



Integration of beneficiaries of international/humanitarian protection into the labour market: Policies and good practices

Common Template of EMN Focussed Study 2015

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Action: EMN NCPs are invited to submit their completed Common Templates by 30th November. If needed, further clarifications can be provided by directly contacting the EMN Service Provider (ICF International) at emn@icfi.com

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Integration of beneficiaries of international/humanitarian protection into the labour market: Policies and good practices

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 build policymaking in the European Union and hence their national policies in these areas. Subsequently, the Council of the EU in 2008, with the No. 381/2008/EK Judgment founded the EMN, as permanent structure that will operate within the European Commission, with the participation of Member States in order achieve these goals.

More information on the EMN and its work can be found on the website

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Contents

Top-line “Factsheet” (National Contribution)	5
Executive Summary (Synthesis Report).....	7
Section 1: Accessing the labour market: residence permits and the legal right to access the labour market.....	8
Section 2: Labour market integration policy and its organisation	14
Section 3: Support measures to access the labour market	24
Language Courses	25
Orientation Courses	28
Education	29
Vocational Education and Training	30
Procedures for the Recognition of Qualifications	32
Counselling Services.....	33
Access to Housing	35
Guaranteed Minimum Resources	38
Section 4: Labour market participation	40
Section 5: Conclusions.....	44
Section 6: Additional information to ensure comparability	50

EMN FOCUSED STUDY 2015

Integration of beneficiaries of international/humanitarian protection into the labour market: Policies and good practices

TOP-LINE “FACTSHEET” (NATIONAL CONTRIBUTION)

National contribution (one page only)

Overview of the National Contribution – introducing the study and drawing out key facts and figures from across all sections of the Focused Study, with a particular emphasis on elements that will be of relevance to (national) policymakers.

The purpose of the 3rd Focused Study of the European Migration Network for 2015, is to present and analyse the national policy, regarding the integration into the labour market, of the populations of third countries, who enter Greece and reside legally with status of international (refugees/beneficiaries of subsidiary protection) or humanitarian protection, focusing on the practices implemented by the Hellenic State, regarding the participation of these populations, into employment as well as the support measures of this process.

As a subsequent result of the events of the Arab Spring, the socio-political instability in the Middle East and sub-Saharan Africa, numerous refugee flows have entered the Greek territory, especially during 2015, mainly through the country's sea borders. Main entrance for the refugees is the Greek-Turkish borderline, which form the escape corridor of driven out/fleeing individuals to the European continent.

According to the data of the Hellenic Coast Guard, 748 cases of illegal/irregular entry were recorded in July 2015, 47 traffickers were detained and 158 boats were seized. The newcomer refugees and immigrants totalled 54.899¹ in July 2015, an increase of approximately 70% compared to the arrivals of June 2014². Indicative of the critical situation is, that maritime rescues of migrants/refugees in the Aegean reached the 43.518 for the entire year of 2014, while they had not exceeded the 11.500 for the entire year of 2013. The situation became dramatically worse, during the recent months, according to official data of the UN High Commissioner for Refugees (UNHCR) in Greece. Since the beginning of 2015 until December 22nd of the same year, 825.489 entries were recorded³ in the territory of Greece, 36% of whom (as recorded in December of 2015), come from the state of Syria. The percentage of 93% of the incoming individuals, come from the 10 countries with higher rates of outgoing refugees⁴. The largest flows reach the islands of Lesvos, Chios, Kos and Leros. In the island of Leros, the yard of the port authority is no longer sufficient to temporarily accommodate newcomers, until the completion of their registration/recording. Usually, men, women and children roam in the streets, while waiting their own turn. In Lesvos, the vessels of the Hellenic Coast Guard almost in every patrol will realize a rescue⁵.

Giving a brief description of the situation, what can be perceived, is the importance of, the provision of protection, and the social integration of the refugees and the beneficiaries of subsidiary and humanitarian protection, into the local society of the reception countries. This study focuses on the labour market integration and the employment of the above mentioned populations, who legally reside in the country, as defined by European Directive 2011/95/EC⁶. According to the Presidential Decree 141/2013⁷, which incorporates the European Directive 2011/95/EC into the Greek law, the beneficiaries of international protection are entitled to have access to employment, education, vocational training and to the recognition procedures of their degrees and official titles/diplomas gained from foreign educational institutions, with equal conditions and following the same procedures as applied to

¹ See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2015) Refugees/Migrants Emergency Response - Mediterranean - Greece, (accessed: December 22, 2015, available at: <http://data.unhcr.org/mediterranean/country.php?id=83>).

² See: Kathimerini (2015) «High Number in Immigrant Arrivals», *Newspaper Kathimerini*, August 8, 2015, (in Greek) (accessed: October 2, 2015, available at: <http://www.kathimerini.gr/826535/article/epikairothta/ellada/ari8mos-rekor-stis-afi3eis-metanastwn>).

³ See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2015) Refugees/Migrants Emergency Response - Mediterranean - Greece, (accessed: December 22, 2015, available at: <http://data.unhcr.org/mediterranean/country.php?id=83>).

⁴ See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2015) *Europe Emergency Response portal – Mediterranean*, (accessed: November 20, 2015, available at: <http://data.unhcr.org/mediterranean/country.php?id=83>).

⁵ See: Kathimerini (2015) «High Number in Immigrant Arrivals», *Newspaper Kathimerini*, August 8, 2015, (in Greek) (accessed: October 2, 2015, available at: <http://www.kathimerini.gr/826535/article/epikairothta/ellada/ari8mos-rekor-stis-afi3eis-metanastwn>).

⁶ See: European Union/Council of the European Union/Official Journal 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. Brussels: European Union/Council of the European Union/Official Journal of the European Union (accessed: October, 22015, available at: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2011:337:0009:0026:en:PDF> and in Greek: <http://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=OJ:L:2011:337:0009:0026:EL:PDF>).

⁷ See: Official Gazette of the Hellenic Republic (2013) *Presidential Decree no. 141 Adjustment of Greek legislation to the provisions of the Directive 2011/95/EU of the European Parliament and of the Council of 13 December 2011 (L 337) 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)*. Athens: National Printing Office (in Greek) (accessed: October 2, 2015, available at: http://www.firstreception.gov.gr/PRIimages/EditorImages/p-d-141_2013.pdf).

Greek citizens.

The Asylum Service⁸, according to Article 1 of Law 3907/2011 is an independent Service Agency, operating in Directorate level, and works on the examination of asylum applications, and broadly on international protection applications. The mission of the Asylum Service according to the law, is the application of the national legislation on the provision of political asylum and other forms of international protection, to third country nationals, who have fled their country, due to well-founded fear of persecution for reasons of race, religion, national origin, political beliefs or membership in a particular social group, and who are unable or unwilling to return to their home country⁹. The strategy of the Hellenic State on the social and labour market integration of asylum seekers and recognized beneficiaries of international and humanitarian protection, includes actions, under the funding of European Funds and National Resources, managed by the Hellenic Ministry of Labour, Social Security and Welfare (for the European Refugee Fund) that designs, proclaims, implements and monitored these actions and the European Social Fund Actions Coordination and Monitoring Authority (EYSEKT). The foreseen actions are mainly implemented by International Organizations, other institutions, NGOs and Institutions of the Civil Society. In addition, the Manpower Employment Organization (OAED) in order to enhance the provision of employment services and the development of policies and measures, through targeted interventions, to effectively address unemployment, occasionally implements training programmes, counseling and occupational/professional orientation programmes addressed to unemployed individuals¹⁰, who legally reside in the country. The actions of the Civil Society institutions are enhanced, with programmes of provision of material, medical, psychological, legal assistance, counseling and orientation to the incoming populations, under the co-financing of European Union Funds, and through national and own funds/resources.

This study will present, in detail, the data, as they are major points of interest, regarding the integration of beneficiaries of international and humanitarian protection into the Greek labour market, as well as regarding the policies, adopted by the country, to ensure these procedures.

⁸ See: The Asylum Service was founded by the Law 3907/2011. The headquarters are located in Athens and there are also Regional Asylum Offices located in other Greek cities, which gradually started their operation (See: http://www.yptp.gr/asylo.php?option=ozo_content&perform=view&id=3474&Itemid=465%20&lang=&lang=).

⁹ See: http://www.minocp.gov.gr/asylo.php?option=ozo_content&perform=view&id=3474&Itemid=465&lang=EN

¹⁰ See: http://www.oaed.gr/index.php?option=com_content&view=article&id=451&Itemid=606&lang=en

EXECUTIVE SUMMARY (SYNTHESIS REPORT)

Synthesis Report

Executive Summary of Synthesis Report: this will form the basis of an EMN Inform, which will have EU and National policymakers as its main target audience.

The reception and integration of legally entering third country nationals, into the Greek society, comprises a key concern and objective of the Hellenic State, while, as it was emphasized by the Hellenic Ministry of Interior and Administrative Reconstruction, in the context of the elaboration/development of an integrated/complete framework of National Strategy for the Integration of Third-Country Nationals in Greece (2013)¹¹, the smooth integration of these populations is mutually beneficial, for both foreigners themselves, and the reception society.

This Focused Study analyses the legal and political framework (**Section 1**), and the practices related to the residence and the access to employment of refugees, beneficiaries of subsidiary and humanitarian protection.

In **Section 2**, there is an overview of the national policies and the ways, in which the support measures - related to the labour market integration of the above mentioned populations are organized, and also the programmes, that have been implemented within the under examination time framework, are presented in detail.

In **Section 3**, the employment-related support measures, designed to promote the integration of refugees and beneficiaries of subsidiary and humanitarian protection into the labour market, are examined thoroughly. The support measures include: language courses, orientation courses, training, vocational training, recognition of qualifications, minimum guaranteed resources, counselling, and access to housing.

The **4th Section** includes information on the participation of the target groups in the integration programmes.

In the **5th Section**, the main findings of the study are analyzed, and the conclusions on whether the populations that are the subject of the study, have in practice access to employment, whether there are differences in the treatment of these individuals, depending on their status and which good practices are identified, including the provision of the tailored support, are presented.

Finally, in the **6th Section**, the data regarding the conditions on the access to the labour market, the eligibility to the support measures - related to employment, for the groups of recognized beneficiaries of international and humanitarian protection, the competent Authorities (executive and funding) related to the employment support measures, and finally statistical data of the beneficiaries regarding their attendance to support programmes of their employment integration, are presented in tables.

