procedure for a single permit for third-country nationals to reside⁵⁷ and work⁵⁸, in the territory of a Member State and on a common set of rights for third-country workers legally residing in a Member State and Directive 2014/36/EU of the European Parliament and of the Council on the conditions of entry and stay of third-country nationals for the purpose of employment as seasonal workers.

The "Immigration and Social Integration Code and other provisions" is the basic legal instrument for legal migrants and therefore their access to the labour market (Law 4251/2014, "Immigration and Social Integration Code and other provisions", Government Gazette Issue 80). These provisions include: Article 11: Procedure to determine the volume of admission for the purposes of employment, Article 12: Request for the hiring of third-country nationals for purposes of paid employment, Article 13: Request for the hiring of third-country nationals for purposes of seasonal employment, Article 14: Request for the hiring of third-country nationals for purposes of employment in fishery, Article 15: Issue and renewal of residence permit for purposes of paid employment, Article 16: Issue and renewal of residence permit for purposes of investment activity.

⁵⁰ Available at: <http://immigration.gov.gr/documents/20182/31271/KYA-11134-FEK867B.pdf/485e6fb9-2720-443e-a28b-757342266522>

⁵¹ <http://www.ypes.gr/UserFiles/f0ff9297-f516-40ff-a70e-eca84e2ec9b9/ky66224-22122014.pdf>

⁵² Available at: <http://www.amifisf.gr/wp-content/uploads/2017/06/Πρόσκληση-010.pdf>

⁵³ Available at: <http://asylo.gov.gr/wp-content/uploads/2016/06/N.4375.pdf>

⁵⁴ Available at: <https://www.synigoros.gr/resources/docs/n-4375-2016.pdf>

⁵⁵ Available at <http://asylo.gov.gr/wp-content/uploads/2016/06/N.4375.pdf>

⁵⁶ See: <http://www.synigoros.gr/resources/4332.pdf>

⁵⁷ Available at: <http://www.eliamep.gr/wp-content/uploads/2017/11/Pdfgr.pdf>

⁵⁸ See: Marouda, M.-D., Rossidi, M., Koutsouraki, E. and Saranti, V. (2015) Changes in Immigration Status and Purpose of Stay: An Overview of EU Member States Approaches. EMN Focused Study 2015. Athens: Institute of International Relations (IIR)/Hellenic Ministry of Interior and Administrative Reconstruction and Brussels: European Migration Network (EMN)/European Commission, <http://goo.gl/7ib7Wl> (in English) and <http://goo.gl/pmuUSY> (in Greek)

Law 4384/2016 (GG A' – 78/26.04.2016) "Agricultural Cooperatives, forms of collective organization of rural areas and other provisions". With article 58 of Law 4384/2016 (Government Gazette A - 78/26.04.2016) "Agricultural cooperatives, forms of collective organization of rural areas and other provisions", added Article 13A in Law 4251/2014 ("Immigration and Social Integration Code and other provisions"), which now provides for the possibility of employing illegally staying third-country nationals to meet the agricultural needs of the country. If the jobs/employment places provided for work in the rural economy are not covered, the employer can submit to the Decentralized Administration of his/ her area of residence, the application for the -under exception- employment of third country nationals who are denied a residence permit in the country to address the urgent needs of rural exploitation. The application shall indicate the number of jobs/employment places according to the corresponding agricultural area or livestock per worker following the application of the joint ministerial decision referred in paragraph 3 Article 11, the data and the nationality of the third-country nationals employed, the specialization and the duration of the employment. Applications shall be evaluated in the order in which they are submitted by the Coordinator of the Decentralized Administration, who may issue authorizations for the -under exception- employment of irregular third-country nationals, until the completion of the number of employees provided in the joint ministerial decision, referred in paragraph 1 of Article 11. The authorization granted for the – under exemption- employment of third-country nationals is a reason for postponing expulsion and the provisions of Article 24 of Law 3907/2011 (A 7) apply accordingly. The competent department of the Decentralized Administration shall send the provided act of approval to the local Police Directorate. In case a return decision has already been issued, the competent police authority issues a certificate of postponement of expulsion pursuant to paragraph 4 of Article 24 of Law 3907/2011, provided that there is no major reason for public order and security in accordance with subparagraph (c) Article 6. In case a return decision has not been issued, the competent police authority issues a return decision and a certificate of postponement of expulsion, pursuant to paragraph 4 of Article 24 of Law 3907/2011. Third-country nationals who have been postponed to leave/return, shall apply to the Administrative Region of their place of residence, for a work permit application pursuant to Article 3 53619/735/2015 of the decision of the Ministers of Interior and Administrative Reconstruction, Economy, Development and Tourism and Labour, Social Security and Social Solidarity (Government Gazette B 2631).

Regarding labour market and skill needs and shortages in relation to the employment of third-country nationals, the following legislative regulation was introduced: Ministerial Decision No. 7451, Government Gazette 867 B' 16/03/2017 "Modification in the admission volume for dependent work"⁵⁹. Also, by decision of the Board of Directors (BoD) of the Manpower Employment Organization (OAED in Greek): 1) By the No. 553/15-27/02/2018 Decision of the BoD of the Organization the amendment of the Decision No. 3701/55-22/11/2011 of the BoD of OAED (Government Gazette 3018/B-30/12/2012) was approved, as follows: "Following indent (b), of paragraph 1, of Article 6, of Chapter A, three new indents are added as follows: "(c) Certificate of Temporary Hospitality Structures or certificate of residence in a concessional property or contract of concession for unemployed refugees and asylum seekers. d) Certificate of residence from an Open Day Centre for the Homeless/Dormitory or a certificate issued by a Social Service that the beneficiary lives on the street or in inappropriate accommodation facilities or a certificate of residence in special hospitality structures or in Units of Closed Care or in Shelters of Supported Living or in Guesthouses of Transitional Hospitality or Social Guesthouse of Short-Term Hospitality for the unemployed homeless. e) Certificate of hospitality by corresponding Hospitality Structures for: Unemployed women hosted in Shelters for Women victims of violence. Unemployed individuals who are hosted in Children's Protection Structures, have reached the age of 18, are not studying or do not have access to housing. Unemployed individuals who are hosted in Psychosocial Rehabilitation Units (boarding houses, guesthouses, etc.), or are beneficiaries of the Protected Apartments Programme of the no. 9 of Law 2716/1999". Points/Indents c, d, e and f of paragraph 1 of Article 6 of Chapter A shall be renumbered as f, g, h and i". As a result, the registration of refugees and asylum seekers in the registry of the Organization is possible, after the submission of a certificate of Temporary Hospitality or a certificate of Temporary Hospitality Structures. The unemployed of the Organization of Refugees and Asylum Seekers can submit a Certification of Temporary Hosted Structures or a certificate of residence in a concessional property or contract of concession and if they meet the rest requirements of the Decision No. 3701/55-22/11/2011 of the BoD of OAED (Government Gazette 3018/B'-30/12/2012).

Law 4443 of 2016 transposes to the Greek legislation the Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin, the Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation and the Directive 2014/54/EU on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers. Competent Bodies for the integration of third-country nationals in the Greek territory:

- Ministry of Migration Policy: The Directorate of Social Integration according to Law 4375/2016 (Government Gazette 51 A) aims to study, design and implement the integration policy for beneficiaries of international protection and migrants in the Greek Territory. In 2017, Presidential Decree no. 122, the "Organization of the Ministry for Migration Policy" (Government Gazette 149 A'/1010-2017/10/10/2017)⁶⁰, was established, and through this decree the relevant responsibilities were ratified.
- The Ministry of Labour, Social Security and Social Solidarity regulates the issues of vocational rehabilitation and the framework of employment of citizens and third-country nationals legally residing in third countries in the Greek territory.

⁵⁹ Available at: <http://immigration.gov.gr/documents/20182/31271/KYA+τροποποιησης+ογκου+εισοδοχης+για+εξαρτημενη+εργασία.pdf/55cac95c-125c-4a8a-bec7-24776de20128>

⁶⁰ <http://www.immigration.gov.gr/documents/20182/31274/FEK149A-10102017.pdf/c6ef518a-b8c2-4bd9-ba15-b02c580aaebc>

- The Manpower Employment Organization (OAED) operates in three pillars of operation: a) promotion of employment, b) unemployment insurance and social protection of motherhood and the family, and c) vocational education and training⁶¹.
- Migrant Integration Councils function as advisory bodies of municipalities to enhance the integration of migrants into the local community⁶².

Indicative Civil Society organizations: UN Higher Commissioner for Refugees, Greek Council for Refugees, METAdrasi, ARSIS PRAKSIS, Red Cross, The Arc (Kivotos) of the World, KARITAS Greece, Ecumenical Programme For Refugees, ACTIONAID, CIVIS PLUS⁶³

Ministerial Decision No. 27354, Government Gazette 3080 B 01/09/2017, on the subject: Protocol No. 4872/105/13/02/2017 of the Joint Ministerial Decision "Determination of the maximum number of residence permits for third country nationals for the years 2017 and 2018" (B 398)⁶⁴.

Ministerial Decision No. 4872, Government Gazette 398 B 13/03/2017 on the "Determination of the maximum number of residence permits for third country nationals for the years 2017 and 2018"⁶⁵.

7451 - Government Gazette 867 B 16/03/2017 "Modification of admission volume for dependent work".

In addition,, for students and researchers the following legislative regulations are introduced: Ministerial Decision No. 368, Government Gazette 352 B' 07/02/2018, on "Residence permits of third-country nationals entering Greece to attend Training Schools for pilots, engineers and cabin crew members, operating under the approval of the Civil Aviation Authority"⁶⁶. Moreover, regarding students, the legislation is under revision (recast) and for the ICTs, an amendment has been submitted at the Hellenic Parliament. Regarding information on the routes to and conditions of legal migration, information campaigns, websites, specific centers, etc., and Cooperation with third countries were implemented; for example, pre-departure measures were implemented, which may include provision of information on visas and work permits, taking place both in the (Member) State and/or a third country. In relation to long-term residence and intra-EU mobility of legally resident third-country nationals emphasis was given to: a) Long-term residence⁶⁷ and b) intra-EU mobility of third-country nationals between (Member) States.

In accordance with national law, the rights of beneficiaries of international protection in Greece (recognized refugees and recognized beneficiaries of subsidiary protection) are governed by Presidential Decree 141/2013⁶⁸, which incorporates the recast Directive 95/2011/EU on procedures for determining refugee status. Although formally beneficiaries of international protection enjoy a range of rights, they are subject to integration policies for third-country nationals and have access to social integration services in accordance with Article 35 of Presidential Decree 141/2013⁶⁹ and Article 128, paragraph 2 of Law 4251/2014, which states that "Integration policies and their actions apply to all legally resident third-country nationals and their family members", incomplete integration measures and the continuing impact of the economy crisis in Greece, pose significant challenges and often lead to the marginalization of these populations, according to the UNHCR in Greece⁷⁰.

⁶¹ <http://www.oaed.gr/o-organismos-oaed>

⁶² <http://www.oaed.gr/o-organismos-oaed>, See: <http://goo.gl/tESyPg> and <http://goo.gl/L8HvMY>

⁶³ See also: "Rebuilding lives through Employment", The project has the overall aim to contribute to promoting the employability of young immigrants/refugees in Europe. <http://civisplus.gr/wp-content/uploads/2018/05/Experience-leaflet-rebuilding.pdf>, <http://civisplus.gr/wp-content/uploads/2018/05/Activities-and-learning-outcomes.pdf>, <https://rebuildinglives.wordpress.com/the-project/>

"The more aware – the closer to the labour market", <https://themoreaware.files.wordpress.com/2018/03/more-aware-main-activities-and-learning-outcomes-report-1.pdf>, <https://themoreaware.wordpress.com/the-project/>

eSKILLS4ALL (October 2017-March 2020) <http://civisplus.gr/portfolio-view/eskills4all/> A digital skills tool kit for low skilled adults focusing on women re-entering the labour market, Empowering unemployed adults with a focus on women through training, Enhancing employment prospects of unemployed adults, <http://eskills4all.eu>

⁶⁴ Available at: <http://immigration.gov.gr/documents/20182/31271/kya27354-444-01092017.pdf/0ea441b9-8bdd-47fc-a688-01d051684846>

⁶⁵ Available at: <http://immigration.gov.gr/documents/20182/31271/KYA-4872-FEK398B.pdf/1b7c0bc8-72eb-4753-806f-95b9257b6400>

⁶⁶ <http://immigration.gov.gr/documents/20182/49311/KYA368-24012018.pdf/9b55f428-f8b2-4175-a9a4-a36df2ad7357>

⁶⁷ A long-term resident is a citizen from a country outside the EU who has been given long-term resident status. This status means that the person will have similar rights as EU citizens. (Directive 2003/109/EC).

⁶⁸ See: Government Gazette of the Hellenic Republic (2013) Presidential Decree No. 141 Adaptation of the Greek legislation to the provisions of Directive 2011/95/EU of the European Parliament and of the Council of 13 December 2011 (L 337) on the recognition and status of aliens or stateless persons as beneficiaries of international protection, for a single status for refugees or persons eligible for subsidiary protection and the content of the protection afforded (recast). Athens: National Printing House, http://www.firstreception.gov.gr/PRIImages/EditorImages/p-d-141_2013.pdf (in Greek)

⁶⁹ See: Government Gazette of the Hellenic Republic (2013) Presidential Decree No. 141 Adaptation of the Greek legislation to the provisions of Directive 2011/95/EU of the European Parliament and of the Council of 13 December 2011 (L 337) on the recognition and status of aliens or stateless persons as beneficiaries of international protection, for a single status for refugees or persons eligible for subsidiary protection and the content of the protection afforded (recast). Athens: National Printing House, http://www.firstreception.gov.gr/PRIImages/EditorImages/p-d-141_2013.pdf (in Greek); European Union/Council of the European Union (2011) Directive 2011/95/EU of the European Parliament and of the Council of 13 December 2011 on standards for the qualification of third-country nationals or stateless persons as beneficiaries of international protection, for a uniform status for refugees or for persons eligible for subsidiary protection, and for the content of the protection granted (recast), 20 December 2011, OJ L 337/9-337/26; 20.12.2011, 2011/95/EU, <http://www.refworld.org/docid/4f197df02.html>.

⁷⁰ See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2014) Greece as Country of Asylum: Recommendation of the UN High Commissioner for Refugees Observations in Greece on the Asylum Status in Greece. December 2014. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece, <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf> (in Greek); European Union/Council of the European Union (2011) Directive 2011/95/EU of the European Parliament and of the Council of 13 December 2011 on standards for the qualification of third-country nationals or stateless persons as beneficiaries of international protection, for a uniform status for refugees or for persons eligible for subsidiary protection, and for the content of the protection granted (recast), 20 December 2011, OJ L 337/9-337/26; 20.12.2011, 2011/95/EU, available at: <http://www.refworld.org/docid/4f197df02.html>.