More specifically, the 3rd Focused Study of the European Migration Network for 2015, taking under consideration, the international dimensions that the refugee phenomenon takes, intends to provide the basis of the dissemination of information to policy-makers, at both European and national level, on the management of the phenomenon, while taking into account as basic parameters, the labour and therefore the social integration of the incoming populations into the country.

The Presidential Decree 141/2013¹², defines the legal basis for the access of the international protection beneficiaries to employment, education, vocational training and to the process of recognition of their professional titles/qualifications and education certificates. The national policy of Greece, provides equal procedures and rights, to all third country nationals – legally residing in the territory – on the access to the labour market and to all social institutions – with the Greek citizens, regardless of their legal status, whether they are legal immigrants, or recognized beneficiaries of international protection status. This policy is part of the general effort for equal rights and obligations between foreigners, living legally in the country, and Greek citizens. A characteristic example, which will be analysed in detail, is the registration procedure of third country nationals (migrants, refugees, beneficiaries of subsidiary/humanitarian protection) legally residing in the country, in the Manpower Employment Organization (OAED), with the same procedure as for Greek citizens related to the process to find a job, or the right that the children of legal foreigners have, to access free public education.

Furthermore, the Hellenic State provides the opportunity of access to Greek language programmes, to vocational training programmes and procedures for the recognition of the qualifications and certificates, for all recognized beneficiaries of international and humanitarian protection that are mainly implemented by International Organizations, other institutions, NGOs and institutions of the Civil Society.

¹¹ See: General Secretariat of Population and Social Cohesion/Hellenic Ministry of Interior (2013) *National Strategy for the Integration of Third-Country Nationals*. Athens: General Secretariat of Population and Social Cohesion/Hellenic Ministry of Interior. (accessed: October 2, 2015, available at: http://www.vpes.gr/UserFiles/f0ff9297-f516-40ff-a70e-eca84e2ec9b9/ethnikisratig_30042013.pdf) (in Greek).

¹² See: Official Gazette of the Hellenic Republic (2013) *Presidential Decree no. 141 Adjustment of Greek legislation to the provisions of the Directive 2011/95/EU of the European Parliament and of the Council of 13 December 2011 (L 337) 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)*. Athens: National Printing Office (in Greek) (accessed: October 2, 2015, available at: http://www.firstreception.gov.gr/PRIImages/EditorImages/p-d--141_2013.pdf).

Section 1: Accessing the labour market: residence permits and the legal right to access the labour market

This section aims to provide an overview of the legal and policy framework and practices concerning the right to access employment for refugees, beneficiaries of subsidiary and humanitarian protection. This section will first provide an overview of the residence permits granted to refugees and beneficiaries of subsidiary and humanitarian protection and will subsequently review the legal right to access employment linked to the residence permits. It will then examine in particular whether any administrative conditions/requirements apply in law and/or in practice to access the labour market.

NB: Please note that you are requested to provide information on the residence permits and legal right to access the labour market granted to:

- beneficiaries of international protection; i.e. those granted international protection status, either as a refugee or a beneficiary of subsidiary protection as stipulated in the Qualification Directive and its recast;
- Persons granted humanitarian protection status in the framework of an asylum procedure due to obligations under international refugee or human rights instruments¹³.

Thus, third-country nationals granted alternative statuses (e.g. tolerated stay for medical reasons, illness, disability etc.¹⁴) are beyond the scope of this Study.

Q1. Please provide a brief overview of the legal and policy framework and practices concerning residence rights and labour market access rights granted to refugees, beneficiaries of subsidiary and humanitarian protection, linking the (type of) residence permit granted to labour market access rights¹⁵. Please distinguish and highlight any differences between the type of residence permit and accompanying labour market access rights between those granted to: a) refugees; b) beneficiaries of subsidiary protection, and; c) persons granted humanitarian protection.

In Greece, the reality is complicated with many multifaceted challenges, which need to be addressed both on national and European level as a whole. The Hellenic State, for the management of the asylum system, is based on the Greek Action Plan for the Management of the Asylum and Migration¹⁶, developed by the Greek Authorities and supported by a series of bodies, including the European Commission, the European Asylum Support Office (EASO) and the United Nations High Commissioner for Refugees (UNHCR)¹⁷.

Through a literature review, is indicated that, the legal regulations on refugees have emerged in a significant extend from the participation of Greece in International Organizations and the signing of international agreements and conventions (Bakavos, Papadopoulou and Symeonaki, 2008: 90-91)¹⁸. The conditions for the recognition of refugees' status are determined by the UN Convention, signed in Geneva in 1951, and by the Supplementary Protocol of New York (1967) (Bakavos, Papadopoulou and Symeonaki, 2008: 90-91). These above mentioned arrangements ensure the stay of the concerned populations in Greece, during the examination process of their applications for asylum provision (Bakavos, Papadopoulou and Symeonaki, 2008: 90-91). Despite the fact that, the successive legal arrangements in Greece are mainly referred to the treatment of irregular migrants, they contain provisions, which concern refugees too (Bakavos, Papadopoulou and Symeonaki, 2008: 90-91). In particular, the Law of 1991, specified the conditions for the recognition of refugees' status and formed a new category of refugees, consisting of persons, who are allowed to remain in Greece for humanitarian reasons, but without

¹³ See Eurostat's definition of "authorisation to stay for humanitarian reasons" which stipulates: "a person covered by a decision granting authorisation to stay for humanitarian reasons under national law concerning international protection by administrative or judicial bodies. It includes persons who are not eligible for international protection as currently defined in the Qualifications Directive (Directive 2011/95/EU) but are nonetheless protected against removal under the obligations that are imposed on all Member States by international refugee or human rights instruments or on the basis of principles flowing from such instruments. [...] persons granted a permission to stay for humanitarian reasons but who have not previously applied for international protection are not included under this concept".

¹⁴ See: for example the EMN Study on Non-EU Harmonised Protection Statuses. http://ec.europa.eu/dgs/home-affairs/what-we-do/networks/european_migration_network/reports/docs/emn-studies/non-eu-harmonised-protection-status/11b_greece_national_report_non-eu_harmonised_forms_of_protection_final_version_4dec09_gr_el.pdf

¹⁵ Please only report on the labour market access rights linked to first residence permits and renewals – See: Art. 24 recast Qualification Directive (excluding permanent residence and citizenship permits).

¹⁶ See: <http://www.naftemporiki.gr/cmsutils/downloadpdf.aspx?id=516752>

¹⁷ See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2014a) *Greece as a Country of Asylum: Recommendations of the United Nations High Commissioner for Refugees in Greece regarding the Current Situation of Asylum in Greece. December 2014*. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece (in Greek), available at: <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>

¹⁸ See: Bakavos, Chr., Papadopoulou, D. and Symeonaki, M. (eds.) (2008) *Migration and Services Provision to Migrants in Greece*. Athens: Labour Institute of the General Confederation of Workers of Greece (GSEE) (in Greek).

enshrining the refugee status and entitlement to social benefits (Bakavos, Papadopoulou and Symeonaki, 2008: 90-91).

According to the national legislation, the rights of the international protection beneficiaries in Greece (recognized refugees and beneficiaries of subsidiary protection) are regulated by the Presidential Decree 141/2013¹⁹, which incorporates the recast Directive 95/2011/EC on the procedures of determining the refugee status. Despite the fact that, typically, the beneficiaries of international protection enjoy a series of rights, they are subjected to the integration policies for third country nationals and have access to social integration services, in accordance with the Article 35 of the Presidential Decree 141/2013²⁰ and Article 128, Paragraph 2 of Law 4251/2014, which state that "Integration policies and the actions that are included in them, are applied to all legally residents - third country nationals - and to members of their families", the incomplete integration measures and the on-going impact of the economic crisis in Greece, cause serious challenges and often lead to the marginalization of the recognized refugees, the beneficiaries of subsidiary protection and those who have received humanitarian status, according to the United Nations High Commissioner for Refugees (UNHCR) in Greece²¹. Largely, the practices of support of the social integration of third country nationals, who legally enter and reside in the country, as they are officially presented, mainly concern migrants, without having any targeted action, for refugees or recognized beneficiaries of subsidiary or humanitarian protection status. Although the Hellenic State under the law, defines that recognized refugees and beneficiaries of international protection have the right to work, the State cannot ensure their employment, as it cannot ensure a work place for Greek nationals either.

More specifically, the Greek legislative framework, according to Article 24 of the Presidential Decree 141/2013, states that recognized refugees and beneficiaries of subsidiary protection shall be granted a residence permit valid for three (3) years²². According to Article 1 of the subsequent Ministerial Decision No. 7315/2014(2461/B/16.09.2014), regarding issuing residence permits, as published on September 2014²³, to beneficiaries of international protection status and the members of their families, shall be granted a Residence Permit of Uniform Format (A.D.E.T.), by decision of the Asylum Service or by the Appeal Committees of the Appeals Authority (L. 3907/2011, Art.3). In relation to the legal framework in effect in Greece regarding employment, the Presidential Decree 141/2013, with the Article 27, entitles the beneficiaries of international protection to engage/work as wage/employed/employees or as self-employed/independent professional/occupational activity, in accordance with the provisions of the Presidential Decree 189/1998. For the beneficiaries of international protection, the existing provisions are applicable regarding: remuneration, access to the social security system, employed/wage or self-employed activities, as well as regarding working conditions. In Greece, the process of accessing the labour market for these groups, is implemented at regional level. The interested individuals have every right to submit the necessary documents, to the competent Regional Services, in order to issue a work permit for the professional discipline/specialty they desire, which gives them the right to access the job market of the country.

The process is different for asylum seekers and beneficiaries of protection for humanitarian reasons, according to Law 4332/2015²⁴, which is the main legislative text for these issues, and different for refugees and beneficiaries of subsidiary protection, where both categories are incorporated in the international protection status. Asylum seekers and beneficiaries of

¹⁹ See: Official Gazette of the Hellenic Republic (2013) *Presidential Decree no. 141 Adjustment of Greek legislation to the provisions of the Directive 2011/95/EU of the European Parliament and of the Council of 13 December 2011 (L 337) 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)*. Athens: National Printing Office (in Greek) (accessed: October 2, 2015, available at: http://www.firstreception.gov.gr/PRIImages/EditorImages/p-d--141_2013.pdf).

²⁰ Official Gazette of the Hellenic Republic (2013) *Presidential Decree no. 141 Adjustment of Greek legislation to the provisions of the Directive 2011/95/EU of the European Parliament and of the Council of 13 December 2011 (L 337) 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)*. Athens: National Printing Office (in Greek) (accessed: October 2, 2015, available at: http://www.firstreception.gov.gr/PRIImages/EditorImages/p-d--141_2013.pdf); 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 (accessed October 2, 2015, available at: <http://www.refworld.org/docid/4f197df02.html>).

²¹ See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2014a) *Greece as a County of Asylum: Recommendations of the United Nations High Commissioner for Refugees in Greece regarding the Current Situation of Asylum in Greece. December 2014*. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece (in Greek), available at: <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>

²² Official Gazette of the Hellenic Republic (2013) *Presidential Decree no. 141 Adjustment of Greek legislation to the provisions of the Directive 2011/95/EU of the European Parliament and of the Council of 13 December 2011 (L 337) 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)*. Athens: National Printing Office (in Greek) (accessed: October 2, 2015, available at: http://www.firstreception.gov.gr/PRIImages/EditorImages/p-d--141_2013.pdf).

²³ See: <http://asvlo.gov.gr/wp-content/uploads/2014/09/KYA-ADET1.pdf>

²⁴ The legislation includes a new Immigration Code (4251/2014 A' 80), as applicable, see also Law 4332/2015 A' 76, while the regulations/provisions in this framework for beneficiaries of protection for humanitarian reasons do not concern strictly refugees or humanitarian protection beneficiaries. However there are cases, where these categories can be integrated in the regulations/provisions for the humanitarian status, of the Code, especially see Law 4332/815, Art. 108, Par. 47 and Par. 48 and Art. 19A.

protection status for humanitarian reasons, who have been recognized before 2013, by the Hellenic Police and which belong to the old system (Presidential Decree 189/1998), are entitled to receive work permit, under the basic condition, that a research of the labour market is conducted at first place, according to Article 4 of the same Presidential Decree, by the Manpower Employment Organization (OAED) and depending on, whether there are Greeks, European Union nationals, or other foreigners, who have already been living in Greece or legal migrants, who are interested in this particular job position and specialty, which the foreigner is interested in, the permit is given or not, by the competent services of the Region. Most of the times, and especially because of the current situation of the country, where unemployment rates/levels are particularly high, their application for issuing a work permit is rejected. The process of the labour market research is conducted at the first time (initially), during the process for granting the work permit. For its renewal the labour market research is not repeated, mostly so as to make the process of renewal easier and so as bureaucracy to be reduced. The Hellenic Ministry of Labour, Social Security and Welfare is working on this, in order to promote a new Presidential Decree, for the withdrawal of the research of the labour market for the abovementioned categories of foreigners, so as all third country nationals, residing legally in Greece, to be able to be issued a work permit. This process and the unemployment rate of 33%²⁵ for third-country nationals in Greece, limit the legal employment opportunities. In 2013, the Regional Authorities issued and renewed 6.952 work permits for asylum seekers, and rejected 1.620, while during the same period, there were over 33.000 active cases of applications for international protection, pending at the Hellenic Police and the Asylum Service²⁶. Refugees and holders of status of subsidiary protection are given the work permit more easily; no conduction of labour market research is needed. Furthermore, the period of validity of the work permit is identical to the period of validity that applies to the residence permit. Also, the renewal is valid for the period that the residence permit applies. Their rights from the moment that they will receive the work permit, are the same in level of protection, labour and social security rights, and at support level, on issues concerning them, by the competent services of the Ministry, such as the Labour Inspection (e.g. complaints), allowances, insurance etc. just as they are in force for the Greeks²⁷. The necessary document for issuing a work permit for asylum seekers and holders of protection status for humanitarian reasons, is the application for international protection - stay for humanitarian reasons card respectively, which is offered by the Asylum Service, which applies since 2013 after the new Presidential Decree. Asylum seekers encounter many problems, when dealing with the administrative services because, in many cases, either the "asylum seeker card" is not recognized as proof of legal residence in the country²⁸ or they cannot present evidence of their personal situation. Finally, they do not receive any special assistance and face serious difficulties in fulfilling their tax obligations, an issue that affects their ability to enjoy social rights, such as access to benefits of welfare and unemployment²⁹. Recognized refugees and holders of status of subsidiary protection, have to submit their residence permit, which they acquire from the Asylum Service, a recruitment certificate by an employer saying that he/she will hire/employ them, a document from a public hospital, attesting that they do not suffer from any type of illness, thus they have to visit a public hospital or health center, and if any other document is required, for this particular type of work from similar services, for example if someone is going to work in a business of health interest (e.g. restaurant), he/she needs specific work permit granted by the Hellenic Police. This of course applies to the Greeks, whether other kind of work requires some other documents that are not specific for everyone, but are required per case³⁰.

Generally, there are several obstacles in implementing the various regulations and measures that concern the recognized beneficiaries of international or humanitarian protection, a fact that to some extent is combined with the complications of the public administration to implement in practice the principle of equal treatment between Greeks and recognized refugees (Bakavos, Papadopoulou and Symeonaki, 2008: 90-91).

²⁵ Press Release of the Hellenic Statistical Authority for the 2nd quarter of 2014, available at: <http://goo.gl/8GNkbN>, United Nations High Commissioner for Refugees (UNHCR) in Greece (2014a) *Greece as a Country of Asylum: Recommendations of the United Nations High Commissioner for Refugees in Greece regarding the Current Situation of Asylum in Greece. December 2014*. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece (in Greek), p. 21, available at: <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>

²⁶ See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2014a) *Greece as a Country of Asylum: Recommendations of the United Nations High Commissioner for Refugees in Greece regarding the Current Situation of Asylum in Greece. December 2014*. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece (in Greek), available at: <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>

²⁷ Interview with George Nerantzis, Head of the Department of Support of Workers Abroad and Employment of Migrants in Greece, of the Directorate of the Hellenic Ministry of Labour, Social Security and Social Solidarity, October 8, 2015.

²⁸ For example, "asylum seeker card" does not provide the right to issue a driving license (Circular no. A3/576/91/ 31.12.2012 of Gen. Secretary of Transport, Hellenic Ministry of Development) or it cannot be used for bank transactions. See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2014a) *Greece as a Country of Asylum: Recommendations of the United Nations High Commissioner for Refugees in Greece regarding the Current Situation of Asylum in Greece. December 2014*. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece (in Greek), available at: <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>

²⁹ See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2014a) *Greece as a Country of Asylum: Recommendations of the United Nations High Commissioner for Refugees in Greece regarding the Current Situation of Asylum in Greece. December 2014*. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece (in Greek), available at: <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>

³⁰ The data on access to the labour market, emerged from the interview with Mr. George Nerantzis, Head of the Department of Support of Workers Abroad and Employment of Migrants in Greece, of the Directorate of Employment of the Hellenic Ministry of Labour, Social Security and Social Solidarity, October 8, 2015.

Q2. This question serves to collect comparative information on the national legal/policy framework on residence permits granted to refugees and beneficiaries of subsidiary and humanitarian protection, indicating their duration (by law and in practice) as well as the conditions for applying for permanent residence and citizenship.

Please complete the table below, distinguishing between refugees, beneficiaries of subsidiary protection and humanitarian protection.

Table 1: Residence permits granted to refugees, beneficiaries of subsidiary protection and persons granted humanitarian protection

	Refugees	Beneficiaries of subsidiary protection	Beneficiaries of humanitarian protection	Comments
Minimum duration of residence permit (by law)	3 years (Presidential Decree 141/2013, Art. 24)	3 years (Presidential Decree 141/2013, Art. 24)	A permit of 2 years is provided, according to law (Presidential Decree 114/2010, Art. 28 Par. 4). In practice is always granted a 2-year permit and not for a shorter period.	- To family members (of the person that license is granted) is granted a valid residence permit of equal duration with the permit of the beneficiary, consequently the first permit can be and with shorter duration. - Competent Authorities for issuing the permits are a. The Asylum Service since June 2013 until today, and b. The Police Authorities, on cases pending before June 2013, and for the renewals of existing cases- The renewals provided by the Police Authorities to refugees are of five years duration (instead of 3 years)
Maximum duration (including renewals ³¹) residence permit in months/years (by law)	There is no limitation according to law (or in practice), consequently refugees, recognized before 2000 continue to renew their licenses. Renewals provided by Police Authorities to refugees (old cases) are for five years, while the renewals by the Asylum Service are for 3 years.	There is no limitation by law (or practice) on renewals. The subsidiary protection status is applied in Greece since 2008 (Presidential Decree 96/2008, as amended by Presidential Decree 141/2013)	There is no limitation by law on the renewals	There have been observed delays, in practice, in the procedures of renewal of subsidiary protection and humanitarian status provided by Police Authorities, forcing people to be in a state of limbo, without documents. It has been also observed various rejections of applications for renewal.
Mean length of residence permit ³² in months/years (in practice)	No data available on the duration of residence of refugees in Greece (in practice) – Police Authorities have active folders of more than 10 or 15 years.	No data available	No data available	-
After how many years of authorised stay can an application for permanent residence be made?	If a permanent residence concerns the status of long-term resident, it requires five (5) years of legal and continuous residence prior to the submission of the application	If a permanent residence concerns the status of long-term resident, it requires five (5) years of legal and continuous residence prior to the submission of the application	There is no specific legal regulation providing specific application for permanent residence for residents for humanitarian reasons (or included in the long-term resident status)	-
What are the conditions for permanent residence?	According to the provisions of Art. 89 of Law. 4201/2014. The conditions are briefly presented: a. Sufficient income for the needs of the resident and his/her family members, which should not be provided as assistance by the social welfare system b. Health insurance which covers all family members	According to the provisions of Art. 89 of Law. 4201/2014. The conditions are briefly presented: a. Sufficient income for the needs of the resident and his/her family members, which should not be provided as assistance by the social welfare system b. Health insurance which covers all family members	There is no specific regulation.	-

³¹ Including possible renewal (but excluding permanent residence permits and permits granted after application for citizenship).

³² First residence permit including possible renewal (excluding permanent residence permits and permits granted after application for citizenship).