To a large extent, practices to support the social integration of third-country nationals who are lawfully entering the country, as at least officially presented, refer mainly to migrants without targeted action for refugees or recognized beneficiaries of subsidiary or humanitarian protection. Although the Greek state, by law, stipulates that recognized refugees and beneficiaries of international protection have the right to work, the state cannot guarantee them recruitment, as it cannot secure a job for the Greek citizens either.

More specifically, Greece's legal framework, in Article 24 of Presidential Decree 141/2013, stipulates that a recognized residence permit of three (3) years is granted to recognized refugees and to beneficiaries of subsidiary protection⁷¹. According to Article 1 of the subsequent Ministerial Decision No. 7315/2014 (2461/B/16.09.2014) on the issue of residence permits, as published in September 2014⁷², to beneficiaries of international protection status and their family members, a uniform residence permit is issued by decision of the Asylum Service or the Boards of Appeal of the Appeal Authority (Law 3907/2011, article 3). Concerning the legal framework in force in Greece for employment, Presidential Decree 141/2013⁷³, with Article 27, entitles the beneficiaries to international protection to engage in an employed or self-employed activity, in accordance with the provisions of Presidential Decree 189/1998. For beneficiaries of international protection, the provisions of remuneration, access to the social security system, with regard to employed or self-employed, and working conditions shall apply. In Greece, the labour market access process for these groups is at regional level. Interested parties have every right to submit the necessary documents to the competent services of the Region in order to issue a work permit for the specialty they wish, giving them the right to access the labour market of the country.

The procedure is different for asylum seekers and beneficiaries of protection for humanitarian reasons, based on Law 4332/2015⁷⁴, which is the main legislative text on these issues, and which is different for refugees and beneficiaries of subsidiary protection status, both of which fall under the regime of international protection. Asylum seekers and beneficiaries of humanitarian protection status, who have been recognized prior to 2013 by the Greek Police, and who belong to the old regime (Presidential Decree 189/1998), are entitled to a work permit, subject to the basic requirement that a Labour Market Survey, as provided for in Article 4 of the same Presidential Decree, is conducted by the Manpower Employment Organization (OAED) and depending on whether there are Greeks, citizens of the European Union or other aliens, who are already living in Greece or legal immigrants who are interested in the specific job and specialty for which the foreigner is interested, the permit is given or not by the competent authorities of the Region. Most of the time, and especially because of the current situation in the country, where unemployment levels/rates are particularly high, their application for the work permit is rejected. This process of research is the first time (initially) in the process of granting a work permit. Renewal does not duplicate labour market research, mainly to make the renewal process easier and less bureaucratic.

⁷¹ United Nations High Commissioner for Refugees (UNHCR) in Greece (2014) Greece as Country of Asylum: Recommendation of the UN High Commissioner for Refugees Observations in Greece on the Asylum Status in Greece. December 2014. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece, <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>; See: Government Gazette of the Hellenic Republic (2013) Presidential Decree No. 141 Adaptation of the Greek legislation to the provisions of Directive 2011/95/EU of the European Parliament and of the Council of 13 December 2011 (L 337) on the recognition and status of aliens or stateless persons as beneficiaries of international protection, for a single status for refugees or persons eligible for subsidiary protection and the content of the protection afforded (recast). Athens: National Printing House, http://www.firstreception.gov.gr/PRIImages/EditorImages/p-d-141_2013.pdf (in Greek); <http://asylo.gov.gr/wp-content/uploads/2014/09/KYA-ADET1.pdf>

⁷² United Nations High Commissioner for Refugees (UNHCR) in Greece (2014) Greece as Country of Asylum: Recommendation of the UN High Commissioner for Refugees Observations in Greece on the Asylum Status in Greece. December 2014. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece, <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>; See: Government Gazette of the Hellenic Republic (2013) Presidential Decree No. 141 Adaptation of the Greek legislation to the provisions of Directive 2011/95/EU of the European Parliament and of the Council of 13 December 2011 (L 337) on the recognition and status of aliens or stateless persons as beneficiaries of international protection, for a single status for refugees or persons eligible for subsidiary protection and the content of the protection afforded (recast). Athens: National Printing House, http://www.firstreception.gov.gr/PRIImages/EditorImages/p-d-141_2013.pdf (in Greek); <http://asylo.gov.gr/wp-content/uploads/2014/09/KYA-ADET1.pdf>

⁷³ United Nations High Commissioner for Refugees (UNHCR) in Greece (2014) Greece as Country of Asylum: Recommendation of the UN High Commissioner for Refugees Observations in Greece on the Asylum Status in Greece. December 2014. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece, <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>; See: Government Gazette of the Hellenic Republic (2013) Presidential Decree No. 141 Adaptation of the Greek legislation to the provisions of Directive 2011/95/EU of the European Parliament and of the Council of 13 December 2011 (L 337) on the recognition and status of aliens or stateless persons as beneficiaries of international protection, for a single status for refugees or persons eligible for subsidiary protection and the content of the protection afforded (recast). Athens: National Printing House, http://www.firstreception.gov.gr/PRIImages/EditorImages/p-d-141_2013.pdf (in Greek); <http://asylo.gov.gr/wp-content/uploads/2014/09/KYA-ADET1.pdf>

⁷⁴ The legislation includes the migration code (4251/2014 A' 80), as in force, also see Law 4332/2015 A' 76, while the arrangements in this context for humanitarian beneficiaries are not purely refugees or beneficiaries of humanitarian protection. However, there are cases where these categories can be included in the provisions of the Humanitarian Code, Law 4332/815, Art.108, Par. 47 and Par. 48 and Art. 19A.

The Ministry of Labour, Social Security and Social Solidarity is working on this in order to promote a new Presidential Decree to abolish the market research for the alien categories mentioned above, so that all third-country nationals legally residing in Greece are able to receive a work permit. This process and the unemployment rate of 33%⁷⁵ to third-country nationals in Greece, limits the opportunities for legal employment. In 2013, Regional Authorities issued and renewed 6.952 work permits for asylum seekers and rejected 1.620 applications, while over the same period, there were over 33.000 active cases of applications for international protection pending in the Police and the Asylum Service⁷⁶. For refugees and holders of subsidiary protection status, work permits are easier to obtain; no labour market research is being carried out. In addition, the period of validity of the work permit is the same as the period of validity of the residence permit. Also, the renewal is valid for the period of validity and the residence permit. Their rights from the moment they receive the work permit are the same on the level of protection of labour and insurance rights, and on the level of support, in matters concerning them, by the relevant Ministry departments, such as the Labour Inspectorate (e.g. complaints), allowances, insurance etc. just as it is for the Greeks⁷⁷. The necessary document for the issuance of a work permit for asylum seekers and holders of humanitarian protection status is the application form for international protection-stay for humanitarian purposes, which is presented by the Asylum Service, which is in force since 2013 the new Presidential Decree. Asylum seekers encounter many problems in their contacts with the administrative services because in many cases either the 'asylum seeker' card is not recognized as evidence of their legal residence in the country⁷⁸, either they cannot provide evidence of their personal situation. Finally, they do not receive any special assistance and are facing serious difficulties in fulfilling their tax obligations, a matter which affects their ability to enjoy social rights, such as access to welfare and unemployment benefits⁷⁹. Recognized refugees and holders of subsidiary protection status must file a residence permit, which they receive from the Asylum Service, a responsible statement from an employer that they will recruit them, a document from a public health body certifying that they are not suffering from some kind of illness, so they have to go to a public hospital or health center and, if necessary, another document, for that kind of work from similar services, for example if someone is going to This, of course, also applies to the Greeks, if it is some other type of work that requires some other documents that are not specific to everyone, but they are case-by-case⁸⁰.

⁷⁵ Press Release of the Greek Statistical Authority for the 2nd quarter of 2014, <http://goo.gl/8GNkbn>, in United Nations High Commissioner for Refugees (UNHCR) in Greece (2014) Greece as Country of Asylum: Recommendation of the UN High Commissioner for Refugees Observations in Greece on the Asylum Status in Greece. December 2014. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece, p. 21, <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>

⁷⁶ See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2014) Greece as Country of Asylum: Recommendation of the UN High Commissioner for Refugees Observations in Greece on the Asylum Status in Greece. December 2014. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece, <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>

⁷⁷ Interview with Georgios Nerantzis, Head of Employee Support for Foreign Workers and Employment of Migrants in Greece, Directorate of Employment, Ministry of Labour, Social Security and Social Solidarity, 8 October 2015, in Grizis, V., Tsinisizelis, M., Fouskas, T., Karatrantos, A. and Mine F.-M. (2015) European Migration Network Focused Study: Integration of Beneficiaries of International/Humanitarian Protection into the Labour Market: Policies and Good Practices. EMN Focused Study 2015. Athens: Center for Security Studies/Hellenic Ministry of Interior and Administrative Reconstruction. Brussels: European Migration Network/European Commission, <https://goo.gl/SI6VA7>

⁷⁸ For example, the "asylum seeker card" does not entitle one to issue a driving license (Circular A3/oik.576/91/31.12.2012 of the General Secretariat of Transports Ministry of Development) nor can it be used for banking transactions. See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2014) Greece as Country of Asylum: Recommendation of the UN High Commissioner for Refugees Observations in Greece on the Asylum Status in Greece. December 2014. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece, <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>

⁷⁹ See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2014) Greece as Country of Asylum: Recommendation of the UN High Commissioner for Refugees Observations in Greece on the Asylum Status in Greece. December 2014. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece, <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>

⁸⁰ The data on access to the labour market came from the interview with Georgios Nerantzis, Head of Employee Support for Foreign Workers and Employment of Migrants in Greece, Directorate of Employment, Ministry of Labour, Social Security and Social Solidarity, 8 October 2015, in Grizis, V., Tsinisizelis, M., Fouskas, T., Karatrantos, A. and Mine F.-M. (2015) European Migration Network Focused Study: Integration of Beneficiaries of International/Humanitarian Protection into the Labour Market: Policies and Good Practices. EMN Focused Study 2015. Athens: Center for Security Studies/Hellenic Ministry of Interior and Administrative Reconstruction. Brussels: European Migration Network/European Commission, <https://goo.gl/SI6VA7>

Q10. Does your Member State produce periodic monitoring reports (e.g. annual reports) on labour market integration of third-country nationals within the scope of this study? If yes, what are the main integration indicators? How are they compiled and by whom? How do they relate to the Zaragoza indicators adopted in 2004⁸¹?

Please briefly describe main trends observed, especially focusing on the indicators related to the labour market integration of third-country nationals. Please describe the methods (qualitative, quantitative) and data (census data, survey data, administrative data) used to produce such reports.

In addition to the Zaragoza indicators⁸² (see Graphs below, 2014), there are additional indicators for the integration of migrants proposed by the Migration Policy Group and the European Services Network regarding the policy indicators MIPEX and the MIPEX Scoreboard as well as the EU's Active Citizenship Composite Indicator (ACCI)⁸³. (i) The MIPEX index records, amongst other countries, like Greece, have indicators of integration of migrants, such as labour mobility, family reunification, education, health, participation in politics, accommodation and access to citizenship and non-discrimination indicators. (ii) There is also a series of national reports: the Ministry of Labour, Social Security and Welfare, the National Strategic Framework for Social Integration(2014)⁸⁴, (iii) the Strategy for the Promotion of Social Integration, Combating Poverty and All Forms of Discrimination in the Region of Central Macedonia (PESKE), (2015)⁸⁵, (iv) the Strategy for the Promotion of Social Integration, Combating Poverty and All Forms of Discrimination in the Region of Central Macedonia (April 2015)⁸⁶ and (v) The Greek Ombudsman, in which the "Ombudsman for the Immigrant the Refugee and the Expatriate, is operating, including, among other information, the interventions of this Authority for the reception and integration of the above categories of third-country nationals in Greece⁸⁷. In the Ministry of Digital Policy, Telecommunications and Information, the most recent Refugee and Migration Newsletter is up to June 2018. This report presents the situation of the refugee-migration phenomenon of recent years, hostage measures, hospitality and programmes and actions for employment, health, education, intercultural co-existence and so on, in the context of the integration of these populations⁸⁸.

⁸¹ Please also refer to the information provided in the FRA report: Together in the EU - Promoting the participation of migrants and their descendants <http://fra.europa.eu/en/publication/2017/migrant-participation>

⁸² <http://ec.europa.eu/eurostat/web/migrant-integration/overview>; <https://ec.europa.eu/migrant-integration/librarydoc/eu-zaragoza-integration-indicators-greece> and https://ec.europa.eu/home-affairs/sites/homeaffairs/files/e-library/documents/policies/legal-migration/general/docs/final_report_on_using_eu_indicators_of_immigrant_integration_june_2013_en.pdf and <http://ec.europa.eu/eurostat/documents/3217494/8787947/KS-05-17-100-EN-N.pdf/f6c45af2-6c4f-4ca0-b547-d25e6ef9c359>

⁸³ http://www.eliamap.gr/wp-content/uploads/2015/03/ASSESSNatl.Report.Phase2_FINAL_Greek_.pdf

⁸⁴ <http://www.ypakp.gr/uploads/docs/7695.pdf>

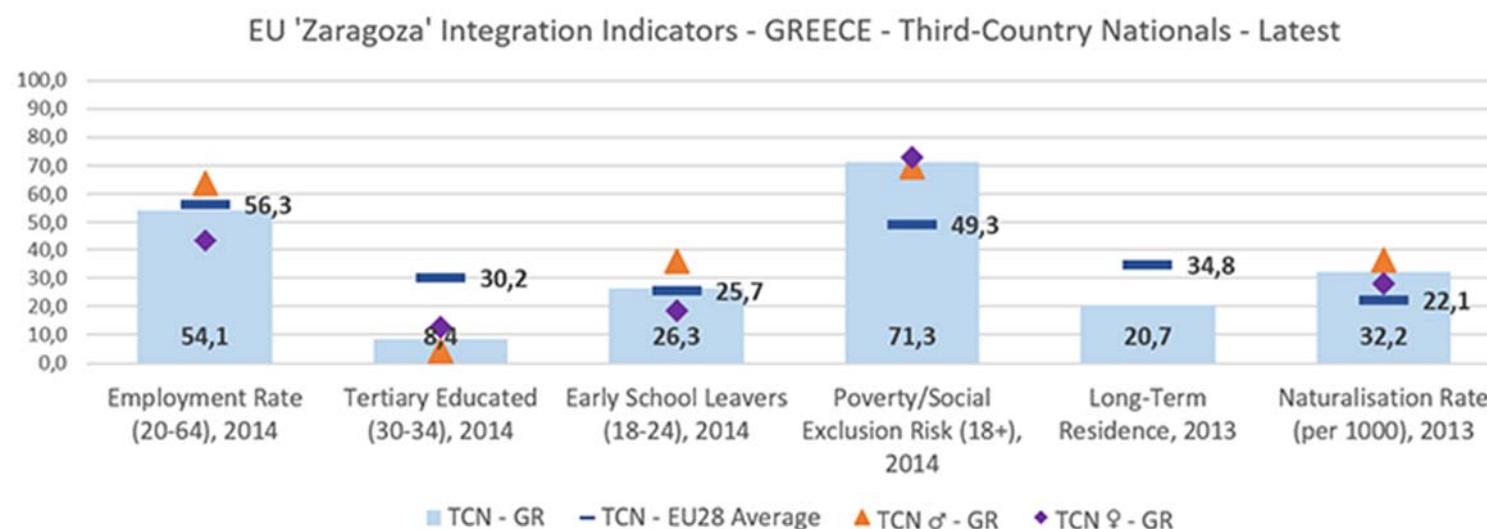
⁸⁵ http://www.pepattikis.gr/wp-content/uploads/2016/02/%CE%A0%CE%95%CE%A3%CE%9A%CE%95_%CE%91%CE%A4%CE%A4%CE%99%CE%9A%CE%97%CE%A3_v1.3.pdf

⁸⁶ http://www.pepkm.gr/attachments/stratigikes/PESKE-Kentrikis_makedonias.pdf and <http://www.pepkm.gr/%CF%80%CE%B5%CF%83%CE%BA%CE%B5>

⁸⁷ <https://www.synigoras.gr/?i=foreigner.ej> and <https://www.synigoras.gr/resources/ee2017-p00.pdf>

⁸⁸ <http://mindigital.gr/index.php/pliroforiaka-stoixeia/2386-2018-2>

Graph 8: EU “Zaragoza” Integration Indicators – Greece – Third Country Nationals – Latest

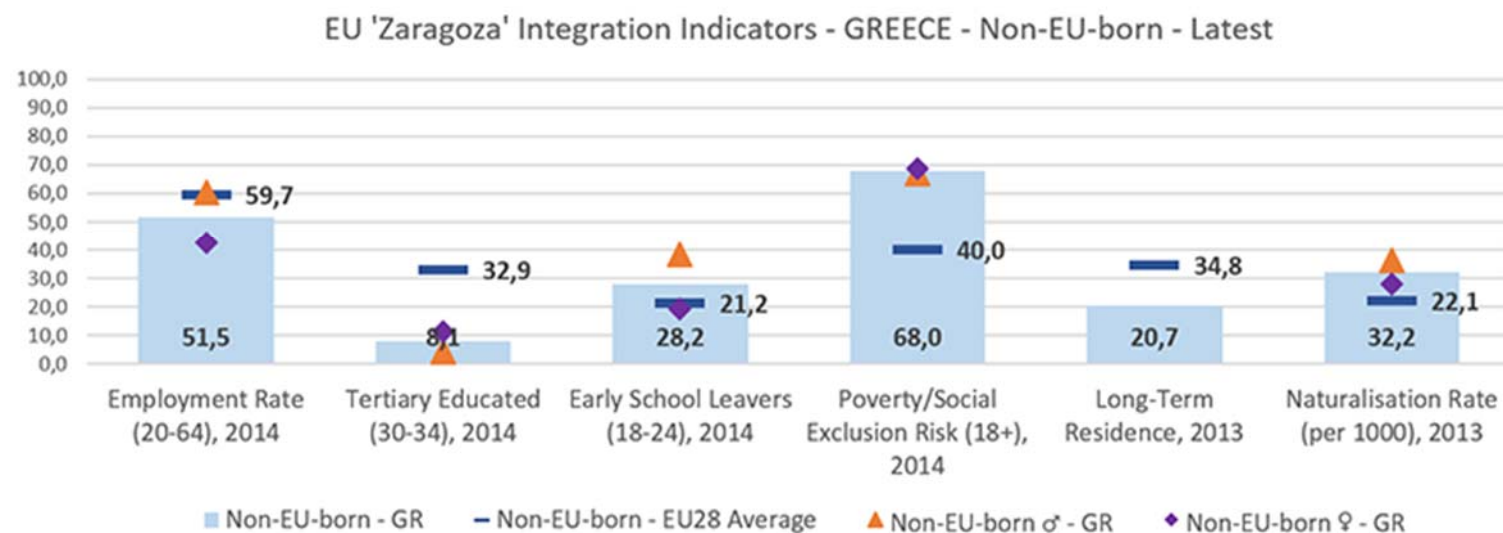


European Website on Integration www.integration.eu

Note: Eurostat reports a low level of reliability for Greece's data on Tertiary Educated from 2006-2014. Break in time series in Greece for Employment in 2009, Tertiary Educated in 2009 and 2014 and Early School Leavers in 2006, 2008, 2009 and 2014. Breaks in statistical time series occur when there is a change in the standards for defining and observing a variable over time. It should be emphasised that the occurrence of time series break may not necessarily jeopardise the reliability of a time series. Statistical agencies frequently apply a number of techniques to ensure the continuity of a time series. The impact of a time series break is often a matter of judgement on the part of the user.

Source: European Web Site on Integration (EWSI) “EU ‘Zaragoza’ Integration Indicators: Greece”, 11/04/2016, <https://ec.europa.eu/migrant-integration/librarydoc/eu-zaragoza-integration-indicators-greece>

Graph 9: EU “Zaragoza” Integration Indicators – Greece – Non-EU-Born – Latest

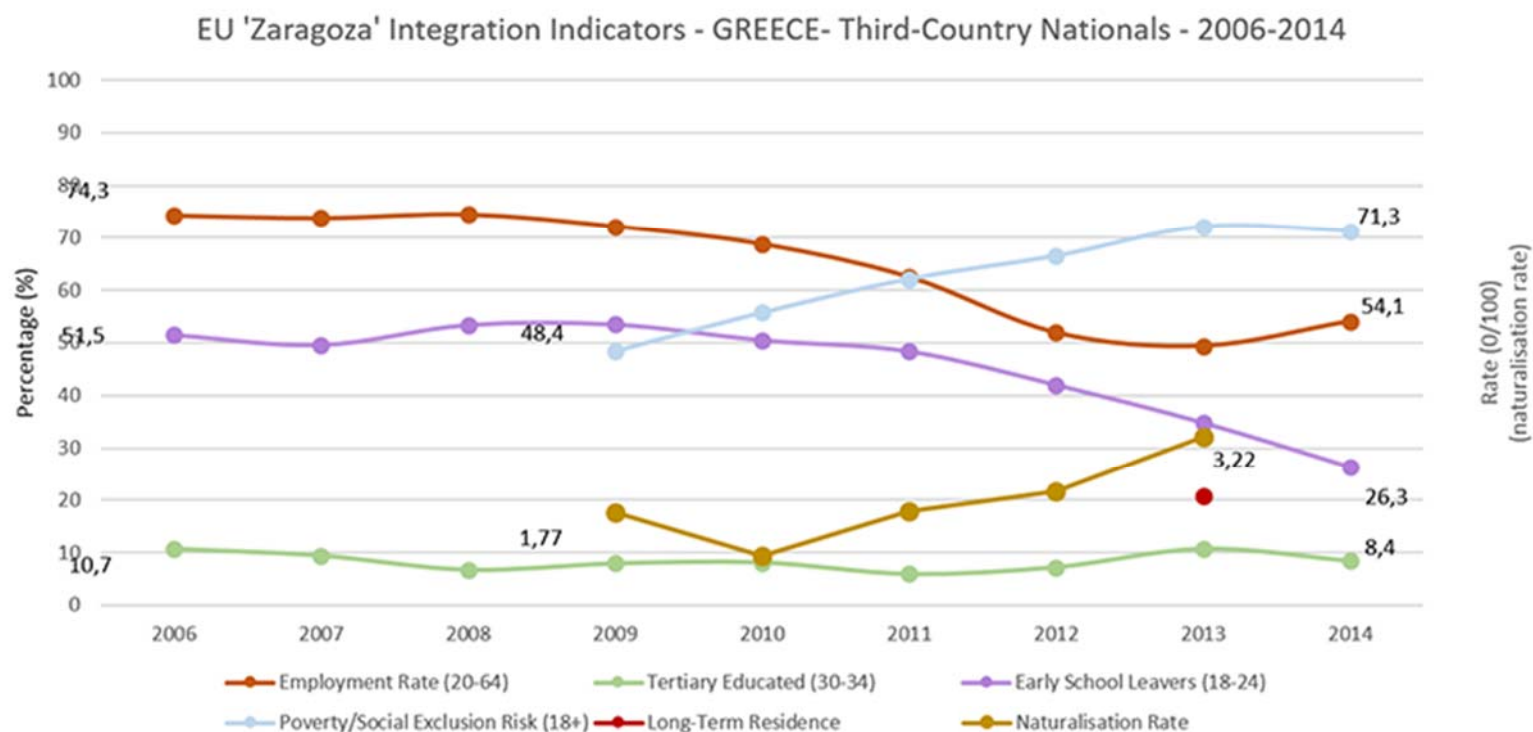


European Website on Integration www.integration.eu

Note: Eurostat reports a low level of reliability for Greece's data on Tertiary Educated from 2006-2014 and for Early School Leavers for 2006-2014. Break in time series in Greece for Tertiary Educated, Early School Leavers in 2007 & 2014 and Poverty Risk for 2014. Breaks in statistical time series occur when there is a change in the standards for defining and observing a variable over time. It should be emphasised that the occurrence of time series break may not necessarily jeopardise the reliability of a time series. Statistical agencies frequently apply a number of techniques to ensure the continuity of a time series. The impact of a time series break is often a matter of judgement on the part of the user.

Source: European Web Site on Integration (EWSI) “EU ‘Zaragoza’ Integration Indicators: Greece”, 11/04/2016, <https://ec.europa.eu/migrant-integration/librarydoc/eu-zaragoza-integration-indicators-greece>

Graph 10: EU “Zaragoza” Integration Indicators – Greece – Third Country Nationals, 2006-2014



European Website on Integration www.integration.eu

Note: Eurostat reports a low level of reliability for Greece's data on Tertiary Educated from 2006-2014. Break in time series in Greece for Employment in 2009, Tertiary Educated in 2009 and 2014 and Early School Leavers in 2006, 2008, 2009 and 2014. Breaks in statistical time series occur when there is a change in the standards for defining and observing a variable over time. It should be emphasised that the occurrence of time series break may not necessarily jeopardise the reliability of a time series. Statistical agencies frequently apply a number of techniques to ensure the continuity of a time series. The impact of a time series break is often a matter of judgement on the part of the user.

Source: European Web Site on Integration (EWSI) “EU ‘Zaragoza’ Integration Indicators: Greece”, 11/04/2016, <https://ec.europa.eu/migrant-integration/librarydoc/eu-zaragoza-integration-indicators-greece>

Q11. Please describe the main challenges and obstacles in designing and implementing labour market integration policies for third-country nationals within the scope of this study in your Member State?

Please also mention which stakeholders face these challenges and obstacles.

The challenges faced by the Hellenic state in the design and implementation of integration policies mainly concern the lack of resources, staff and facilities due to the country's economic situation. To address these challenges, it is important to provide funding through programmes and emergency measures on the part of the EU, as well as the action of civil society actors. In addition, irrespective of the economic situation or the degree of organization of each reception State, the large volume of inflows is a challenge in terms of the process of welcoming and integrating newcomer third-country nationals, much more so for a small country, as Greece⁸⁹.

⁸⁹ Hatzopoulos, V., Fouskas, Th., Grigoriou, P., Karabelias, G., Kazanas, K., Mine, F.-M., De Maio, A., Novak, Ch., and Pechlidi, G. (2017) European Migration Network Focused Study: The Changing Influx of Asylum Seekers in 2014-2016: Member State Responses. Athens: European Public Law Organization (EPLO)/Hellenic Ministry for Migration Policy/European Commission/European Migration Network (EMN), https://ec.europa.eu/home-affairs/sites/homeaffairs/files/12a_greece_changing_influx_final_en.pdf

2. Part II: Member States measures and practices facilitating labour market integration of third-country nationals

This part aims to provide an overview of the main integration approaches and identify existing individual measures that have either been implemented recently (as of 2014) or that have been changed since 2014. The target group is third-country nationals across Member States, **excluding students/graduates, beneficiaries of international protection and asylum seekers.**

2.1 OVERVIEW OF MAIN INTEGRATION AREAS

Q12. Please indicate in the table below and describe the main areas/components of your policy for integration of third-country nationals into labour market.

If your Member State has a mainstream policy, please focus only on specific measures for third-country nationals' integration into the labour market within the scope of the study.

Please focus on:

- The main objectives and approach in each relevant area and actors involved.
- Briefly describe the implementation framework.

Please only refer to the general approach for each area without describing specific measure, which will be described in the section below.

Area/component	General overview	Stakeholders
	Please describe the scope and aim under each area. If relevant, specify if measures are voluntary or compulsory and if they are provided free or charge.	Briefly describe who is responsible for planning, implementing, monitoring and for the oversight of the implementation of measures under each area.
1. Training and Qualification (including digital tools aiming to promote learning and foster integration into the labour market)	Educational programmes implemented and addressed to third-country nationals - legally residing in the Greek territory, aim to enhance their integration in the local community through education, enhancement of their skills, language learning and so on.	Educational Programmes training and language learning programmes are implemented by the Ministry of Education, Research and Religious affairs, the Manpower Employment Organization (OAED in Greek) and Civil Society Organizations.
2. Enhancement of (soft) skills		
3. Provision of information and counselling	Provision of information on the rights and obligations of newcomers takes place initially upon arrival to the country, followed by guidance/support on further/the upcoming action to be taken, e.g. asylum applications, accommodation/stay, etc.	The relevant bodies for the information and guidance of third-country nationals are: Reception and Identification Service, Asylum Service, IOM, UNHCR and many other civil society actors working in the field.
4. Enhancement of intercultural/civic relations in the workplace		
5. Tailor-made comprehensive programmes/plans/contracts targeting specific and/or vulnerable groups	The programmes implemented and addressed to third-country nationals - legally residing in the Greek territory, aim to enhance their integration in the local community through education, enhancement of their skills, language learning, and so on.	Competent Bodies: the Ministry of Education, Research and Religious Affairs, mainly for educational programmes concerning minors, National Center for Social Solidarity (EKKA in Greek) and all Civil Society bodies.
6. Incentive measures for migrants or employers	Programmes to strengthen employment and reduce unemployment are implemented by the Manpower Employment Organization (OAED in Greek), which are subsidized/ funded by the Organization.	
7. Support for self-employment	What is provided for Greek citizens, also applies to third-country nationals on self-employment ⁹⁰ .	

⁹⁰ Greece has shown high rates of self-employed third-country nationals, compared to other EU Member States, 30% for the year 2017. Labour Institute of Cyprus, 2018, "A Research Study on Migrants' Integration and Ethnic Diversity in SMEs: A Comparative Analysis in Five European Countries – Cyprus, Greece, Italy, France and Denmark", MigrAID, 2018. <http://migraid.eu/wp-content/uploads/2017/01/FINAL-RESEARCH-AND-CAR-REPORT-IOI-MIGRAID.pdf>

2.2. PROMISING EXAMPLES OF INTEGRATION MEASURES IMPLEMENTED BY MEMBER STATES

This section focuses on selected measures initiated and at the same time implemented and/or financed by the Member States. Please note that any support measure provided by civil society organisations without any (financial) involvement of the Member State is beyond the scope of this study. Only those measures by civil society organisations that receive public support are included.