Integration of beneficiaries of international/humanitarian protection into the labour market: Policies and good practices

	c. To fulfil integration conditions into the Greek society	c. To fulfil integration conditions into the Greek society		
After how many years of authorised stay can an application for citizenship be made?	3 years according to Law 3838/2010	7 years according to Law 3838/2010, Art. 2	Do not apply to cases of third country nationals - legal resident of Law. 3838/2010	-
What are the conditions for citizenship?	According to Articles: 2 (typical conditions) and 3 (conditions in practice) of Law. 3838/2010 (procedure of naturalization) ³³ /due to birth and attendance to public school in Greece for children of third country nationals/minors and adults due to attendance to public school in Greece, according to Law 4332/2015 ³⁴	According to Articles: 2 (typical conditions) and 3 (conditions in practice) of Law. 3838/2010 (procedure of naturalization) ³⁵ /due to birth and attendance to public school in Greece for children of third country nationals/minors and adults due to attendance to public school in Greece, according to Law 4332/2015 ³⁶	There are no specific regulations according to the current legislation	-

Q3. Please set out in the table below any conditions that apply to access the labour market (as laid down in national legislation or practice), highlighting any differences with regard to conditions that apply to refugees, beneficiaries of subsidiary and humanitarian protection. In addition, to ensure comparability with regard to the specific conditions that apply (whether laid down in national legislation or applied in practice), please complete a more detailed table setting out the specific conditions in Annex 1.

³³ See: <http://www.taxheaven.gr/laws/law/index/law/187>

³⁴ See: <http://www.synigoros.gr/resources/4332.pdf>

³⁵ See: <http://www.taxheaven.gr/laws/law/index/law/187>

³⁶ See: <http://www.synigoros.gr/resources/4332.pdf>

Integration of beneficiaries of international/humanitarian protection into the labour market: Policies and good practices

Table 2: Conditions linked to access to the labour market for refugees, beneficiaries of subsidiary protection and humanitarian protection

	Refugees	Beneficiaries of subsidiary protection	Beneficiaries of humanitarian protection	Comments/summary of main differences amongst the categories (if any)
Conditions for access to the labour market are provided by the national law ³⁷ .	To be recognized refugees/To reside legally in the country. Residence permit and Work permit – Presidential Decree 141/2013, Art. 27 in conjunction with Presidential Decree 189/1998.	To be recognized beneficiaries of international protection/To reside legally in the country. Residence permit and Work permit – Presidential Decree 141/2013, Art. 27 in conjunction with Presidential Decree 189/1998.	The work permit is issued only when there is no other Greek or European citizen, recognized refugee, expatriate registered unemployed in that certain work/occupational/professional speciality in the particular geographical area (Article 4 Presidential Decree 189/1998).	Article 27 (Article 26 of the Directive) Presidential Decree 141/2013, Access to employment. It is permitted to beneficiaries of international protection to be engaged in employed/waged or self-employed/independent professional/occupational activity, in accordance with the provisions of Presidential Decree 189/1998 (A' 140). To a foreigner, who has been recognized with refugee status and is a holder of a residence permit, a same duration work permit is granted from the competent local responsible Regional Authorities. To the beneficiaries of humanitarian protection is granted a temporary work permit is granted by the Authorities, according to the Article 4, Par. 2, which is not subjected to charges and which validity expires in 30 days after the date of expiry of the documentations held by the interested individuals.
Conditions for access to the labour market, that apply in practice ³⁸	Equal rights with Greek citizens/They have access to the labour market if they are granted a work permit from the Services of the Region.	Equal rights with Greek citizens/They have access to the labour market if they are granted a work permit from the Services of the Region.	There should be no unemployed Greeks, European Union citizens, recognized refugees or expatriates interested in working in the job positions of the specific specialty for which a work permit is requested by beneficiaries of subsidiary protection, in accordance with the Manpower Employment Organization (OAED).	See: http://www.taxheaven.gr/laws/circular/view/id/14853 Presidential Decree 189/1998.
Main differences in conditions (as set out in legislation or in practice) concerning labour market access when compared with other third-country nationals legally residing on the territory	Recognised refugees are on priority regarding the process of finding work/recruitment of the Manpower Employment Organization (OAED) compared with asylum seekers and beneficiaries of subsidiary protection and they have the same rights as Greek citizens.	Recognised beneficiaries of subsidiary protection are on priority regarding the process of finding work/recruitment of the Manpower Employment Organization (OAED) compared with asylum seekers and beneficiaries of subsidiary protection and they have the same rights as Greek citizens.	Recognised refugees are on priority on the process of finding work/recruitment of Manpower Employment Organization (OAED) compared with asylum seekers and beneficiaries of international protection. For the beneficiaries of international protection, Manpower Employment Organization (OAED) conducts a labour market research.	See: http://www.taxheaven.gr/laws/circular/view/id/14853 Presidential Decree 189/1998.

³⁷ This can for example include the requirement to be in possession of a residence permit/work permit, or restrictions can apply in time (duration), to a specific employer, or employment sector, preference being given to EU citizens in general or for specific jobs, other?

³⁸ Even if no specific conditions are laid down in legislation, certain conditions may still apply in practice. These could be similar to the examples given for the conditions as laid down in legislation in footnote 14 above. If these apply in practice, but are not laid down in national legislation, please describe these in this row.

SECTION 2: LABOUR MARKET INTEGRATION POLICY AND ITS ORGANISATION

Section 2.1: Overview of labour market integration policies for refugees, beneficiaries of subsidiary and humanitarian protection

Q4. Please give an overall summary of your relevant national policies related to labour market integration for refugees, beneficiaries of subsidiary protection and humanitarian protection indicating:

- What the main components of your labour market integration policy are (e.g. orientation/language courses, vocational education and training, recognition of qualifications, guaranteed minimum resources, counselling, access to housing etc. Any other?)
- For each component briefly describe the sub-elements, if necessary: For example, the concepts “orientation courses”, “education”, “counselling”, “access to housing” are broad; within the delineation of the focus of the Study (please refer back to the definitions section) please describe what activities they cover. Also, in relation to guaranteed minimum resources, please list the benefits and/or programmes available in your Member State under the MISSOC category³⁹ “guaranteed minimum resources”.
- Whether the policy is specific to refugees, beneficiaries of subsidiary and humanitarian protection or more generic to all third-country nationals legally residing on your Member State’s territory. If it is specifically tailored to refugees and beneficiaries of subsidiary and humanitarian protection could you briefly explain why this is the case? E.g. what are the reasons based upon which your government decided to specifically tailor policy to refugees, beneficiaries of subsidiary and humanitarian protection? (e.g. because their specific needs are acknowledged and it is considered important to address these by specific measures tailored to their situation?)

The Hellenic State, under the funding of the European funds and the State Budget, implements programmes to eliminate social exclusion and promote the social integration of third country nationals, including recognized beneficiaries of international and humanitarian protection, who have legally entered, and reside in the country. National policies on the social integration of these categories of third country nationals in the Greek society, include courses of Greek language learning, vocational guidance, counseling and training. However, the national strategy for the promotion of employment or the increase of employability of beneficiaries of international protection, is not targeted⁴⁰ to the level that the current crucial situation demands. The actions of International Organizations and institutions of the Civil Society, that implement the supportive measures and provide substantial assistance to these populations, are of great importance. In the following fields, those measures are presented in detail.

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Have you set out the main components/support measures of labour market integration policy for refugees, beneficiaries of subsidiary and humanitarian protection?	√
Have you described the sub-elements of each component/support measure where necessary (at a minimum in relation to orientation courses, education, vocational education and training, counselling, and guaranteed minimum resources)?	√
Have you indicated whether the policy is specific to refugees, beneficiaries of subsidiary and humanitarian protection, or to TCNs in general?	√
If the policy is/is not specific, have you explained why this is the case?	√

³⁹ See: MISSOC (2012) “Cross-cutting introduction to guaranteed minimum resources”, (accessed: October 2, 2015, available at: http://www.missoc.org/MISSOC/INFORMATIONBASE/COMPARATIVETABLES/CROSSCUTTINGINTRO/Introduction_Table_11.pdf).

⁴⁰ See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2014a) *Greece as a Country of Asylum: Recommendations of the United Nations High Commissioner for Refugees in Greece regarding the Current Situation of Asylum in Greece. December 2014*. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece (in Greek), available at: <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>

Section 2.2: Organisation of employment-related support measures

The following questions aim to get an overview of your Member State's organisational approach to labour market integration policy for refugees, beneficiaries of subsidiary and humanitarian protection. Please note that the focus of the Study is on retrieving how your government organises employment-related support measures (i.e. any support measures provided by NGO's without any (financial) involvement of the government is beyond the scope of this Study). In relation to these, the Study would like to provide an overview of your Member State's organisational approach, examining whether and how coordination takes place between different actors involved.

Q5a. Please describe your Member State's overall organisational approach with regard to labour market integration policy⁴¹ to refugees, beneficiaries of subsidiary and humanitarian protection: who are the main state actors responsible for the provision of support measures? At what level is it implemented (national, regional, local) and does your Member State involve any third parties (international organisations/NGOs/other) and if so for what actions and based on what agreement? E.g. has your Member States concluded any contract (cooperation) agreement with aforementioned partners (if so which) to implement employment-related support measures and to facilitate access to the labour market?

As provided by the national legal framework and namely the Article 27 of the Presidential Decree 141/2013 (Article 26 of the Directive), the beneficiaries of international protection (i.e. recognized refugees and beneficiaries of subsidiary protection status) have the right/can (to) participate in educational/training programmes for adults, related to employment and vocational training, including training courses for upgrading skills and gaining practical experience in work environments, and counselling services, implemented by authorized institutions, under the same conditions as the Greek citizens. The access to the general educational system and to programmes of further education and training is offered to beneficiaries of international protection, under the same conditions, that are in effect for all the, legally residing in Greece, third country nationals, as provided by the Article 27 (Article 26 of the Directive). In Greece, programmes provided for the strengthening of the process of social and labour market integration, of asylum seekers and legal long-term residents-third country nationals, have been implemented under the co-financing of the European Refugee Fund (2008-2013), of which Responsible Authority in Greece is the Hellenic Ministry of Labour, Social Security and Social Welfare, which was responsible for the design of the programmes, their proclamation, and the assigning of their implementation to institutions of the Civil Society⁴² and their monitoring. The programmes are presented in Table A below.

⁴¹ I.e. the support measures as included in the scope of this Study, namely: language courses, orientation courses, education, vocational education and training, recognition of qualifications, guaranteed minimum resources, counselling and access to housing.