The focus is on labour integration measures for regularly staying third-country nationals with a right to work. The target group also includes third-country national family members of EU nationals and of third-country nationals. Measures specifically targeting students/graduates and beneficiary of international protection should not be included.

Please describe 1 -2 measures across integration areas for a total of up to 6 measures per MS.

Please prioritise specific measures developed with the aim to support third-country nationals' labour market integration which are considered a good or promising practice by relevant actors.

Please also include measures (if available) that address the labour market integration of vulnerable or specific groups (vulnerable third-country nationals, women etc.).

Please do not mention measures focusing on (EU) nationals, beneficiaries of international protection, asylum seekers and students/graduates only. Mainstream measures which are accessible also for (EU) nationals and beneficiaries of international protection should be listed below only in case they represent examples of good or promising practices regarding the integration of third-country nationals (i.e. the measure is frequently used by third-country nationals, there is a positive feedback from third-country nationals etc.).

The timely and comprehensive provision of information to migrants and applicants/beneficiaries of international protection on new the national developments in the field of migration policy, national and local actions and on the programmes, as well as their rights and obligations in the context of integration into the Greek state and society, which they can benefit from, is of outmost importance⁹¹. The National Strategic Reference Framework (NSRF) (2014-2020), includes actions of social integration of marginalized communities, such as immigrants, asylum seekers and refugees, et al., based on four pillars: housing, employment, education and health aiming at: a) the establishment/creation of new and/or improvement of existing housing facilities for individuals experiencing, or are faced with the problem of homelessness, b) the decline of school dropouts, c) the provision of services of health, sanitation and welfare, d) information and individual empowerment, e) vocational and business counselling and training, and f) strengthening of employment via community service and social entrepreneurship. Specifically, the National Strategic Reference Framework (NSRF) includes the development by prefecture/region at local level, and compensated actions, when they are needed by investment priorities of the European Social Fund (ESF) and in synergy with actions under the Fund for European Aid to the Most Deprived (FEAD). In the Multiannual Programme 2014-2020 of the Asylum, Migration and Integration Fund (AMIF), which was approved by the European Commission in 2015, an Action is planned with the title "Strengthening the relations of Greece with the countries of origin of third country nationals and implementation of programmes for the better integration of third country nationals in the host society".

Actions of the Ministry of Labour, Social Security and Social Solidarity for Refugees:

The Ministry has launched initiatives to integrate and secure legal employment conditions for beneficiaries of international protection and asylum seekers. More important than these, is the application of the Social Security Number (AMKA) and targeted actions of the Hellenic Labour Inspectorate (SEPE in Greek) aimed at protecting the rights of third-country national workers⁹².

Registration to the Manpower Employment Organization - Planning of the integration in employment

Manpower Employment Organization, following the decision of its Board of Directors, provided for the first time the possibility to register to the Organization's Unemployment Register for groups of the population who had not been able to register so far because of the difficulty to prove their permanent residence, including beneficiaries of international protection or applicants for international protection. In order to prove the place of residence of the above-unemployed populations, the following documents are now accepted: certificate of temporary accommodation facilities or certificate of residence in a concession or concession contract for unemployed refugees and asylum seekers. Within the framework of the above initiative, the Ministry will, in the next period, activate programmes for the integration of refugees into employment, including through the Social and Solidarity Economic Bodies⁹³.

Social Security Number (AMKA) to beneficiaries of international protection and asylum seekers

A circular was issued for the granting of Social Security Number (AMKA) to beneficiaries of international protection and asylum seekers, by which: - The procedure for the granting of Social Security Number (AMKA) to beneficiaries and applicants for international protection and to unaccompanied minors is facilitated. - Due to the special status of unaccompanied minors, it is stipulated that the Social Security Number (AMKA) field of the representative is not required. - Simplification of the extradition procedure in case of mass representation (one application with all names is required⁹⁴).

⁹¹ Hatzopoulos, V., Fouskas, Th., Grigoriou, P., Karabelias, G., Kazanas, K., Mine, F-M., De Maio, A., Novak, Ch. and Pechlidi, G. (2018) European Migration Network: Annual Report 2017 on Migration and Asylum in Greece: National Report: Part 2. Athens: European Public Law Organization (EPLO)/Hellenic Ministry for Migration Policy/European Commission/European Migration Network.

⁹² <http://mindigital.gr/index.php/pliroforiaka-stoixeia/2386-2018-2>

⁹³ <http://mindigital.gr/index.php/pliroforiaka-stoixeia/2386-2018-2>

⁹⁴ <http://mindigital.gr/index.php/pliroforiaka-stoixeia/2386-2018-2>

Hellenic Labour Inspectorate (SEPE in Greek)

In 2017, a national, especially targeted campaign for workers' rights safeguards was conducted, which audited 206 businesses with 1.152 employees, for which 194 administrative penalties were applied. The campaign was carried out in cooperation with the Hellenic Police as part of the Europol Operational Action Plan "EMPACT - Trafficking in Human Beings". In 2018, in collaboration with co-operators, a Labour Inspectorate training programme will be implemented to identify and combat trafficking in human beings. - The Labour Inspectorate Body will, in the near future, publish informative material on the labour rights of third-country nationals living and working in our country. The material will be translated into several languages and will be translated in electronic and printed form. - A plan is underway to strengthen the tackling of undeclared work in the agricultural sector⁹⁵.

Work of public benefit to support refugee structures

The Ministry of Labour, Social Security and Social Solidarity has supported refugee accommodation structures through two (2) welfare projects. The funding came from the European Social Fund (ESF) and the Manpower Employment Organizations' funds. The beneficiaries of the first two programmes were 4.139 people and were employed in hospitality structures, contributing to the maintenance of the facilities, as well as to their day-to-day operation. The Ministry of Labour, Social Security and Social Solidarity is also preparing a third programme that is expected to be activated⁹⁶.

⁹⁵ <http://mindigital.gr/index.php/pliroforiaka-stoixeia/2386-2018-2>

⁹⁶ <http://mindigital.gr/index.php/pliroforiaka-stoixeia/2386-2018-2>

EUROPEAN MIGRATION NETWORK • FOCUSED STUDY 2018
Labour market integration of third-country nationals in EU Member States

Labour integration areas	Type of measures
1. Training⁹⁷ and Qualification (e.g. vocational/job training, recognition of qualification/skill assessment (not to map legal procedures), combating over-qualification (matching skills/qualification with labour market needs), measures to accelerate insertion of third-country nationals into the labour market, digital tools)	<ol style="list-style-type: none"> 1. Programme and systematic measures (multi-year/long term) 2. Projects (ad-hoc) 3. Legislative/policy (structural) measure <p>“Odysseus” Programme (2014): Education of immigrants in the Greek language, Greek history and Greek culture. The Odysseus programme, which concerns the education of immigrants in Greek language, Greek history and Greek culture, is a free programme that takes place in all the prefectures of the country and can involve citizens of the European Union and third countries, regardless of origin. The only prerequisites for their participation are to reside legally in Greece and be over 16 years of age. The aim of the programme is to provide language skills and practices of social and intercultural competences required for the social integration of the participants and their families and to serve them adequately in their everyday lives⁹⁸.</p> <p>In the year 2015, Action 1.3b/13 “Courses of the Greek Language, History and Culture to Migrants, Mothers, Disabled Persons and Illiterate Individuals” was implemented under the 2013 Annual Programme financed by the European Integration Fund (95% community contribution, 5% national contribution). The total number of beneficiaries migrants/migrants of the target group was 303 people. More specifically, 183 unemployed persons, 163 mothers and 27 disabled people participated in the courses (Note: many migrants have joined more than one category of courses)⁹⁹.</p> <p>The Ministry for Migration Policy, in cooperation with the Ministry of Education, will participate in the teaching programmes of the Greek and English languages, as well as elements of Greek culture for migrants/applicants/beneficiaries of international protection, aged between 15-18 years and for adults over 18 years of age. The programmes are aimed at supporting migrant and refugee populations aged 15-18 and adults (18+), through education in order to ensure their better adaptation to both Greek reality and the wider European context. Strengthening and promoting the integration of migrants also contributes to the learning of key elements of computing, technical understanding and new technologies. Greek language programmes¹⁰⁰ will, depending on the level of learners and the pace of learning (intensive or regular courses), result in the acquisition of a recognized B1, B1+ B2 certificate of language as defined in the Common European Framework of Reference for Languages. Respective diplomas will be given for English language. At the same time, the programme will include courses in Greek and European culture and professional orientation, while emphasis will be placed on the development of basic communication skills of students combined with the acquisition of knowledge on IT, Health, Welfare, Wellness, Rights, Culture etc. Finally, it is noted that for the planning and implementation of all the above programmes the particular needs of vulnerable groups of migrants and applicants/beneficiaries of international protection¹⁰¹ will also be taken into account.</p>

⁹⁷ See also <https://www.accmr.gr/el/υπηρεσιες/service/16-μαθηματα-ελληνικής-γλώσσας-και-ψυχοεκπαιδευτικές-δραστηριότητες-για-ενήλικους-έφηβους-και-παιδιά.html> and <https://www.accmr.gr/el/υπηρεσιες/service/41-μαθηματα-ελληνικής-γλώσσας-για-παιδιά-15-18.html> and <https://www.accmr.gr/el/υπηρεσιες/service/41-μαθηματα-ελληνικής-γλώσσας-για-παιδιά-15-18.html>

⁹⁸ <https://www.inedivim.gr/προγράμματα-δράσεις/εκπαίδευση-των-μεταναστών-στην-ελληνική-γλώσσα-την-ελληνική-ιστορία-και>

⁹⁹ <http://www.ece.uth.gr/main/el/content/2076-%C2%ABekpaideysi-kai-epimorfosi-ton-nomimos-diamenonton-ptx%C2%BB-ergo-13b-13-%C2%ABmathimata-elliniki>

¹⁰⁰ <http://migrant.diktio.org/node/66>

¹⁰¹ Hatzopoulos, V., Fouskas, Th., Grigoriou, P., Karabelias, G., Kazanas, K., Mine, F-M., De Maio, A., Novak, Ch. and Pechlidi, G. (2018) European Migration Network: Annual Report 2017 on Migration and Asylum in Greece: National Report: Part 2. Athens: European Public Law Organization (EPLO)/Hellenic Ministry for Migration Policy/European Commission/European Migration Network.

	<p>The Ministry of Education, Research and Religious Affairs in cooperation with the General Directorate for Democracy, the Council of Europe¹⁰², the Hellenic National Academic Recognition Information Centre (NARIC) and the Centers for the Recognition of Qualifications (ENIC/NARIC) Norway, the United Kingdom and Italy produced the “Passport for Refugee Qualifications” pilot programme in 2017. The main purpose of the programme was to record the academic qualifications of refugees even when they cannot be adequately documented through an evaluation process, on the basis of the completion of a questionnaire followed by an interview conducted by authorized assessors of the centers information on the recognition of qualifications from the participating countries. At present, this assessment process is not a formal act of recognition and does not give access to curricula or professions with specific requirements, such as highly regulated professions (physician, dentist, lawyer, engineer, etc.). During the pilot phase of the programme in 2017, three evaluation rounds were held in Athens (6-10/03/2017, 12-16/06/2017, 25-29/09/2017) where 92 refugees in total were assessed, while 72 European refugee qualification passes were issued. The teams of the authorized assessors of Hellenic National Academic Recognition Information Centre and the ENIC/NARIC of Norway and UK, conducted the interviews in Arabic, Farsi, English, and other European languages to facilitate communication with the respondents. At the same time, remote interviews (via Skype) were carried out with the participation of both evaluators at the venue and evaluators at the ENIC/NARIC of Italy. In addition, during the interviews, the participants were informed by the evaluators of the free language courses (Greek and other languages) offered free of charge in the Attica region, of the current system of Higher Education in our country as well as the possibility for the official recognition of the academic the qualifications of Hellenic National Academic Recognition Information Centre if they have the necessary official documents. Our ministry will participate in the next phase of the programme that will last for three years (2018-2020). During the second phase, evaluations will take place in Greece, Italy and the Netherlands, while Germany, France, Armenia and Canada will participate in the programme. In particular, a total of six rounds of evaluations will be held in Greece, two for each of the next 3 years. The 2018 intention is to have a circle in Athens in June and a circle in Thessaloniki in September. In addition, for the next phase, there is a plan for setting up an electronic platform where all relevant documents will be stored and accessible to all refugees holding the European Qualifications Passports wherever they are.</p>
<p>2. Enhancement of (soft) skills (e.g. work-based language courses, or other language courses for improvement of chances on the labour market, computer literacy, self-development)</p>	

¹⁰² <https://government.gov.gr/diavatirio-prosonton-prosfigon-axiologithikan-ta-prosonta-92-prosfigon-ke-ekdothikan-72-evropaika-diavatiria-prosonton-entos-tou-2017/>

<p>3. Provision of information and counselling (e.g. enhancement of knowledge about the labour market, career guidance, counselling, mentoring, coaching, website, leaflets, IT programmes/applications)</p>	<p>I_ReF_SoS - Innovative Response to Facilitate the Social Support to Young Refugees</p> <p>The Manpower Employment Organization (OAED in Greek), in the framework of the ERASMUS + Youth Programme, designed and implemented a project aimed at developing an effective reception, social support and smooth integration of new refugees aged 16-24. This is the project “I_ReF_SoS - Innovative Response to Facilitate the Social Support to Young Refugees”¹⁰³ with the Manpower Employment Organization (OAED in Greek) as coordinator, in which the Educational Policy Development Center (KANEP) of the General Confederation of Greek Workers (INE-GSEE in Greek), of the Turkish Ministry of Education, the Ministry of Education of Turkey – country – entry point for refugees - and the DEKRA Akademie Training Organization of Germany - a country where potential refugees could be finally settled, participates as partners. The main idea behind the project is to take advantage of the time required for the arrival of new refugees in the countries of entry until the time of their final residence in the host countries.</p> <p>Cities Grow: Cities integrate refugees and migrants through economic activity</p> <p>Athens and Munich collaborate on the basis of four themes: access to public and private contracts for migrant entrepreneurs, cooperation with businesses, local employment services and local educational institutions, development of support services for migrant entrepreneurs and development of anti-discrimination strategies in local labour markets¹⁰⁴. In the framework of this Programme, the “Cities Grow” team worked from 7 to 10 May, with an important goal, develop an action plan for the integration of refugees and immigrants into the labour market in the city of Athens. Taking into consideration the local reality features and following consultation with local authorities, a detailed text was schemed and presented, which, among other things, highlights the key role that can be played by the Center for Coordination of the Municipality of Athens on Immigrants and Refugees (ACCMR)¹⁰⁵, which started operating thanks to its founding donor, the Stavros Niarchos Foundation and the coordination of the Athens Partnership, in the context of the employment integration effort.</p> <p>Facilitating access to labour market for vulnerable populations</p> <p>Generation 2.0 for Rights, Equality & Diversity, in cooperation with the International Rescue Committee, officially launched a four-month programme entitled “Facilitating Access to labour market for Vulnerable Populations in Athens”. This programme aims to help refugees and asylum seekers to improve their living conditions by finding a job through the Generation 2.0 RED Work Advisory Service, supported by the International Rescue Committee. The programme includes the support of an individualized Job Advisory Service, along with the organization of a series of employability workshops and the development of personal and technical skills. The first series of workshops has already been successfully carried out at Generation 2.0 facilities/structures, and in September a large number of workshops were held to provide information, tools and develop employability skills for refugees and asylum seekers¹⁰⁶.</p> <ul style="list-style-type: none"> • https://g2red.org/el/employability-workshops-for-refugees-asylum-seekers/ • https://g2red.org/el/access-work-employability-workshop-series/ • https://g2red.org/el/access-work-workshop-series/ <p>An Employability Guide and two tutorial videos, which contain valuable information discussed in the workshops, were also posted and distributed, including the necessary tools, a newcomer needs, to gain access to the Greek labour market.</p>
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¹⁰³ <http://www.avgi.gr/article/10836/8764733/ergo-oaed-gia-ten-koinonike-yposterixe-ton-neon-prosphygon> and <http://socialpolicy.gr/2018/03/i-ref-sos-kai-voιtoμική-απάντηση-για-τη-δieu.html>