⁴² See: <http://www.ypakp.gr/> and http://www.ypakp.gr/texts/editor_uploads/pronoia/Multiannual%20Programme%202008-2013%20ERF%20GR.pdf Multiannual Programme 2008-2013.

require. The new internship opportunities and apprenticeship have been a key element of these projects. To combat the increasing number of long-term unemployed job seekers, European Social Fund's actions also supported the occupational/professional/vocational retraining, based on the new skills, required by the Greek economy and industry, while also contributed to the decreasing of undeclared work⁵⁴.

Also, Greece has taken extensive measures to help citizens at risk of poverty and combat social exclusion. There were designed measures to strengthen the economic and social integration of excluded and marginalized groups, such as people with disabilities and individuals with a migrant background⁵⁵.

The New Strategy of the European Social Fund in Greece is focused on the increase and the improvement of skills and qualifications of the participants, in order to provide to the workforce and prospective employees, the skills needed by the economy (New Programming Period 2014-2020)⁵⁶. Finally, in order to support the effective implementation of measures of development and employment, Greece also invests in improving the sector of public administration, for example by reducing bureaucracy and facilitating investment opportunities⁵⁷. The Projects which were included in the framework of the Operational Programme 2007-2013 of the European Social Fund (ESF), are presented in Table C.

The European Social Fund Actions Coordination and Monitoring Authority (EYSEKT) was established in 2001, in order to serve the needs of coordinating the co-financed, by the European Social Fund (ESF), interventions in Greece⁵⁸. The purpose of European Social Fund Actions Coordination and Monitoring Authority (EYSEKT) is:

- To monitor the implementation of the policies of the European Social Fund, through interventions that are being realized in the country.
- The designing and coordination of interventions, co-financed by the European Social Fund in Greece, as well as the monitoring of the progress and effectiveness of these interventions.
- The utilization of other financial instruments and programmes (management, monitoring and implementation of actions) aiming at the development of human resources⁵⁹.

The interventions of the European Social Fund are covering all regions of the European Union. In the interval between 2014-2020 have been pledged more than 80 billion euros for investments in human capital in the Member States, and an additional amount of at least 3.2 billion euros for the initiative "Youth Employment".

For the 2014-2020 programming period, the European Social Fund will focus on four (4) of the thematic objectives of the cohesion policy:

- Promoting employment and supporting labour mobility,
- Promoting social inclusion and combating poverty,
- Investing in education, skills and lifelong learning, and
- Enhancing of institutional capacity and of an efficient public administration.

Moreover, 20% of European Social Fund (ESF) investments will be allocated on activities that will improve social inclusion and combat poverty. This is known as a thematic focus⁶⁰.

Finally, for the integration of the excluded and marginalized populations from the local society, such as Roma, migrants, asylum seekers and refugees, as part of Development Programme – National Strategic Reference Framework (NSRF) 2014-2020⁶¹, the Hellenic Ministry of Development and Competitiveness implements integrated interventions, based on the four pillars of housing, employment, education and health, which are aiming at: a) creating new and/or improving the existing housing facilities for people experiencing/or at risk of homelessness, b) reducing of phenomena of children leaving school at early stage, c) providing health, hygiene and welfare services, d) offering information and individual empowerment, e) offering professional and business counselling and vocational training, and f) supporting the employment through community services and social entrepreneurship.

Specifically, complementary bundles of actions will be developed, by region, at local level, which require investment priorities of the European Social Fund (ESF) and in synergy with actions under the Fund for European Aid to the Most Deprived (FEAD)⁶². These actions aim at a holistic intervention and will include provision of basic services and goods, support to students of vulnerable groups to enrol to school timely, and attendance or progress from one educational level to another, and promotion of the integration into the labour market. Moreover, the development of integrated interventions on issues of smooth integration, of third

⁵⁴ See: <http://ec.europa.eu/esf/main.jsp?catId=382&langId=en>

⁵⁵ See: <http://ec.europa.eu/esf/main.jsp?catId=382&langId=el>

⁵⁶ See: <http://www.esfhellas.gr/en/Pages/staticNewProgrammingPeriod.aspx>

⁵⁷ See: <http://ec.europa.eu/esf/main.jsp?catId=382&langId=en>

⁵⁸ See: <http://www.esfhellas.gr/en/Pages/EYSEKT.aspx>

⁵⁹ See: <http://www.esfhellas.gr/en/Pages/EYSEKT.aspx>

⁶⁰ See: http://ec.europa.eu/regional_policy/en/funding/social-fund/

⁶¹ See: http://www.esfhellas.gr/el/Documents/%CE%9D%CE%95%CE%91%20%CE%A0%CE%A0/PA_ESPA_2014-2020_220514_full.pdf

⁶² See: http://www.esfhellas.gr/el/Documents/%CE%9D%CE%95%CE%91%20%CE%A0%CE%A0/PA_ESPA_2014-2020_220514_full.pdf

country nationals, who are seeking asylum in the country, is planned and concerns: the establishment of new structures and reconstruction/renovation of the existing ones - Structures of Reception/Hospitality, the short-term funding of their operational costs, provision of medical, legal and psycho-social support, implementation of programmes of training and development of personal skills of asylum seekers, beneficiaries of international protection and vulnerable groups of third-country nationals, as well as provision of information and raising awareness of the Greek nationals, in cooperation with the local community, for the purpose of the proper operation of the above-mentioned actions. In the framework of this initiative, the activation of the civil society, the local government and volunteers is particularly important⁶³. It is necessary to combat discrimination against the marginalized groups, through actions of targeted provision of information and raising awareness of citizens, and especially of students and young individuals. Particularly for migrants, refugees and asylum seekers, the interventions will be complementary to the actions funded by the European Internal Security Fund (ISF) and the Asylum, Migration and Integration Fund (AMIF)⁶⁴.

However, in practice, regarding the targeted support and integration measures on behalf of the Hellenic State, there is still room for improvement for the effective integration of beneficiaries of international protection in the labour market⁶⁵.

Table B: Actions and Number of Beneficiaries that the Annual Programmes had as Target

EUROPEAN REFUGEE FUND 2008-2013	Consulting/ Support Services	Promotion of labour market integration	Cultural orientation courses and multicultural activities	Vocational and other educational training	Language learning courses	**Total accommodation capacity per day	Comments:
Annual Programme 2008 Start date: January 1, 2008 End date: December, 31 2009	500*	40*	300*	30*	50*	300**	*Target Group of the Action 3.1.B3 **Target Group of the Action 3.1.A.1
Annual Programme 2009 Start date: January 1, 2009 End date: December, 31, 2010	1.000*	80*	700*	80*	120*	450**	*Target Group of the Action 3.1.B3 **Target Group of the Action 3.1.A.1
Annual Programme 2010 Start date: January 1, 2010 End date: June 30, 2012	1.500*	500*	1.000*	250*	250*	450**	*Target Group of the Action 3.1.B3 **Target Group of the Action 3.1.A.1
Annual Programme 2011 Start date: January 1, 2011 End date: June 30, 2013	1.500*	500*	600*	150*	150*	600**	*Target Group of the Action 3.1.B3 **Target Group of the Action 3.1.A.1
Annual Programme 2012 Start date: January 1, 2012 End date: June 30, 2014	1.500*	N/A	N/A	N/A	350*	700**	*Target Group of the Action 3.1.B3 **Target Group of the Action **3.1.A.1
Annual Programme 2013 Start date: January 1, 2013 End date: June 30, 2015	800*	N/A	N/A	N/A	300*	700**	*Target Group of the Action 3.1.B3 **Target Group of the Action 3.1.A.1

Source: Ministry of Labour, Social Security and Social Welfare, 2015

⁶³ See: http://www.esfhellas.gr/el/Documents/%CE%9D%CE%95%CE%91%20%CE%A0%CE%A0/PA_ESPA_2014-2020_220514_full.pdf

⁶⁴ See: http://www.minocp.gov.gr/index.php?option=ozo_content&lang=EN&perform=view&id=5270&Itemid=497&lang=GR

⁶⁵ Non-EU adults are least likely to access education and training in GR (<3%) than in most other European countries, followed closely by other Central and Southeastern European countries (CY, IT, HU). What's more, only around 1/5 of unemployed working-age non-EU citizens were able to count on the support of unemployment benefits to help them find a new job. See: Huddleston, T., Bilgili, O., Joki, A. and Vankova, Z. (2015) *Migrant Integration Policy Index 2015 (With the vision of J. Niessen, the scientific review of A. Bardolet, F. Fàbregues, J. D. Ingleby and E. Sánchez-Montijano and the support of K. Shklyan)*. Barcelona/Brussels: CIDOB and MPG, [www.mipex.eu](http://mipex.eu), Greece: <http://mipex.eu/greece>

Table C: Actions included under the co-funding of the European Social Fund – Operational Programme 2007-2013