¹⁰⁴ <https://www.accmr.gr/el/vέα/619-cities-grow-αθήνα-και-μόναχο-ενώνονται-για-την-ένταξη-προσφύγων-και-μεταναστών-στην-αγορά-εργασίας.html?art=1>

¹⁰⁵ See also «Promoting Migrant And Refugee Integration in Athens Through Work Opportunities», event (2017) <https://www.accmr.gr/en/news/611-promoting-migrant-and-refugee-integration-in-athens-through-work-opportunities.html?art=1>

¹⁰⁶ <https://g2red.org/el/facilitating-access-work-vulnerable-populations-athens/>

	<ul style="list-style-type: none"> • https://g2red.org/el/employability-guide-tutorial-videos/ • https://g2red.org/wp-content/uploads/2017/11/Guide_online.pdf <p>In addition to empowering and preparing refugees and asylum seekers to enter the Greek labour market and the European Union in general, a very important parallel action is to sensitize and mobilize employers in Greece to offer job opportunities to different populations. This automatically means enhancing diversity in the workplace, resulting in significant benefits for business profitability, empowering the working environment and, undoubtedly, the living conditions and wellbeing of refugees and asylum seekers. As a result, the message "Diversity in the Workplace" brings to the labour market the video that promotes the importance of diversity in the workplace and supports equal participation in Greek society. The campaign was released and distributed across all social media platforms and platforms entitled "Embrace Diversity"¹⁰⁷.</p> <p>Employment Office of the Greek Council for Refugees (GCR) The Greek Council for Refugees has been operating an employment office since 2000, helping hundreds of newly arrived and recognized refugees to make their transition to the labour market and find paid employment. The main objective of the GCR is to support jobseekers to prepare themselves properly and then to find their first job in Greece. In recent decades, it has been a fact that many of the refugees have been struggling to find a job because, as newcomers in Greece, they lack the networks and contacts with workers and employers. The GCR dealt with the issue of unemployed refugees and established partnerships with a large group of Greek employers and domestic companies, with various professional specialties and activities such as Cleaning, Tourism and Hospitality, construction and technical companies, sales and food companies, a. The strong cooperation of the GCR with Greek companies and employers allows the organization to refer to our employers to guide and support job seekers while helping to overcome the obstacles often encountered by refugees who lack opportunities and employment networks.</p> <ul style="list-style-type: none"> • https://www.gcr.gr/el/donate-el/item/838-grafeio-apasxolisis-esp • https://www.gcr.gr/en/our-programs/itemlist/category/61-integration
4. Enhancement of intercultural/civic relations in the work place inclusion (e.g. prevention of discrimination and awareness raising about diversity in the workplace, civic/ social-cultural orientation courses provided as a part of inclusion in the workplace)	
5. Tailor made measures to specific group of third-country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)	<p>Regarding policies/measures to facilitate and promote the integration of vulnerable groups of third-country nationals (such as UAMs, LGBTs, elderly people, pregnant women, disabled migrants, etc.), one of the action lines of the new National Strategy for Integration of the Ministry of Migration Policy is "Targeted Policies for Vulnerable Social Groups of Immigrants, Applicants and Beneficiaries of International Protection". Immigrants and beneficiaries of international protection belong to the vulnerable groups of the country's wider population. However, among these, there are some vulnerable groups, such as children, especially unaccompanied ones, women, the disabled and the elderly. Policies to protect vulnerable groups are based on the need to undertake targeted actions to address the socio-economic disadvantage they face due to problems of adaptation and integration into Greek society. Indicatively, some of the planned actions for these vulnerable groups of migrants/refugees are:</p>

¹⁰⁷ <https://youtu.be/Y-sslwumvOY>

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	<ul style="list-style-type: none"> • Counselling by migrant women workers (mentoring) to their same gender individuals who face problems of joining the labour market, • Promotion of the “host family” institution for unaccompanied minors, • Pilot programmes for learning the Greek language to facilitate people with disabilities, targeted, as appropriate, to their needs, • Facilitating the access of senior/elderly citizens of the target groups in Open care Centers for elderly people, with the help of intercultural mediators of the Migrant Integration Centers (KEM in Greek)^{108, 109}
6. Incentive measures for migrants or employers (e.g. measures to encourage employers to hire migrants or migrants to take a job)	The corresponding actions are those of the Manpower Employment Organization (OAED in Greek) for the fight against unemployment, through the coverage of economic contributions by the Organization. This scheme involves Greek citizens and citizens of third countries legally residing in the Greek territory without any discrimination ¹¹⁰ .
7. Support for self-employment (e.g. entrepreneurship courses, courses on how to set up a company)	<p>Entry Way – Entrepreneurship Without Borders (http://www.entrywayproject.eu)</p> <p>Entrepreneurial Capacity Building for Young Migrants¹¹¹</p> <p>Launch of the First Cycle of Training regarding Entrepreneurship for Young Migrants in the framework of the European project “Entry Way” implemented by the Business and Cultural Development Centre (KEPA)</p> <p>Following the successful completion of the four orientation sessions that took place within the framework of the EU Entryway - Entrepreneurship without Borders, in which the Business and Cultural Development Centre (KEPA) participates (for Greece), together with its partners from Germany, Italy and Sweden, the “First Cycle of Training for Young Entrepreneurs without Borders” begins on Monday 2 July and ends on 5 July in the Multi-Purpose Hall “M. Anagnostakis”, City Hall of Thessaloniki, with the active support of the Migration Integration Council (MIC, SEM in Greek). The educational programme is part of the strategic objectives of the project to support immigrants in entrepreneurship issues thematic modules such as the development of a business plan, methods and tools for market research and marketing planning, business promotion and development policies. Educational programmes will be delivered through lectures, business activities, simulations, case studies, and interactive problem solving through dialogue¹¹².</p>

¹⁰⁸ Hatzopoulos, V., Fouskas, Th., Grigoriou, P., Karambelias, G., Kazanas, K., Mine, F-M., De Maio, A., Novak, Ch. and Pechlidi, G. (2018) European Migration Network: Annual Report 2017 on Migration and Asylum in Greece: National Report: Part 2. Athens: European Public Law Organization (EPLO)/Hellenic Ministry for Migration Policy/European Commission/European Migration Network.

¹⁰⁹ <https://www.accmr.gr/el/υπηρεσιες/service/839-κέντρο-ένταξης-μεταναστών-δήμος-αθηνών.html>

¹¹⁰ Sousourogiani, A., Hellenic Manpower Employment Organization (OAED in Greek), interview on 14/06/2018.

¹¹¹ See also: The Institute for Entrepreneurship Development as part of the implementation of the SENTIM - Social ENTrepreneurship for Immigrants project has created the first part of the online platform to help educators and professionals who, in turn, will help to develop social entrepreneurship by immigrants. <http://athena.entre.gr/en/courses/social-entrepreneurship-for-immigrants>

¹¹² <http://www.entrywayproject.eu/el/>; http://www.entrywayproject.eu/wp-content/uploads/2018/01/brochure-entry-way_ING.pdf and <http://www.epixeiro.gr/article/91519>

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Please fill out the table describing the measures and please copy the table below for further measures.

Measure 1	
Overview	
Name	HELIOS (HEllenic IntegratiOn System)
Type	Projects (ad-hoc)
Area	Tailor-made to specific group of third country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)
Access	The programme is at a pilot stage, the actions concern a sample of a population of refugees and immigrants, 20 families in Livadia and 10 families in Thiva ¹¹³ .
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measures (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	<i>Local (region, province, municipality)</i> <i>If "other", please add further information here</i>
Budget	It is implemented under the coordination of the Ministry for Migration Policy in collaboration with the Municipality of Livadia and the Municipality of Thiva and the International Organization for Migration.
Link	https://greece.iom.int/el/helios-hellenic-integration-system

Description
<p>M1.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>a) Elaborate in brief on the conditions and process of accessing for third-country nationals</p> <p>b) Is the measure voluntary or compulsory? Is it provided free of charge?</p> <p>c) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</p> <p>d) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</p> <p>a) The Ministry for Migration Policy is the main policy maker and is supported by a network of co-operations on immigration issues. The Municipalities of Livadia and Thiva host Third Country Citizens in Livadia and Open Hospitality Structures (Thiva) and have been recognized as the most affluent partners for the HELIOS Pilot Programme, especially as integration is a decentralized process. The International Organization for Migration is the UN Office for Migration and is actively involved in accession programmes around the world. As a pilot project with a research dimension, its actions directly concern the sample population, i.e. a small group of refugees, about 20 families in Livadia and 10 families in Thebes, as well as the two municipalities implementing the programme. However, as its aim is to be a decentralized model for the integration of foreigners, which can be applied across the country, it indirectly concerns all immigrants and refugees in the country, the local Authorities that will want to copy it, but also the competent authorities Central Authorities who may propose it as a model. Within the framework of the programme, the Ministry for Migration Policy undertakes the coordination of the actions already provided. IOM will strengthen the social services of the Municipalities of Livadia and Thiva with specialized staff and interpreters to provide advice on labour market integration, social participation, respect for human rights, with the ultimate goal of successful integration into the local community. Municipalities will contribute with their competent social services, as appropriate. The initial duration of the programme was set at six months, with the option of extending it for another six months if it is necessary to extend it and ensure financial follow-up.</p> <p>(b) there is no relevant information</p> <p>(c) the Programme concerns immigrants and refugees</p> <p>(d) there is no relevant information</p> <p>M1.Q2. Please describe briefly the context in which the measure has started:</p> <p>a) When was the measure introduced and what was/is its duration?</p> <p>b) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</p> <p>c) What was the need/purpose to start/implement such a measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)</p> <p>d) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)</p> <p>e) Key activities</p>

¹¹³ <https://greece.iom.int/el/helios-hellenic-integration-system> and <https://government.gov.gr/parousiasi-programprogrammematos-helios-gia-tin-kinoniki-entaxi-prosfigon-ke-metanaston/>

- a) the Programme was presented on Tuesday 13 February 2018 by the Minister for Migration Policy, the International Organization for Migration (IOM), the Municipality of Livadia and the Municipality of Thiva.
 The initial duration of the programme is set at six months, with the possibility of extending for another six months, if it is necessary to extend it, and ensure funding¹¹⁴.
- b)-c) the Programme was launched in May 2018 to strengthen the decentralized integration of immigrants and refugees due to the reducing the pressure on urban centers.
- d) without a fixed time limit
- e) the programme takes advantage of measures already being implemented such as education, financial assistance, housing, combining them with new supportive actions related to working life, social ties and social participation¹¹⁵

M1.Q3. Please briefly describe the implementation modalities, notably:

Please briefly describe the implementation modalities, notably

- a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- c) *How and by whom is it promoted to third-country nationals?*

- a) It is implemented under the coordination of the Ministry of Immigration Policy in cooperation with the Municipality of Livadia and the Municipality of Thiva and the International Organization for Migration (IOM).
- b) there is no relevant information
- c) there is no relevant information

M1.Q4. Please briefly describe the impact of the measure and notably:

- a) *Did it meet the anticipated objectives? YES/NO/Partly*
- b) *What are the main outcomes?*
- c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- d) *Challenges during implementation and remedies applied*
- e) *Likelihood of continuation of the measure. If discontinued, please explain why*

Its 6-month pilot implementation has not yet been completed so that results can be available after evaluation.

¹¹⁴ http://www.immigration.gov.gr/article-details/-/journal_content/56_INSTANCE_qAPKIk32D3aH/20182/51519?back=press-releases

¹¹⁵ http://www.immigration.gov.gr/article-details/-/journal_content/56_INSTANCE_qAPKIk32D3aH/20182/51519?back=press-releases

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Please fill out the table describing the measures and please copy the table below for further measures.