Axes of Actions	Categories of Beneficiaries	Number of Beneficiaries
<p>Training of unemployed individuals regarding basic skills in Information and Communication Technology (ICT)</p>	<p>Young men and women Women Long-term unemployed individuals Graduates of primary, secondary, post-secondary and higher education and College/University Graduates [who, because of their membership in professional associations – chambers –e.g. engineers, cannot be registered to the Manpower Employment Organization (OAED) unemployment lists], provided that they meet specific preconditions Individuals coming from groups that are excluded or are susceptible to exclusion from the labour market (like as individuals with disabilities, repatriates, refugees, migrants, asylum seekers, victims of trafficking, victims of domestic violence, drug addicts and former drug addicts, HIV positive, juvenile offenders, prisoners, ex-prisoners, homeless, individuals in poverty or at risk of poverty, individuals with cultural and religious particularities).</p>	<p>28.735 See: http://www.epanad.gov.gr/default.asp?plD=17&la=1</p>
<p>Training of unemployed individuals in certified Vocational Training Centres(KEK) with mandatory placement in work positions related to tourism</p>	<p>Unemployed individuals Young men and women Women Long-term unemployed individuals Individuals coming from groups that are excluded or are susceptible to exclusion from the labour market (like as individuals with disabilities, repatriates, refugees, migrants, asylum seekers, victims of trafficking, victims of domestic violence, drug addicts and former drug addicts, HIV positive, juvenile offenders, prisoners, ex-prisoners, homeless, individuals in poverty or at risk of poverty, individuals with cultural and religious particularities).</p>	<p>3.600 See: http://www.epanad.gov.gr/default.asp?plD=17&la=1&pg=2</p>
<p>e-Learning training for unemployed individuals in Information and Communication Technology (ICT)</p>	<p>Those who have the right to participate are: Unemployed individuals, of all educational backgrounds, registered to the Manpower Employment Organization (OAED) unemployment lists/records. In particular, graduates from Higher Educational Institutions and Technological Educational Institutes, who, because of their membership in professional associations - chambers, do not have the possibility to be registered to the Manpower Employment Organization (OAED) unemployment lists/records, they should meet certain economic criteria and: a) to be enrolled in a chamber b) to certify their unemployment status through a declaration of the Law 1599/1986. Priority for participation are individuals who fit the following categories of beneficiaries: Unemployed Young men and women Women Long-term unemployed individuals Individuals coming from groups that are excluded or are susceptible to exclusion from the labour market (like as individuals with disabilities, repatriates, refugees, migrants, asylum seekers, victims of trafficking, victims of domestic violence, drug addicts and former drug addicts, HIV positive, juvenile offenders, prisoners, ex-prisoners, homeless, individuals in poverty or at risk of poverty, individuals with cultural and religious particularities).</p>	<p>10.000 See: http://www.epanad.gov.gr/default.asp?plD=17&la=1&pg=2</p>
<p>Training of unemployed individuals in certified Vocational Training Centres with mandatory placement in work positions related to sustainable environmental management (green jobs)</p>	<p>Unemployed Young men and women Women Long-term unemployed individuals Individuals coming from groups that are excluded or are susceptible to exclusion from the labour market (like as individuals with disabilities, repatriates, refugees, migrants, asylum seekers, victims of trafficking, victims of domestic violence, drug addicts and former drug addicts, HIV positive, juvenile offenders, prisoners, ex-prisoners, homeless, individuals in poverty or at risk of poverty, individuals with cultural and religious particularities).or at risk of poverty, individuals with cultural and religious different belief).</p>	<p>7.500 See: http://www.epanad.gov.gr/default.asp?plD=17&la=1&pg=2</p>

Integration of beneficiaries of international/humanitarian protection into the labour market: Policies and good practices

<p>Training of unemployed people in certified Vocational Training Centres with mandatory placement in work positions related to construction – technical works</p>	<p>Unemployed Young men and women Women Long-term unemployed individuals Individuals coming from groups that are excluded or are susceptible to exclusion from the labour market (like as individuals with disabilities, repatriates, refugees, migrants, asylum seekers, victims of trafficking, victims of domestic violence, drug addicts and former drug addicts, HIV positive, juvenile offenders, prisoners, ex-prisoners, homeless, individuals in poverty or at risk of poverty, individuals with cultural and religious particularities).or at risk of poverty, individuals with cultural and religious different belief).</p>	<p>7.000 See: http://www.epanad.gov.gr/default.asp?pid=17&la=1&pg=2</p>
<p>Initiatives/Actions concerning vulnerable social groups by authorized Specialized Centres of Social and Employment Integration</p>	<p>Women -victims of domestic violence and individuals experiencing discrimination due to their sexual orientation and/or discrimination due to gender identity. Individuals in poverty status/susceptible to poverty Homeless HIV-positive Ex-prisoners Former drug addicts Potential beneficiaries may also be universities’ or technical institutions’ graduates, who, because of their membership in professional associations or chambers, cannot be registered to the Manpower Employment Organization (OAED), provided that they meet certain tax preconditions.</p>	<p>7.000 See: http://www.epanad.gov.gr/default.asp?pid=18&la=1</p>
<p>Programmes of Greek language learning in certified Vocational Training Centers, for unemployed migrants – repatriates – refugees and other categories of unemployed individuals belonging to vulnerable groups, for whom, the inadequate knowledge of the Greek language acts as an constrain for their social integration</p>	<p>Migrants Repatriates Refugees Other Vulnerable Groups (Unemployed individuals belonging to vulnerable groups, for whom the inadequate knowledge of the Greek language is an obstacle to integrate to the society (asylum seekers, victims of trafficking, etc.).</p>	<p>8.638 See: http://www.epanad.gov.gr/default.asp?pid=18&la=1</p>
<p>Local level initiatives/actions of Social Integration concerning Vulnerable Groups</p>	<p>Those who have the right to participate are unemployed individuals of socially vulnerable groups, who are: Registered at the Manpower Employment Organization’s (OAED) unemployment lists or registered to the Manpower Employment Organization’s (OAED) unemployment special list and additionally belong to one of the following categories: Long-term unemployed individuals over 45 years old, with low typical qualifications Disabled individuals Women victims of domestic violence Victims of human trafficking Single parent family heads Migrants Repatriates Refugees Individuals with different religious and cultural belief Asylum seekers ex-prisoners Former drug addicts HIV positives Homeless People in poverty/in risk of poverty Individuals that are subject to discrimination on grounds of sexual orientation and/or because of gender identity.</p>	<p>12.300 See: http://www.epanad.gov.gr/default.asp?pid=18&la=1</p>

Source: Hellenic Ministry of Labour, Social Security and Solidarity, General Secretariat of Social Fund and other Resources Coordination, European Social Fund, 2015

The Special Service for Social Integration and Social Economy implemented the project entitled: “Local Actions of Social Integration for Vulnerable Groups” under Priority Axis 4.1. Operation Programme “Human Resources Development”, entitled “Complete Integration of the Entire Labour Force into a Society of Equal Opportunities”. The “Local Actions of Social Integration for Vulnerable Groups” focus on supporting socially vulnerable population groups, including among others, refugees, through a wide set of actions, which are supplementary, covering the different needs of the beneficiaries, providing them with comprehensive support. All actions are part of a single integrated project, which main objective is the social and professional integration of socially vulnerable groups within the framework of the regional development plan⁶⁶.

⁶⁶ Interview with George Nerantzis, Head of the Department of Support of Workers Abroad and Employment of Migrants in Greece, of the Directorate of the Hellenic Ministry of Labour, Social Security and Social Solidarity, October 8, 2015.

Additionally, the Manpower Employment Organization (OAED) offers employment programmes and consulting services, which are dynamic interventions for the activation and mobilization of the unemployed individuals, in order to facilitate their integration into the labour market⁶⁷.

International Organizations, other institutions, NGOs and institutions of the Civil Society that provide assistance to asylum seekers/and beneficiaries of international and humanitarian protection, implement important actions/projects related to labour market integration, for the above mentioned categories of third country nationals, co-funded by European funds, national funds and funds of their own, and in some cases on voluntary basis, e.g. individuals who offer voluntarily work in Greek language learning classes, that are implemented by METAdrasi.

The contribution of International Organizations such as the United Nations High Commissioner for Refugees (UNHCR) in Greece, and institutions such as the Greek Council for Refugees and the NGO METAdrasi, is of great importance, as they offer services of provision of information/counselling, legal support, Greek language learning programmes, orientation programmes and interpretation services to asylum seekers and recognized refugees⁶⁸.

The Programme “Supporting organizations that assist migrant asylum seeking population in Greece” (SOAM) is being implemented by the International Organization for Migration (IOM) – Office in Greece with the economic support from donor countries of the European Economic Area: Iceland, Liechtenstein and Norway (European Economic Area (EEA) Grants, Iceland, Liechtenstein and Norway). The three Consortiums of the Programme, include:

- Consortium: Medecins du Monde – Greece – Doctors of the World – Greece (Applicant NGO)/ Greek Council for Refugees, entitled: “Reception center for vulnerable asylum seekers at the center of Athens with capacity of 70 places” (center of Athens, Greece).
- Consortium: Organization for Social Integration (NOSTOS) (Applicant NGO)/ IASIS/ ERGOEREVNITIKI/ Society for the Development and Creative Occupation of Children (EADAP), entitled: “Hospitality structure for asylum seekers – FUTURE” (Moschato Area, Athens, Greece).
- Consortium: PRAKSIS (Programmes of Development, Social Support and Medical Cooperation) (Applicant NGO)/ Hellenic Red Cross, entitle: “STEGI PLUS (+)” (Athens and Patras, Greece).

One of the pillars of this Programme is the Memorandum of Understanding signed between Greece and the Donor States (Iceland, Lichtenstein and Norway) on November 1st 2011⁶⁹. Regarding Asylum and Migration –which are key priorities of the Funding of the European Economic Area (EEA) and the International Organization for Migration (IOM) – Office in Greece – two projects were pre-decided, in order to address the urgent needs for reception and screening/recording of new arrivals and for the accommodation of vulnerable groups, including two intergovernmental organizations with relevant expertise in Greece, namely the International Organization for Migration (IOM) and the Office of the United Nations High Commissioner for Refugees (UNHCR) in Greece.

The second pillar of the SOAM Programme is the agreement, signed on December 3rd 2012, between the Financial Mechanism Office of the European Economic Area (EEA) Grants and IOM – Office in Greece, setting out the basic framework of the Programme.

In the basis of this agreement, the International Organization for Migration (IOM) – Office in Greece acts as Fund Operator of the Programme, being Responsible Authority for its development and implementation. The International Organization for Migration (IOM) – Office in Greece, within the framework of specific procedures, provides support (in the form of economic funds) via selected/eligible projects of provision of assistance to mobile populations, who are seeking asylum in Greece, run by Non-Governmental Organizations (project implementation institutions) in Greece⁷⁰.

In addition, the operational partner of the United Nations High Commissioner for Refugees (UNHCR) in Greece and member of the European Council on Refugees and Exiles, the Greek Council for Refugees (GCR), through the Legal and especially the Social Service Offices, implements important work in the provision of aid to asylum seekers, recognized beneficiaries of international and humanitarian protection, during the asylum process and throughout their integration into the local society/community. In particular, the actions include provision of information on legal rights-responsibilities and relevant procedures, legal representation, legal assistance during the naturalization process etc. The main purpose of the Social Service Office of the Greek Council for Refugees (GCR) is, to facilitate the integration of asylum seekers, refugees and beneficiaries of humanitarian protection into the country, and through the funding of the European Refugee Fund (ERF)⁷¹.

For the achievement of this aim, the social workers of the Greek Council for Refugees (GCR) provide cultural orientation, psychological support, and ensuring of housing, implementation of short-term housing programmes in hotels in cooperation with the Hellenic Ministry of Health and Social Solidarity, etc. The Employment Offices of the Greek Council for Refugees (GCR) provide support services in the effort, asylum seekers and refugees to achieve their integration into the labour market, through the following actions⁷²:

- Information regarding labour rights and obligations
- Support regarding practical issues (work permit issue, VAT number, health booklet, etc.)
- Psychosocial support
- Referral to programmes of Greek language and vocational training
- Employment counseling (skills development, curriculum vitae writing, preparation for self-presentation in selection interviews of personnel)

⁶⁷ See: http://www.oead.gr/index.php?option=com_content&view=article&id=451&Itemid=606&lang=en

⁶⁸ See: <http://www.metadrasi.org/eng/content/actions>

⁶⁹ See: <http://eeagrants-iomathens-soam.gr/>

⁷⁰ See: <http://eeagrants-iomathens-soam.gr/?lang=en>

⁷¹ See: <http://www.gcr.gr/index.php/en/action/gcr-projects>

⁷² See: <http://www.gcr.gr/index.php/el/about-gcr/what-we-do>

- Work progress monitoring
- Networking actions with organizations and raising awareness campaigns of employers and the wider community.

Integration of beneficiaries of international/humanitarian protection into the labour market: Policies and good practices

Q5b. Please indicate whether the provision of the different support measures⁷³ to recipients is in any way centrally coordinated? (i.e. is there one body that coordinates access to the different measures or alternatively do the different authorities structurally exchange information between each other etc.?)

If yes, please provide more information on how the support measures are coordinated? Please elaborate on:

- ★ The coordination mechanisms (e.g. agreements/contracts/cooperation agreements/conventions/coordinating/intermediary bodies); and
- ★ Please indicate at what level coordination takes place: at national, regional, or local level?

Apart from the procedures of issuing work permit, which is conducted at national-local level by the competent Region, depending on the geographical area, where each legal foreigner/beneficiary of international/humanitarian protection resides, supportive measures to the labour market integration, of the above categories of foreigners, are provided by the State, International Organizations, other institutions, NGOs and by the institutions of the Civil Society, under the funding of the European Funds. In particular the Hellenic Ministry of Labour, Social Security and Welfare, which is staffed by qualified personnel: administrative staff, sociologists, social anthropologists, lawyers etc., who are in charge of the coordination of the programmes/projects for the social protection and labour market integration for refugees and asylum seekers⁷⁴, the Hellenic Ministry of Employment and Development and the Manpower Employment Organization (OAED) provide support measures to beneficiaries. The programmes, as presented above, were designed/organized by the Hellenic Ministry of Labour, Social Security and Welfare (as the Responsible Authority of the Fund in Greece), under the co-funding of the European Refugee Fund from 2008 to 2013, assigning the implementation of the projects to competent institutions, such as the Hellenic Red Cross, NGOs, national organizations, Municipalities etc.,⁷⁵ throughout these years. Initiatives to eliminate social exclusion and accomplishing social and employment integration of marginalized groups, such as asylum seekers and refugees, were implemented in the framework of the Operational Period 2007-2013 co-funded by the European Social Fund, under the coordination of the European Social Fund Actions Coordination and Monitoring Authority (EYSEKT) at national level⁷⁶.

At national level, International Organizations such as the United Nations High Commissioner for Refugees (UNHCR) in Greece, institutions such as the Greek Council for Refugees, NGOs such as METAdrasi, ARSIS and PRAKSIS and other institutions provide counselling, vocational training, Greek language training programmes, in order to support the integration of the vulnerable groups – third country nationals into the labour market of Greece.

⁷³ The support measures as included in the scope of this Study, namely: language courses, orientation courses, education, vocational education and training, recognition of qualifications, guaranteed minimum resources, counselling and access to housing.

⁷⁴ The Department of Protection of Vulnerable Groups, Refugees - Asylum Seekers Department of Social Awareness and Solidarity General Directorate of Welfare, the General Secretariat for Welfare of the Ministry of Labour, Social Security and Social Welfare, established by the entry into force of PD 113/2014 (Official Gazette of the Hellenic Republic A 180) "Agency Ministry of Labour, Social Security and Welfare", as a Responsible Authority for the implementation of Nos. 573/2007/EC Decision of the European Parliament and of the Council of 23 May 2007 on the establishment the European Refugee Fund for the period 2007-2013 as part of the General Programme "Solidarity and Management of Migration Flows".

⁷⁵ See: [http://www.ypakp.gr/texts/editor_uploads/pronoiaika/EUROPAIKO_TAMEIO_PROSYFYGON_\(SYSTASH\).pdf](http://www.ypakp.gr/texts/editor_uploads/pronoiaika/EUROPAIKO_TAMEIO_PROSYFYGON_(SYSTASH).pdf)

⁷⁶ See: <http://www.esfhellas.gr/en/Pages/Default.aspx>

SECTION 3: SUPPORT MEASURES TO ACCESS THE LABOUR MARKET

This section explores in more detail employment-related support measures that aim to advance labour market integration for refugees, and beneficiaries of subsidiary and humanitarian protection. The support measures include: language courses, orientation courses, education, vocational training, recognition of qualifications, guaranteed minimum resources, counselling, and access to housing. It will explore how your Member State applies various support measures to enhance access to employment for the target groups identified, the organisational approach for the support measure, the implementation of the support measure as well as good practices in the provision of support measures. More specifically, for each of the main components of your labour market integration policy, you are requested to briefly indicate:

- How does your government organise the provision of the specific support measure; i.e. who is financially and executively responsible?
- How and by whom is the support measure implemented in practice; which authorities are involved on a daily basis? If implemented by third parties (international organisation/NGOs and other) please indicate the contractual basis for their involvement and the rationale)
- Do the actors who are involved on a daily basis receive support or training to focus the services to meet the needs of refugees, beneficiaries of subsidiary and humanitarian protection? If yes, by whom (state authorities or third parties? And if it's the latter is it based on an agreement with the state?)
- Are the services under the support measure in any way specifically tailored to meeting the employment access needs of refugees, beneficiaries of subsidiary and humanitarian protection? If so, how? And how do they differ from support measures available to other third-country nationals legally present on your Member State territory?
- What are the obstacles (if any) to access the support measure in practice? Please also explain whether these apply equally to refugees, beneficiaries of subsidiary and humanitarian protection as well as to all third-country nationals legally residing on your Member States' territory
- Describe any good practices for the provision of the support measure and if possible support this with evidence (e.g. studies/evaluations, other publicly available information etc.). This can include a good practice in general, i.e. when the measure works well in facilitating access to the labour market, also if the support measure is not specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection.

NB: Please note that we would like you to complete additional tables in Section 6 in relation to employment-related support measures. These tables complement the information provided in this section and will ensure comparability between Member States.

LANGUAGE COURSES

Q6. In relation to language courses, please explain the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed.

In the framework of the Multiannual Programme 2008-2013⁷⁷ under the co-funding of the European Refugee Fund, with the Hellenic Ministry of Labour, Social Security and Welfare as the Responsible Authority of the Fund in Greece, designed, announced, commissioned institutions of the Civil Society to implement, and monitored the implementation of, actions related to Greek language learning, intercultural activities, occupational/professional orientation, and counselling etc., tailored to the needs of the target-group⁷⁸.

The General Secretariat for Lifelong Learning of the Hellenic Ministry of Education, Research and Religious Affairs has organized and operated the educational programme "Training of immigrants in Greek language, Greek history and Greek culture – ODYSSEUS (2008-2011)". The implementation of the Project was assigned to the Institute of Continuing Adult Education of the General Secretariat for Lifelong Learning of the Hellenic Ministry of Education, Research and Religious Affairs.

The project was implemented under the Operational Programme "Education and Lifelong Learning" of the Hellenic Ministry of Education, Research and Religious Affairs and it was co-funded by the European Union and the Hellenic State.

The Programme "Odysseus" was addressed to citizens of the European Union (EU) and third-country nationals, irrespective of their origin, from the age of 16 years and older, without any discrimination, who are legal residents of Greece. The project included the operation of an educational programme of Greek language learning as a second language, Greek history and Greek culture, so as all learners to acquire the language skills and the social and intercultural abilities, required to achieve linguistic and cultural understanding, essential elements for the social integration, of themselves and their families. The completion of the planned course of study gave the trainees the opportunity, to participate to the Certificate of Greek Language Attainment A2 of the General Secretariat for Lifelong Learning, which is considered as precondition for the acquisition by third country nationals, of the long-term resident status, according to the Greek legislation regarding the Certification System⁷⁹.

Main objectives of the project were:

- Learning the Greek language, as a means to prevent and tackle the risk of social exclusion and effective integration of migrants and their families
- Strengthening the increasing mobility of workers within the European Union
- Strengthening the adaptability and employability, and improving the position of their job
- Ensuring equal opportunities of access to (lifelong) learning
- Creating favorable environment for their family
- Securing equal opportunities for both genders and the social and professional position/status of women
- Promoting intercultural learning and strengthening intercultural skills
- Promoting the Greek language and Greek culture
- Securing the access to goods and services
- Strengthening and promoting social cohesion and personal wellbeing

Specific objectives of the programme were:

- The development by the trainees of the skills needed, in order to meet the communication needs of daily life
- To make them familiar with daily life, living conditions and everything else that constitutes social life, history and culture of the country
- To develop linguistic skills, to such an extent that, so as, those who wish to be integrated in the formal education (Second Chance Schools) or to attend lifelong learning programmes, in order to acquire basic and new basic skills necessary for their personal and professional development
- The acquisition by third-country nationals of the Certificate of Greek Language Attainment Level A2, granted by the General Secretariat for Lifelong Learning, which is a prerequisite for acquiring long-term resident status in Greece⁸⁰.

The "Odysseus" programme was designed in accordance to the provisions of the Greek legislation, in order to provide to third country nationals a comprehensive training programme, thereby helping them to improve the employability and equality of opportunities in accessing the labour market, which comprises a key pillar of the European Union strategy.

⁷⁷ Multiannual Programme 2008-2013, see: <http://www.ypakp.gr/> (http://www.ypakp.gr/texts/editor_uploads/pronoika/Multiannual%20Programme%202008-2013%20ERF%20GR.pdf).