Measure 2	
Overview	
Name	I_ReF_SoS - Innovative Response to Facilitate Social Assistance for Young Refugees
Type	<i>Projects (ad-hoc)</i>
Area	<i>Tailor-made to specific group of third country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)</i>
Access	The Hellenic Manpower Employment Organization (OAED in Greek), in the framework of the ERASMUS+ Youth Programme, designed and implemented a project aimed at developing an effective reception, social support and smooth integration of new refugees aged 16-24. This is the project "I_ReF_SoS - Innovative Response to Facilitate Social Assistance for Young Refugees" ¹¹⁶ with Coordinator Agency the Hellenic Manpower Employment Organization (OAED in Greek), and The Center for the Development of Educational Policy (KANEP) of the General Confederation of Greek Workers (INE-GSEE in Greek), the Ministry of Education of Turkey - the country of refugees' entry - and the DEKRA Akademie Training Organization of Germany, in which they participate as partners -country of potential final settlement of refugees. The central idea behind the project is to take advantage of the time required for the arrival of new refugees in the countries of entry until the time of their final residence in the host countries. This time is still untapped by the official mechanisms of the states receiving mass refugee populations. With the project "I.REF.SOS - Innovative Response to Facilitate Social Assistance for Young Refugees", the Organization seeks to create a new approach to the vocational training of newcomers, enriched with innovative educational counselling, mentoring, language and intercultural training and career guidance for trainers and trainees, which will be designed and implemented at a pilot level for new refugees who have applied for asylum. It attaches particular importance to the evaluation and wide dissemination of this work and its conclusions. The central aim of all partners is to incorporate these new methods and approaches, not only in the strategies and practices of the organizations involved but also in the countries' policies to address the problem of newly arrived refugees of this age.
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	<i>National</i> <i>If "other", please add further information here</i>
Budget	Coordinator Agency is the Hellenic Manpower Employment Organization (OAED in Greek), and The Center for the Development of Educational Policy (KANEP) of the General Confederation of Greek Workers (INE-GSEE in Greek), the Ministry of Education of Turkey - the country of refugees' entry - and the DEKRA Akademie Training Organization of Germany, in which they participate as partners - country of potential final settlement of refugees. The Plan is under implementation, has a two-year duration (2017-2019) and is funded by the European Commission under the ERASMUS+ Youth Sector - Key Action 2: Youth Partnership Strategies.
Link	http://www.oaed.gr/nea-arthro/-/asset_publisher/ebcGfvDrjPsQ/content/i-ref-sos-ergo-oaed-gia-ten-koinonike-yposterixe-ton-neon-prosphygon?redirect=http%3A%2F%2Fwww.oaed.gr%2Fnea-arthro%3Fp_id%3D101_INSTANCE_ebcGfvDrjPsQ%26p_p_lifecycle%3D0%26p_p_state%3Dnormal%26p_p_mode%3Dview%26p_p_col_id%3Dcolumn-3%26p_p_col_count%3D1

Description
<p>M2.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>a) <i>Elaborate in brief on the conditions and process of access for third-country nationals</i></p> <p>b) <i>Is the measure voluntary or compulsory? Is it provided free of charge?</i></p> <p>c) <i>If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</i></p> <p>d) <i>Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</i></p> <div style="border: 1px solid black; padding: 5px;"> <p>a) With the project "I.REF.SOS - Innovative Response to Facilitate Social Assistance for Young Refugees", the Agency seeks to create a new approach to the vocational training of new entrants, enriched with innovative educational counselling, mentoring, language and intercultural training and career guidance for trainers and trainees, which will be designed and implemented at a pilot level for young refugees who have applied for asylum.</p> <p>b) there is no relevant information</p> <p>c) there is no relevant information</p> <p>d) there is no relevant information</p> </div>

¹¹⁶ <http://www.avgi.gr/article/10836/8764733/ergo-oaed-gia-ten-koinonike-yposterixe-ton-neon-prosphygon> and <http://socialpolicy.gr/2018/03/i-ref-sos-kaivotoyukf-apantaton-via-ty-dieu.html>

M2.Q2. Please describe briefly the context in which the measure has started:

- a) *When was the measure introduced and what was/is its duration?*
- b) *Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)*
- c) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)*
- d) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)*
- e) *Key activities*

- a) The Plan is underway, has a two-year duration (2017-2019) and is funded by the European Commission under the ERASMUS+ Youth Sector - Key Action 2: Youth Partnership Strategies.
- b) The central idea behind the project is to take advantage of the time needed for the arrival of the new refugees in the countries of entry until the time of their final settlement in the host countries.
- c) This time is still untapped by the official mechanisms of the states receiving mass refugee populations. With the project "I.REF.SOS - Innovative Response to Facilitate Social Assistance for Young Refugees", the Agency seeks to create a new approach to the vocational training of newcomers, enriched with innovative educational counselling, mentoring, language and intercultural training and career guidance for trainers and trainees, which will be designed and implemented at a pilot level for young refugees who have applied for asylum.
- d) The time required for the arrival of new refugees in the countries of entry, up to the time of their final residence in the host countries.

M2.Q3. Please briefly describe the implementation modalities, notably:

- a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- c) *How and by whom is it promoted to third-country nationals?*

- a) Coordinator Agency is the Hellenic Manpower Employment Organization (OAED in Greek), and The Center for the Development of Educational Policy (KANEP) of the General Confederation of Greek Workers (INE-GSEE in Greek), the Ministry of Education of Turkey - the country of refugees' entry - and the DEKRA Akademie Training Organization of Germany, in which they participate as partners - country of potential final settlement of refugees.
- b) there is no relevant information
- c) there is no relevant information

M2.Q4. Please briefly describe the impact of the measure and notably:

- a) *Did it meet the anticipated objectives? YES/NO/Partly*
- b) *What are the main outcomes*
- c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- d) *Challenges during implementation and remedies applied*
- e) *Likelihood of continuation of the measure. If discontinued, please explain why*

- a) The Project is already under implementation, it has a duration of two years (2017-2019)
- b) Pending
- c) Particular importance in the evaluation and wide dissemination of this work and its conclusions.
- d) There is no relevant information. The central aim of all partners is to incorporate these new methods and approaches, not only in the strategies and practices of the organizations involved, but also in the countries' policies to address the problem of newly arrived refugees of this age.

Please fill out the table describing the measures and please copy the table below for further measures.

Measure 3	
Overview	
Name	Cities Grow: Cities integrate refugees and immigrants through economic activity
Type	Projects (ad-hoc)
Area	Tailor-made to specific group of third country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)
Access	Third-country nationals.
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	Local (region, province, municipality) <i>If "other", please add further information here</i>
Budget	The Programme is funded by the European Commission via the Asylum, Migration and Integration Fund (AMIF) and Internal Security Fund (ISF) for the period 2014-2020.
Link	http://www.eurocities.eu/eurocities/projects/CITIES-GroW&tpl=home https://www.accmr.gr/el/vea/619-cities-grow-athina-kai-monaxo-enwvontai-gia-tin-entaξη-prosfugwn-kai-metanastwn-stin-ayorá-ergasías.html?art=1

Description
<p>M3.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>a) Elaborate in brief on the conditions and process of accessing for third-country nationals</p> <p>b) Is the measure voluntary or compulsory? Is it provided free of charge?</p> <p>c) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</p> <p>d) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</p> <p>a) Athens and Munich are working on four themes: access to public and private contracts for migrant entrepreneurs, cooperation with businesses, local employment services and local educational institutions, development of support services for migrant entrepreneurs and development of anti-discrimination strategies in local labour markets¹¹⁷.</p> <p>b) there is no relevant information</p> <p>c) the Programme concerns immigrants and refugees</p> <p>d) there is no relevant information</p>
<p>M3.Q2. Please describe briefly the context in which the measure has started:</p> <p>a) When was the measure introduced and what was/is its duration?</p> <p>b) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</p> <p>c) What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)</p> <p>d) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)</p> <p>e) Key activities</p> <p>a) In the framework of this Programme, the 'Cities Grow' team worked from 7 to 10 May, with an important goal: to develop an action plan for the integration of refugees and immigrants into the labour market in the city of Athens.</p> <p>b) There is no relevant information. It is a living text adapted to needs, given that the refugee population in Greece is changing and non-homogeneous.</p> <p>c) Taking into consideration the characteristics of the local situation and following consultation with local authorities, a detailed text was written and presented, which, inter alia, highlights the key role that can be played by the Athens Coordination Center for Migrant and Refugee issues (ACCMR)¹¹⁸, which started operating thanks to its founding donor, the Stavros Niarchos Foundation, under the coordination of the Athens Partnership in the context of the employment integration effort.</p> <p>d) 01/02/2017-31/01/2019</p> <p>e) "It is a living text adapted to needs, given that the refugee population in Greece is changing and non-homogeneous", as explained by Lefteris Papayannakis, the Deputy Mayor for Immigrants and Refugees and Municipal Decentralization at the Municipality of Athens¹¹⁹.</p>

¹¹⁷ <https://www.accmr.gr/el/vea/619-cities-grow-athina-kai-monaxo-enwvontai-gia-tin-entaξη-prosfugwn-kai-metanastwn-stin-ayorá-ergasías.html?art=1>

¹¹⁸ See also «Promoting Migrant And Refugee Integration In Athens Through Work Opportunities», event (2017) <https://www.accmr.gr/en/news/611-promoting-migrant-and-refugee-integration-in-athens-through-work-opportunities.html?art=1>

¹¹⁹ <https://www.accmr.gr/el/vea/619-cities-grow-athina-kai-monaxo-enwvontai-gia-tin-entaξη-prosfugwn-kai-metanastwn-stin-ayorá-ergasías.html?art=1>

M3.Q3. Please briefly describe the implementation modalities, notably:

- a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- c) *How and by whom is it promoted to third-country nationals?*

- a) The initiative on the part of the municipality of Athens coordinates the Office of the Deputy Mayor for Immigrants and Refugees and Municipal Decentralization. The project team includes: one member of Eurocities, two members of the social service of the municipality of Munich, two members of the Department of Support and Social Integration of Immigrants and Refugees of the Social Solidarity and Health Directorate of the Municipality of Athens¹²⁰ as well as a member of the Migration Work CIC, a non-profit organization in the role of facilitator.
- b) there is no relevant information
- c) there is no relevant information

M3.Q4. Please briefly describe the impact of the measure and notably:

- a) *Did it meet the anticipated objectives? YES/NO/Partly*
- b) *What are the main outcomes?*
- c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- d) *Challenges during implementation and remedies applied*
- e) *Likelihood of continuation of the measure. If discontinued, please explain why*

- a) It is in progress.
- b) It is in progress.
- c) It is progress.
- (d) there is no relevant information

¹²⁰ See also: synAthina "Education and Employment Integration Programme for Refugees and Immigrants", <https://goo.gl/XHAVCg>

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Please fill out the table describing the measures and please copy the table below for further measures

Measure 4	
Overview	
Name	Facilitating access to work for vulnerable populations
Type	Projects (ad-hoc)
Area	Tailor-made to specific group of third country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)
Access	Refugees and asylum seekers
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	Local (region, province, municipality) <i>If "other", please add further information here</i>
Budget	no information is available, International Rescue Committee
Link	https://g2red.org/el/facilitating-access-work-vulnerable-populations-athens/

Description
<p>M4.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>a) Elaborate in brief on the conditions and process of accessing for third-country nationals</p> <p>b) Is the measure voluntary or compulsory? Is it provided free of charge?</p> <p>c) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</p> <p>d) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</p> <p>a) Generation 2.0 for Rights, Equality and Diversity, in cooperation with the International Rescue Committee, officially launched a four-month programme entitled "Facilitating Access to Work for Vulnerable Populations in Athens". This programme aims to help refugees and asylum-seekers improve their living conditions by finding a job through the Generation 2.0 RED Work Advisory Service with the support of the International Rescue Committee.</p> <p>The programme includes the support of an individualized Job Advisory Service, along with the organization of a series of employability and development workshops¹²¹ for personal and technical skills. The first series of workshops has already been successfully implemented at Generation 2.0 facilities, and in September a large number of workshops were held to provide information, tools and develop employability skills for refugees and asylum seekers¹²².</p> <p>https://g2red.org/el/employability-workshops-for-refugees-asylum-seekers/ https://g2red.org/el/access-work-employability-workshop-series/ https://g2red.org/el/access-work-workshop-series/</p> <p>An Employability Guide and two tutorial videos have also been distributed and distributed, containing valuable information discussed in the workshops, including the necessary tools a newcomer needs to gain access to the Greek labour market.</p> <p>https://g2red.org/el/employability-guide-tutorial-videos/ https://g2red.org/wp-content/uploads/2017/11/Guide_online.pdf</p> <p>In addition to empowering and preparing refugees and asylum seekers to enter the Greek labour market and the European Union in general, a very important parallel action is to sensitize and mobilize employers in Greece to offer job opportunities to different populations. This automatically means enhancing diversity in the workplace, resulting in significant benefits for business profitability, empowering the working environment and, of course, the living conditions and wellbeing of refugees and asylum seekers. As a result, the message "Diversity in the Workplace" brings to the labour market the video that promotes the importance of diversity in the workplace and supports equal participation in Greek society. The campaign was released and distributed across all social media platforms and platforms titled "Embrace Diversity"¹²³.</p> <p>b) there is no relevant information</p> <p>c) the Programme concerns refugees and asylum seekers</p> <p>d) there is no relevant information</p>

¹²¹ See also Workshops «Make your CV Strong & your Job Search Successful» (27/19/2016) <https://g2red.org/el/make-your-cv-strong-your-job-search-successful-workshop/> and «Ace Your Next Job Interview» Workshops (05/04/2017) <https://g2red.org/el/ace-next-job-interview-workshop-april-5-2017/>

¹²² <https://g2red.org/el/facilitating-access-work-vulnerable-populations-athens/>

¹²³ <https://youtu.be/Y-sslwumvOY>

M4.Q2. Please describe briefly the context in which the measure has started:

- a) *When was the measure introduced and what was/is its duration?*
- b) *Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)*
- c) *What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)*
- d) *When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)*
- e) *Key activities*

- a) August 2017, for 4 months
- b) There is no relevant information
- c) This programme aims to help refugees and asylum seekers to improve their living conditions by finding a job through the Generation 2.0 RED Work Advisory Service, supported by the International Rescue Committee.
- d) The programme includes the enhancement of the personalized Job Advisory Service, along with the organization of a series of employability and development workshops for personal and technical skills as well as the creation of an Employability Guide. In addition to empowering and preparing refugees and asylum seekers to enter the Greek labour market and the European Union in general, a very important parallel action is to sensitize and mobilize employers in Greece to offer job opportunities to different populations. This automatically means enhancing diversity in the workplace, resulting in significant benefits for business profitability, empowering the working environment and, of course, the living conditions and wellbeing of refugees and asylum seekers.

M4.Q3. Please briefly describe the implementation modalities, notably:

- a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- c) *How and by whom is it promoted to third-country nationals?*

- a) For Greece, it is implemented by Generation 2.0 for Rights, Equality & Diversity through the International Rescue Committee with the support of: the Onassis Cultural Centre, Teleperformance, Western Union, Daes London Market Insurance Brokers, Law, The nest, Blue Bamboo, Andaman, Axiven, Nontas, Heron and Zarifopoulos¹²⁴.
- b) there is no relevant information
- c) there is no relevant information

M4.Q4. Please briefly describe the impact of the measure and notably:

- a) *Did it meet the anticipated objectives? YES/NO/Partly*
- b) *What are the main outcomes?*
- c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- d) *Challenges during implementation and remedies applied*
- e) *Likelihood of continuation of the measure. If discontinued, please explain why*

- a) The programme has not yet been completed so that results are available after evaluation.
- b) The programme has not yet been completed so that results are available after evaluation.
- c) The programme has not yet been completed so that results are available after evaluation.
- d) The programme has not yet been completed so that results are available after evaluation.

¹²⁴ <https://g2red.org/el/facilitating-access-work-vulnerable-populations-athens/>

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Please fill out the table describing the measures and please copy the table below for further measures.

Measure 5	
Overview	
Name	Employment Office of the Greek Council for Refugees (GCR)
Type	Projects (ad-hoc)
Area	Tailor-made to specific group of third country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)
Access	Newly arrived and recognized refugees to make their transition to the labour market and to find paid employment.
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	National <i>If "other", please add further information here</i>
Budget	Greek Council for Refugees (GCR)
Link	https://www.gcr.gr/el/donate-el/item/838-grafeio-apasxolisis-esp

Description
<p>M5.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>a) Elaborate in brief on the conditions and process of accessing for third-country nationals</p> <p>b) Is the measure voluntary or compulsory? Is it provided free of charge?</p> <p>c) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</p> <p>d) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</p> <div style="border: 1px solid black; padding: 5px;"> <p>a) The Greek Council for Refugees has been operating an employment office since 2000, helping hundreds of newly arrived and recognized refugees to make their transition to the labour market and find paid employment.</p> <p>b) There is no relevant information</p> <p>c) The main objective is to support job seekers to prepare themselves properly and then find their first job in Greece.</p> <p>d) There is no relevant information</p> </div>
<p>M5.Q2. Please describe briefly the context in which the measure has started:</p> <p>a) When was the measure introduced and what was/is its duration?</p> <p>b) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</p> <p>c) What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)</p> <p>d) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)</p> <p>e) Key activities</p> <div style="border: 1px solid black; padding: 5px;"> <p>a) 2000 to date.</p> <p>b) Continuing measure.</p> <p>c) Over the last decades, GCR has found that many of the refugees seeking work have been struggling to find a job because, as newcomers in Greece, they lack the networks and contacts with workers and employers.</p> <p>d) Refugees seeking for work to prepare properly and then find their first job in Greece.</p> <p>e) The Greek Council for Refugees has been operating an employment office since 2000, helping hundreds of newly arrived and recognized refugees to make their transition to the labour market and find paid employment. The main objective of the GCR is to support jobseekers to prepare themselves properly and then to find their first job in Greece. In recent decades, it has found that many of the refugees seeking work have been struggling to find a job because, as newcomers in Greece, they lack the networks and contacts with workers and employers. The GCR dealt with the issue of unemployed refugees and established partnerships with a large group of Greek employers and domestic companies, with various professional specialties and activities such as Cleanliness, Tourism and Hospitality, construction and technical companies, sales and food companies. The strong cooperation of the GCR with Greek companies and employers allows the organization to refer to our employers to guide and support job seekers while helping to overcome the obstacles often encountered by refugees who lack opportunities and employment networks. The actions of the Employment Office of the Social Service:</p> </div>

- Investigates the profile of the unemployed refugee, his/her needs, the barriers to his/her entry into the labour market and activates him/her to determine his/her professional purpose.
- Provides advisory services (Vocational Guidance Counselling, Job Search Counselling and Business Involvement Counselling) to integrate/reintegrate the unemployed refugee into the labour market.
- Lists the unemployed refugee's profile on a specially designed platform.
- Performs the process of pairing between unemployed and vacancy profiles.
- Monitors the progress of the employee during both job search and job placement.
- Collaborates with private sector organizations and other organizations, aiming at more effective interconnection of the GCR with the labour market and the local community.
- Holds meetings with employers (within the organization of the GCR or at the headquarters of the company) with the aim of informing them about the actions of the SPC and entering into cooperation.
- Looks for vacancies offered by employers.
- Records the profile of the offered job.
- Refers and escorts beneficiaries to offered jobs for interviews with employers and supports them for their placement in the jobs.

See: <https://www.gcr.gr/el/donate-el/item/838-grafeio-apasxolisis-esp> and <https://www.gcr.gr/en/our-programs/itemlist/category/61-integration>

M5.Q3. Please briefly describe the implementation modalities, notably:

- a) *By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
 b) *If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
 c) *How and by whom is it promoted to third-country nationals?*

- a) Greek Council for Refugees (GCR)
 b) There is no relevant information
 c) Greek Council for Refugees (GCR)

M5.Q4. Please briefly describe the impact of the measure and notably:

- a) *Did it meet the anticipated objectives? YES/NO/Partly*
 b) *What are the main outcomes?*
 c) *Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
 d) *Challenges during implementation and remedies applied*
 e) *Likelihood of continuation of the measure. If discontinued, please explain why*

- a) There is no relevant information
 b) There is no relevant information
 c) There is no relevant information
 d) There is no relevant information

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Please fill out the table describing the measures and please copy the table below for further measures.

Measure 6	
Overview	
Name	Paralegals programme in rural areas of Greece
Type	Projects (ad-hoc)
Area	Tailor-made to specific group of third country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)
Access	Programme for the training of volunteer paralegals in rural areas of the country, specifically in Nea Manolada, Ilia and Filiatra in Messinia. The recipients of this training are land workers, who belong to the Bangladeshi and African communities respectively
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	<i>Local (region, province, municipality)</i> <i>If "other", please add further information here</i>
Budget	There is no relevant information, Generation 2.0 for Rights, Equality & Diversity
Link	https://g2red.org/el/paralegals-program-rural-areas-greece/

Description
<p>M6.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>a) Elaborate in brief on the conditions and process of accessing for third-country nationals</p> <p>b) Is the measure voluntary or compulsory? Is it provided free of charge?</p> <p>c) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</p> <p>d) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</p> <div style="border: 1px solid black; padding: 5px;"> <p>a) There is no relevant information</p> <p>b) Voluntary/free of charge</p> <p>c) There is no relevant information</p> <p>d) There is no relevant information</p> </div>
<p>M6.Q2. Please describe briefly the context in which the measure has started:</p> <p>a) When was the measure introduced and what was/is its duration?</p> <p>b) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</p> <p>c) What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)</p> <p>d) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)</p> <p>e) Key activities</p> <div style="border: 1px solid black; padding: 5px;"> <p>a) Training seminar held in Ancient Olympia in the period 19-22 July with 13 candidates for training. 19-22 July.</p> <p>b) There is no relevant information</p> <p>c) In Nea Manolada there have been widespread incidents of forced labour and human rights abuses for several years, culminating in the shooting and worker injury of 2013¹²⁵. The necessity of this movement was also revealed by the important interest shown by community members in order to train themselves and become paralegals.</p> <p>d) Volunteer paralegals in rural areas of the country, namely in Nea Manolada, Ilia and Filiatra in Messinia. The recipients of this training are land workers, who belong to the Bangladeshi and African communities respectively.</p> <p>e) Since its inception, Generation 2.0 for Rights, Equality & Diversity has as its primary objective to claim rights for vulnerable social groups. In this context, for years, she has trained and has paralegals, i.e. people specialized in legal issues and procedures governing the immigration code, citizenship and asylum. In October 2016 it was decided to implement a pilot training programme for volunteer paralegals in rural areas of the country, namely Nea Manolada, Ilia and Filiatra Messinia. The recipients of this training are land workers, who belong to the Bangladeshi and African communities respectively. The ultimate goal of the programme is to create a database of workers' violations of fundamental rights that highlights the issues that arise and will act as a leverage for all competent authorities to develop policies in order to defend workers from third countries.</p> </div>

¹²⁵ <https://g2red.org/el/manolada-story-behind-2-euroskg-strawberries/>

The Human Rights Defenders team reached these two communities for the following reasons: In Nea Manolada there have been widespread incidents of forced labour and human rights abuses for several years, culminating in the shooting and worker injury of 2013¹²⁶. The situation has improved significantly compared to the past, but after G2RED's autopsy, it has been found that there are still important issues that emerge with regard to the working and living conditions of these people, so the Bangladeshi community of Nea Manolada could not miss out on this effort. It is estimated that there are around 5.000 members of the community. On the other hand, there are about 110-120 people living in different Fifteen countries in Africa, such as South Sudan, Nigeria, Uganda, etc. in Filiatra Messinia. Already for a year we have recorded several incidents of violence and forbearance on the part of farmers and some residents of Filiatra. Racist attacks, shots in the air for intimidation, miserable living conditions, unpaid labour and employers' violence are just some of the ingredients of dangerous hate speech and xenophobia. Since the beginning of the programme, G2RED has made three visits to Nea Manolada and one to Filiatra. During these visits, all the problems faced by these two populations were discussed, information on the specific programme and the institution of the paralegal was carried out, but also joint actions were sought and possible solutions to the issues that are being addressed on a daily basis. The necessity of this movement was also revealed by the considerable interest shown by community people in training and becoming paralegals themselves. Of these visits, 13 were selected, 9 from the Bangladesh community and 4 from the African one for training. The training seminar was held in Ancient Olympia during 19-22 July. They have been particularly enthusiastic on their part and have been trained on various legal and employment issues, as well as on how to react by using legitimate means. For its part, G2RED is committed to visiting and educating populations, to capturing and highlighting the major problems of these people at both national and European level.

M6.Q3. Please briefly describe the implementation modalities, notably:

- By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?
- If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?
- How and by whom is it promoted to third-country nationals?

- a) Generation 2.0 for Rights, Equality & Diversity
b) There is no relevant information
c) Generation 2.0 for Rights, Equality & Diversity

M6.Q4. Please briefly describe the impact of the measure and notably:

- Did it meet the anticipated objectives? YES/NO/Partly*
- What are the main outcomes?*
- Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible specify what indicators have been adopted and how those were measured)*
- Challenges during implementation and remedies applied*
- Likelihood of continuation of the measure. If discontinued, please explain why*

- a) YES
b) There is no relevant information
c) They have been particularly enthusiastic on their part and have been trained on various legal and employment issues, as well as on how to react by using legitimate means. For its part, G2RED is committed to visiting and educating populations, to record and highlight the significant problems of these people, both at national and European level.

¹²⁶ <https://g2red.org/el/manolada-story-behind-2-eurosg-strawberries/> See also In March 2017, the European Court of Human Rights ruled that the workers were subjected to forced labour in violation of Article 4 of the European Convention, and were subsequently owed nearly 600.000 euros in compensation from the Greek government. <https://www.ecre.org/ecthr-greece-failed-to-protect-migrant-workers-from-labour-exploitation/> and <https://hudoc.echr.coe.int/eng#%7B%22itemid%22:%7B%22001-172365%22%7D%7D>

EUROPEAN MIGRATION NETWORK • FOCUSED STUDY 2018
Labour market integration of third-country nationals in EU Member States

Please fill out the table describing the measures and please copy the table below for further measures.

Measure 7	
Overview	
Name	"Stepping Stone" Educational Integration Programme
Type	Projects (ad-hoc)
Area	Tailor-made to specific group of third country nationals (e.g. programmes/plans/contracts containing different elements of labour market integration for e.g. women, vulnerable persons)
Access	Refugees and migrants
Target group	<input checked="" type="checkbox"/> Tailor-made labour market integration measure (only third-country nationals) <input type="checkbox"/> Mainstream labour market integration measure (for all) <i>If the measure is for all, please describe here how third-country nationals are specifically targeted in the measure</i>
Coverage	Local (region, province, municipality) <i>If "other", please add further information here</i>
Budget	Stepping Stone is supported by the "Captain Vasilis and Karmen Konstantakopoulos" Foundation.
Link	http://metadrasi.org/campaigns/stepping-stone-integration/

Description
<p>M7.Q1. Please describe how third-country nationals can access the measure, notably:</p> <p>a) Elaborate in brief on the conditions and process of accessing for third-country nationals</p> <p>b) Is the measure voluntary or compulsory? Is it provided free of charge?</p> <p>c) If applicable, indicate if there are any differences in conditions for third-country nationals and (EU) nationals</p> <p>d) Are there any reasons for a third-country national to be excluded/to lose access to the measure? If so, which ones?</p> <div style="border: 1px solid black; padding: 5px;"> <p>a) There is no relevant information</p> <p>b) There is no relevant information</p> <p>c) There is no relevant information</p> <p>d) There is no relevant information</p> </div>
<p>M7.Q2. Please describe briefly the context in which the measure has started:</p> <p>a) When was the measure introduced and what was/is its duration?</p> <p>b) Any link with the increase of the migration flow starting in 2015 (e.g. the measure was stopped due to changed priorities, conditions to access the measure changed?)</p> <p>c) What was the need/purpose to start/implement such measure (e.g. labour market needs in the Member State, need for integration of third-country nationals, changes in integration policies, incentive for a migrant/for an employee)</p> <p>d) When is the measure provided (e.g. upon arrival, upon arrival until (please add till when), no determined time limitation)</p> <p>e) Key activities</p> <div style="border: 1px solid black; padding: 5px;"> <p>a) The Stepping Stone programme started by METAdrasi in May 2017 and is an innovative action aimed at facilitating the integration of refugees and migrants through educational activities and internships. METAdrasi supports the efforts of the beneficiaries by evaluating and strengthening their abilities, as well as preparing them for finding a job through the experience of paid apprenticeship.</p> <p>b) There is no relevant information</p> <p>c) METAdrasi supports the efforts of the beneficiaries by evaluating and strengthening their skills as well as preparing them for finding a job through the experience of paid apprenticeship.</p> <p>d) there is no relevant information</p> <p>e) The action offers:</p> <p>Intensive Greek language courses</p> <p>Counselling and support in legal matters related to employment</p> <p>Curriculum to strengthen social skills</p> <p>Guidance seminars on professional ethics and CV preparation</p> <p>Technical training (for example, sewing and cooking workshops)</p> <p>Computer courses</p> <p>English language lessons</p> </div>

M7.Q3. Please briefly describe the implementation modalities, notably:

- a) By whom is it implemented (agency, government institution, NGOs, private sectors etc.), and what are the coordination structures?*
- b) If applicable, are there any reimbursement (totally or partially)/cost sharing possibilities for a third-country national?*
- c) How and by whom is it promoted to third-country nationals?*

- a) METAdrasi
- b) There is no relevant information
- c) METAdrasi

M7.Q4. Please briefly describe the impact of the measure and notably:

- a) Did it meet the anticipated objectives? YES/NO/Partly*
- b) What are the main outcomes?*
- c) Monitoring and evaluation of impact (please describe the evaluation tools and methodology, if possible, specify what indicators have been adopted and how those were measured)*
- d) Challenges during implementation and remedies applied*
- e) Likelihood of continuation of the measure. If discontinued, please explain why*

- a) YES
- b) 90 beneficiaries took part in the first 10 months of the programme, of which more than 22 have already begun a traineeship and four have received scholarships.
- c) There is no relevant information
- d) There is no relevant information
- e) There is no relevant information

2.3. PRIVATE SECTOR INITIATIVES TO FACILITATE LABOUR MARKET INTEGRATION OF THIRD-COUNTRY NATIONALS

This section aims to produce a first insight from across a number of Member States and private sector contexts in the form of case studies to identify examples of good or promising practices in private sector initiatives for facilitating access and/or retention of third-country nationals in employment. Case studies should include initiatives **initiated** by the private sector regardless of whether funding is fully or only partly provided by the private sector (i.e. supported by contributions from external funds including public funds) to third-country nationals within the scope of this study. Measures may include initiatives implemented by private actors alone or in cooperation with third parties as for instance employee or employer organisations, chambers of commerce, NGOs, etc. The questions should be answered by each NCP and limited to examples from **two industry sectors** (in-exhaustive list below) and for each industry sector chosen NCPs should report on **up to three case studies (total of maximum 6 case studies per Member State)**. You may want to select measures across the different **labour integration areas** (1-7) and the **types of measures** (1-3) summarised in Section 2.2. Please aim to have a **‘representative’ group of measures** from small/medium/ large enterprises. Notably, identify examples focusing on **different target groups** (low-medium-skilled, seasonal workers, etc.) as well as on **different sizes of enterprises** from the selected sectors. Case studies should be based on desk research, secondary data and where appropriate consultation with relevant stakeholders, for example national or European chambers of commerce, employer and employee organisations, etc.¹²⁷

Size of Private Sector Organisation 1. Micro: <10 Employees 2. Small: 10 – 49 Employees 3. Medium: 50 - 249 Employees 4. Large: >250 Employees	Example Categories 1. Low-skilled workers 2. Medium-skilled workers 3. Highly qualified workers 4. Seasonal workers 5. Family members of nationals and third-country nationals 6. Domestic workers
Type of Private Sector Organisation 1. National 2. International (e.g. with subsidiaries in the Member State)	
Industry Sectors 1. Agriculture, forestry and fishing 2. Energy and water 3. Manufacturing 4. Construction 5. Wholesale and retail trade, hotels and restaurants	6. Transport and communication 7. Financial and business services 8. Public administration, education and health 9. Domestic work sector 10. Other services

Q13. Based on brief desk research of secondary resources and consultations with relevant stakeholders, are you aware of any private sector initiatives supporting or facilitating the labour market integration of third-country nationals in the scope of this study, within your MS? (YES/NO)

-NA-

Q14. Which industry sectors were the case studies selected from and on what grounds has the selection taken place? Please indicate a maximum of two sectors.

-NA-

¹²⁷ The Signature of the European Partnership on integration between the European Commission and representatives of Economic and Social partners at EU level, can be a useful reference for taking contact with national representatives of Economic and social partners: https://ec.europa.eu/home-affairs/sites/homeaffairs/files/e-library/documents/policies/legal-migration/integration/docs/20171220_european_partnership_for_integration_en.pdf; it has been translated into all EU languages.

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Please fill out the table describing private sector measures and please copy the table below for further measures.

Private Sector - Measure 1	
Overview	
Name	Please insert name of the measure here.
Company size	<i>Choose from drop down menu here</i>
Company type	<i>Choose from drop down menu here</i>
Sector	<i>Choose from drop down menu here</i>
Area	<i>Choose from drop down menu here</i>
Access	Please describe who has access to the measure. I.e. all third-country nationals; all third-country and (EU) nationals; specific groups such as vulnerable or disadvantaged persons, workers, third-country national family members, seasonal workers, au-pairs, other specific groups
Target group	<input type="checkbox"/> Low skilled <input type="checkbox"/> Medium skilled <input type="checkbox"/> Highly skilled <input type="checkbox"/> Specific group such as vulnerable, young, female, seasonal workers etc.
Coverage	<i>Choose from drop down menu here</i> <i>If "other", please add further information here</i>
Budget	The budget is approx. Please provide approximate budget here It is provided by Please provide funding body here (i.e. State, EU funds, donations/private funding, other)
Link	Please provide hyperlink to source/project here, if available
Description	
<p>PSM1.Q1. Please briefly describe the main feature of the measure, notably:</p> <p>a) Targeted phase of employment (attracting/hiring third-country nationals, early career support, continuous development, facilitating access to national professional networks)</p> <p>b) Objective and main activities</p> <p>c) Cooperation framework (for instance if the measure is implemented in cooperation with third parties, including employees or employers' organizations, chambers of commerce, NGOs etc.</p> <p>d) How can third-country nationals access the measure? Are they selected?</p> <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	
<p>PSM1.Q2. Please briefly assess the impact of the initiative, namely:</p> <p>a) Describe if the measure has been evaluated and if so what were the findings, what monitoring and evaluation tools (self-evaluation, external evaluation...) have been used (please specify indicators used if possible)</p> <p>b) Elaborate on achievements of set objectives and main outcomes</p> <p>c) Elaborate on challenges and remedies adopted (e.g. structural barriers/facilitators, levy schemes- grants to compensate funding gaps, taxation incentives etc.)</p> <div style="border: 1px solid black; height: 15px; width: 100%;"></div>	

Conclusions

Q15. With regard to the aims of this study, what conclusions would you draw from your findings?

Note: The text in this part will serve as a source when compiling the synthesis report.

The integration of legally residing third-country nationals into Greek society is a key concern and goal of the Greek State. The “National Strategy for the Integration of Third-Country Nationals” of the Ministry of Interior General Secretariat for Citizenship and Social Cohesion of 2013 defines the integration of third-country nationals as mutually beneficial for migrants themselves and their families, host society, and countries of origin. This strategy sets out the theoretical framework, philosophy, axes and priorities of such a practice, taking into account the international implications of the migration phenomenon of the 21st century, focusing on the modern needs of the Greek State, the Greek labour market and the economy, the protection and preservation of the social cohesion of the Greek society and the respect of the European framework of principles and values. With a view to facilitating the integration of third-country nationals through socio-economic participation, e.g. measures to improve monitoring in the education system, to strengthen language skills, access to social security, health care and housing, integration into the labour market, the Ministry for Migration Policy is in progress developing a National Strategy for the Integration of Migrants and Refugees, in line with the national priorities and principles and Directives of the EU.

According to data from the Ministry of Labour, Social Security and Social Solidarity/Unified Social Security Fund (EFKA in Greek) (December 2017, 14/06/2018), out of the total number of insured individuals, 90.32% have Greek nationality, 1.58% of other EU country and 8.10% of a non-EU country. Out of the total number of individuals insured in joint businesses, 90.98% have Greek citizenship, 1.57% of another EU country and 7.45% of a country outside the EU, while the corresponding percentages in the domain of construction works are 54.44%, 2.38% and at 43.17%. Out of the total number of insured foreigners, 52.65% are of Albanian citizenship. As regards foreign men, 54.25% are of Albanian citizenship, followed by 10.08% of Pakistan nationals and 4.87% of Bangladesh nationals. As regards foreign women, 49.68% are Albanian nationals, followed by 8.17% of insured Bulgarian nationals and 7.48% of Romanians. The economic activity of insured individuals is as follows: of the total number of insured individuals, 21.96% are employed in the “Wholesale and Retail Trade” sector, 13.36% in the “Manufacturing Industries” sector and 13.06% in “Hotels and Restaurants”. 22.37% of insured individuals with Greek nationality are employed in “Wholesale and Retail Trade”, 12.75% in “Manufacturing Industries” and 12.01% in “Hotels and Restaurants”. 22.67% of insured individuals with citizenship of another EU country are employed in “Hotels and Restaurants”, 16.69% in “Wholesale and Retail” and 15.69% in “Manufacturing Industries”. Concerning insured Albanian nationals, 23.91% work in “Hotels and Restaurants”, 19.80% in “Constructions” and 17.90% in “Manufacturing Industries”. In the case of the other insured foreigners (excluding EU and Albanian nationals) 22.77% are employed in the “Manufacturing Industries”, 22.18% in “Wholesale and Retail Trade” and 21.12% in “Hotels and Restaurants”. Out of the total number of workers employed in the “Construction” sector, 29.74% are foreigners, only 4.22% of all individuals insured are employed in this sector. Similarly, of the total number of workers in “Hotels and Restaurants”, 16.94% are foreigners, 13.06% of all individuals insured are employed in this sector. Furthermore, out of the total number of workers in “Manufacturing Industries”, 13.81% are foreigners, 13.36% of all individuals insured are employed in this sector. The category of occupation with the largest number of employees in enterprises is “Office administrators”, with a percentage of 22.52%. A percentage of 25.95% of insured individuals with Greek citizenship are “Office administrators”, 21.41% are employed in “Provision of services, and Salespersons in stores and outdoor markets”, while 13.49% are employed as “Unskilled labourers, manual labourers and owner-operators”. Among insured individuals with nationality of another EU country, 30.98% are “Unskilled labourers, manual labourers and owner-operators”, 22.56% in the “Provision of services, and Salespersons in stores and outdoor markets” and 19.80% “Office administrators”. Insured Albanian citizens in the vast majority (49.80%) are employed as “Unskilled labourers, manual labourers and owner-operators”; 22.17% are employed in “Provision of services, and Salespersons in stores and outdoor markets” and 9.83% as Specialized Technicians”. Regarding the other non-EU insured individuals (excluding EU and Albanian nationals), 41.93% are employed as “Unskilled labourers, manual labourers and owner-operators”, 21.10% are in “Provision of services, and Salespersons in stores and outdoor markets” and 11.43% are employed as “Office clerks”. The number of insured individuals employed in “enterprises” has decreased by 0.12%, construction work has decreased by 2.18% and the total of enterprises has decreased by 0.16%. In regard to the foreign born population, insured individuals has decreased by 4.22%. Average employment in “enterprises” increased by 0.14%, in “construction works” decreased by 6.28% and in “the total of enterprises” increased by 0.10%. The average day wage in enterprises increased by 0.75% and in the construction works it decreased by 1.01%. The average monthly monetary earnings in enterprises increased by 0.88% and in the construction works it decreased by 7.23% (Ministry of Labour, Social Security and Social Solidarity/Uniform Social Insurance Institution, 2018). With regard to employment rates, indicative data of 2011 are presented in the Tables, from the latest Annual Report for 2017 of the National Institute of Labour and Human Resources for Work and Employment in Greece.

As resulted from the 1990-2018 research experience, in Greece and in Europe, Main integration challenge in Greece, as shown by the research experience between 1990 and 2018), is that third-country nationals are pushed to the underground economy and undeclared work where they remain for particular extensive periods. The division of labour entraps third-country nationals, almost exclusively, in the informal sector of the economy. Migrant workers are mainly found in precarious, low-status/low-wage occupations, in undeclared work and informal sector of the economy which demands for its constant reproduction a cheaper, uninsured, mobile, temporary and flexible workforce. This type of employment entraps migrant workers in a context outside labour inspections, labour law and taxation, without social insurance contributions and labour rights. The main attraction of the informal economy is the economic benefit; it includes: employers who avoid social security contributions, workers who work without a contract, individuals who have second jobs and declare only one, irregular third-country nationals who cannot legally work, those who work casually and occasionally for cash in hand, self-employeds, all in full or part time or piece rate basis employment. In Greece, immigrants, asylum seekers, refugees and beneficiaries of subsidiary and humanitarian protection are concentrated and entrapped in manual labour, agriculture, constructions, crafts, domestic work, food services, hotel, cleaning, personal care services and itinerant trade. Also, a proportion of third-country nationals who cannot be recorded due to a lack of detection or control is trapped in illegal employment, exploitative and/or forced labour via organised crime and/or human trafficking networks. The occupations in which immigrants, refugees and beneficiaries of subsidiary and humanitarian protection are employed are defined as non-attractive as they offer no social prestige and are marginal and secondary; they are paid or not paid occupations outside the margins of formal employment and since they are not registered they are considered inferior by society. Greece comes first among the 21 OECD member countries, with 24% of the country's GDP formed by the informal economy. Moreover, the percentage of uninsured workers in Greece is among the world's highest, at 37.3%, as is the percentage of irregular migrants working, at 4.4%, followed by the USA at 3.2% and Italy at 2%. Informal employment can provide a kind of "cushion" for immigrants, refugees and beneficiaries of subsidiary and humanitarian protection workers who cannot find a job in the formal economy because of the serious difficulties they encounter in finding a formal job. However, informal employment have impacts on workers themselves - immigrants, refugees and beneficiaries of subsidiary and humanitarian protection - and public revenue, as employers do not contribute to social security funds.

The National Strategy for the Integration of Third-Country Nationals of the Ministry of Interior General Secretariat for Citizenship and Social Cohesion of 2013 includes the following measures:

- Promoting the participation of third-country nationals in the information sector (through brochures, websites, telephone helpline, information campaigns etc.).
- Access to programmes and services of social welfare organizations for all third-country nationals (developing the intercultural skills of the providers of social services at all levels of the Government).
- Training of professionals and front-line services on the specific needs of various groups of the population through the development of the intercultural competence of civil servants (training and information for school teachers attending migrant children, police, detention staff, healthcare, etc.)
- Education - Greek language courses,
- Orientation courses,
- Vocational training (training courses based on working conditions, and demand for professionals)
- Entrepreneurship Development (Encouragement of Business and Innovation, support for business start-up by third-country nationals)
- Recognition of professional qualifications,
- Access to housing (ensuring equal opportunities in housing, fighting ghettoization, etc)
- Access to health (facilitating access to health services for third-country nationals, provision of emergency health care in temporary accommodation and reception structures, health care information)
- Participation in social life (promoting active participation in all aspects of co-existing life, representation in clubs and organizations etc.)

All the above are under review aiming at adopting the new National Strategy for the Integration of Migrants and Refugees, which was presented to the Government's Social Policy Council on July 18, 2018.

The integration of third-country nationals into the labour market is a priority the political dialogue and an integral part of the national integration strategy, as is also stated in the National Strategy for the Integration of Third-Country Nationals of the General Secretariat for Citizenship and Social Cohesion of the Ministry of Interior of 2013; at local level as well, the Migrant Integration Councils of the municipalities of the country, act as advisory bodies of the Municipality to enhance the integration of migrants into the local community.

The policy and measures for integration into the labour market concern, without any discrimination, every third country national, with a legal status and with the prospect of permanent residence in the country. According to the Manpower Employment Organization (OAED), all third-country nationals legally residing in Greece receive equal treatment, enjoy equal rights to the labour market, especially in relation to dependent employment, unemployment benefits and employment enhancement programmes, which can be noticed among both each other and Greek citizens. “Immigration and Social Integration Code and other provisions” is the basic legal instrument for legal migrants and therefore their access to the labour market (Law 4251/2014, “Immigration and Social Integration Code and other provisions”, Government Gazette Issue 80). These provisions include: Article 11: Procedure to determine the volume of admission for the purposes of employment, Article 12: Request for the hiring of third-country nationals nationals for purposes of paid employment, Article 13: Request for the hiring of third-country nationals nationals for purposes of seasonal employment, Article 14: Request for the hiring of third-country nationals for purposes of employment in fishery, Article 15: Issue and renewal of residence permit for purposes of paid employment and Article 16: Issue and renewal of residence permit for purposes of investment activity. In particular, beneficiaries of international protection (refugees and beneficiaries of subsidiary protection status) have the right of access to employment, to the provision of services or work, or to pursuit independent economic activities, under the same conditions as nationals, if they are holders of a residence permit force in accordance with the applicable provisions. Also, in accordance with Article 71 of Law 4375/2016: Applicants for international protection, following the filing of the application for international protection in accordance with the provisions in force, and, if they hold an “application for international protection” or “third country national’s asylum application”, issued in accordance with the provisions of Article 2 f. 24’ of the Presidential Decree 113/2013 (A 146) of article 41 paragraph 1 (d) of this and article 8 par. 1 f. 4’ of the Presidential Decree 114/2010 respectively, have the right of access to dependent employment or to the provision of services or work/project.

The challenges faced by the Hellenic state in the design and implementation of integration policies mainly concern the lack of resources, staff and facilities due to the country’s economic situation. To address these challenges, it is important to provide funding through programmes and emergency measures on the part of the EU, as well as the action of civil society actors. In addition, irrespective of the economic situation or the degree of organization of each reception State, the large volume of inflows is a challenge in terms of the process of welcoming and integrating newcomer third-country nationals, much more so for a small country, as Greece.