⁷⁸ See: http://www.ekdd.gr/ekdda/files/ergasies_esta/T4/029/10294.pdf

⁷⁹ See: Ministry of Education, Research and Religious Affairs, General Secretariat for Lifelong Learning, see: <http://www.gsae.edu.gr/en/press/275--lr-l-r>

⁸⁰ See: Ministry of Education, Research and Religious Affairs, General Secretariat for Lifelong Learning, see: <http://www.gsae.edu.gr/en/press/275--lr-l-r>

The Educational Organization AKMON S.A. in cooperation with the Association of Afghan Immigrants and Refugees, in Greece, completed the implementation of an Action Plan with object the training of refugees in the greater area of Athens.

The purpose of the Plan was to contribute to the improvement of the skills of 116 refugees and asylum seekers, aiming at faster and smoother integration into the Greek society, including free Greek language courses⁸¹ of A2 level for 50 beneficiaries (providing the opportunity to 30 of them to acquire the Certificate of Greek Language Attainment without a charge). The action was implemented in the framework of the Annual Programme 2011 of the European Refugee Fund (ERF)⁸².

Greek language courses for refugees, recognized beneficiaries of subsidiary and humanitarian protection and immigrants are implemented by the Migrants' Social Centre (Steki Metanaston), under the initiative titled "Back Desks" (Piso Thrania). The programme "Back Desks" (Piso Thrania) established in Autumn 1999 in the context of the Social Support Network for Refugees and Migrants, as an initiative of solidarity to economic and political refugees⁸³.

Furthermore, the NGO METAdrasi is an organization of the Civil Society and operational partner of the International Organization United Nations High Commissioner for Refugees (UNHCR) in Greece. METAdrasi offers the opportunity of learning the Greek language, through free courses, of approximately 4 months duration, in order to combat the social exclusion of asylum seekers and refugees, and integrate them into the Greek society, with the possibility of obtaining official Certificate of Greek Language Attainment. There is no distinction regarding the participants, all interested individuals have the right to participate in the courses, without providing specific requirements for attendance to the courses, like e.g. a legitimizing document, or permanent residence etc.

The free of charge courses are specifically adapted/tailored to the specific needs of the participants, while the departments/classes are adjusted according to the level and skills of the target group (beginners, advanced learners etc.). Currently, the number of beneficiaries amounts to 60. However, this number varies⁸⁴, while it is observed that, the participation to the courses is not on regular basis by the beneficiaries. Alongside to the regular Greek language courses, are realised and intensive preparational courses for the exams of certification in Greek language of the Modern Greek Language Teaching Center of Athens and the Hellenic American Union. Finally, a difficulty observed during the conduction of the courses, is the cases of individuals, who do not have any basic knowledge of Greek. To deal with this phenomenon, there is the possibility of conduction of supporting but also of three-language/trilingual teaching⁸⁵. Co-funded by the European Refugee Fund (ERF) and the Hellenic Ministry of Labour, Social Security and Welfare, METAdrasi has conducted, since 2010, Fast Courses of Greek Language, specially designed/tailored to the needs of the target group, titled: "From A to Z", "From A to Z II" and "From A to Z - 2012 and 2013", while the financial gaps between the co-funded programmes, were covered on a voluntary basis, in collaboration with seven volunteer philologists and covering all the costs for the teaching material, supplies and stationery, via own resources⁸⁶.

By the end of 2014, a total of 32 educational departments/classes operated, which were attended by 935 students. In order to implement the project, the Organization cooperates with professors from the Greek Modern Language Teaching Centre of the National and Kapodistrian University of Athens. It is worth to mention that, the educational programme of studies followed, is similar to the one of the Greek Modern Language Teaching Centre, while the learners are provided with the necessary teaching material (books, photocopies of notes and exercises) and a dictionary in the language of the learner (if available). The attendance to the classes is obligatory⁸⁷.

Additionally, the Intercultural Centre for the Promotion of the Integration of Refugees "PYKSIDA" of the Greek Council for Refugees (GCR), is addressed to refugees and asylum seekers who reside in the country, as awareness centre of the local community, organizes and implements various cultural and educational activities such as Greek language courses, English language courses, personal computer courses, supportive teaching for refugees-students in Greek schools, programmes of raising of awareness of the student communities etc⁸⁸.

Finally, in the framework of the European Refugee Fund (ERF) for the economic year 2012 and with the co-financing of the Hellenic Ministry of Labour, Social Security and Welfare and the European Refugee Fund (ERF), the PanHellenic Association of Assyrians undertook and successfully completed the project of total duration of five months (February 1, 2014-June, 30 2014), entitled "Learning Greek", which was an integral part of a broader effort to provide social support to individuals, who belong to the target groups (individuals with refugee status, individuals who enjoy subsidiary or temporary protection) and their family members, of Assyrian origin.

The main objective of the project was to improve the living conditions of the beneficiaries through their equipping with language skills. 30 beneficiaries participated in the Greek language learning courses⁸⁹.

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	√
Description of the implementation in practice and authorities/actors involved	√
Are authorities/actors specifically trained to interact with refugees, beneficiaries of	√

⁸¹ See: <http://v1.akmon.edu.gr/files/images/etp-afisaellinikiglossa.pdf>

⁸² The action was implemented in the framework of the Annual Programme 2011 of the European Refugee Fund (ERF), Priority 1: Implementation of the principles and measures that are under the European Acquis on the sectors of Asylum, including those that concern the objectives of social integration, Action B: Integration of the Target Group whose Stay in Greece is of Permanent and Stable Nature, Action B.3. Activities that Focus on Education, Vocational Training, Greek Language Courses and Acquisition of Skills. Implementation Institution: Educational Institution Akmon S.A., in cooperation with the Association of Afghan Immigrants and Refugees in Greece, (See: <http://v1.akmon.edu.gr/3>).

⁸³ See: <https://goo.gl/qKFXqX>

⁸⁴ Interview conducted with Ms. Olga Paizi, Volunteerism and Greek language courses Coordinator, METAdrasi, October 2, 2015.

⁸⁵ Interview conducted with Ms. Olga Paizi, Volunteerism and Greek language courses Coordinator, METAdrasi, October 2, 2015.

⁸⁶ See: http://www.metadrasi.org/content/greek_lessons

⁸⁷ See: http://www.metadrasi.org/content/greek_lessons

⁸⁸ See: <http://www.gcr.gr/index.php/el/about-gcr/structure/compass>

⁸⁹ See: <http://assyrians.gr/index.php/2011-01-12-10-06-08/2011-01-12-10-07-57>

Integration of beneficiaries of international/humanitarian protection into the labour market: Policies and good practices

subsidiary and humanitarian protection?	
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	√
Description of obstacles (if any)	√
Identification of good practices (if any)	√

ORIENTATION COURSES

Q7. In relation to orientation courses⁹⁰, please explain the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure. When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question pose.

In the framework of the Multiannual Programme 2008-2013, which was implemented under the co-funding by the European Refugee Fund (ERF), in accordance with the Decision No. 573/2007/EC of the European Parliament and the Council of May 23, 2007, regarding the establishment of the European Refugee Fund for the period 2008 until 2013, as part of the General Programme “Solidarity and Management of Migratory Flows”⁹¹, the Hellenic Ministry of Labour, Social Security and Social Welfare as a Responsible Authority of that Fund in Greece, designed, announced and commissioned to institutions of the Civil Society to implement, and monitored the implementation of actions of vocational orientation and counselling etc. - actions specially adapted to the needs of the target-group, individuals whose residence in the country is of lasting and stable nature⁹².

In addition, the Manpower Employment Organization (OAED) offers Counseling and Professional/Occupational Orientation Services – regarding Career Management, in order the beneficiaries to be able to decide, which occupation/profession they could exercise, according to their professional/occupational profile, the characteristics of the job position and the prospects of the labour market. The Orientation Service, is addressed either to individuals, who are entering the labour market for the first time, without a clear career prospect/goal, or to individuals, who have to change the profession, they had exercised in the past⁹³. The benefits from the participation of the unemployed individual to a group of Counseling of Vocational Orientation, are:

- Investigation of their skills, abilities, values, interests and personal characteristics,
- Professional/occupational development,
- Information on educational opportunities, vocational training, employment,
- Composition of the professional/occupational profile (professional/occupational interests, values, skills, abilities and personal characteristics) in relation to the prerequisites of the requested job position.

A prerequisite for participation in the groups of Counseling of Vocational Orientation, is the possession of an unemployment card⁹⁴. In general, foreigners who reside legally in the country and have been recognized as beneficiaries of international/humanitarian protection, since they obtain the work permit and have every right to work in the country, they have equal opportunities with the Greek nationals, in order to participate in the programmes of the Manpower Employment Organization (OAED).

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	√
Description of the implementation in practice and authorities/actors involved	√
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	√
Are any of the services specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	√
Description of obstacles (if any)	√
Identification of good practices (if any)	√

⁹⁰ Orientation courses typically provide factual information about the country of destination but may also aim to foster positive attitudes for successful adaptation in the long run. These could include opportunities for migrants to gain (and practice) the necessary skills needed to facilitate their integration and to develop helpful attitudes including pro-activity, self-sufficiency and resourcefulness (knowing how to find the information they are seeking); skills include knowing how to conduct oneself in certain situations, time management and goal-setting, as well as being able to navigate complex systems including banking, social, health and emergency services, transportation etc. (Source: IOM Best Practices IOM’s migrant training and pre-departure orientation programmes, <https://www.iom.int/migrant-training>).

⁹¹ See: [http://www.ypakp.gr/texts/editor_uploads/pronoiaika/EUOPAIAKO_TAMEIO_PROSFYGON_\(SYSTASH\).pdf](http://www.ypakp.gr/texts/editor_uploads/pronoiaika/EUOPAIAKO_TAMEIO_PROSFYGON_(SYSTASH).pdf)

⁹² See: http://www.ypakp.gr/texts/editor_uploads/pronoiaika/Multiannual%20Programme%202008-2013%20ERF%20GR.pdf Multiannual Programme 2008-2013, Operational Objective 2.

⁹³ See: http://www.oaed.gr/index.php?option=com_content&view=article&id=453&Itemid=789&lang=en

⁹⁴ See: http://www.oaed.gr/index.php?option=com_content&view=article&id=453&Itemid=789&lang=en

EDUCATION

NB: For education, please only provide information on support provided to the target groups that has a **specific focus on access to education that has a direct link to employment**, for example, by providing support for the development of higher level (non-vocational) skills. Please do not report on access to education more generally for these groups. **The focus is on education for those of employment age that might lead towards employment.**

Q8. In relation to access to education, please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure. When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed.

The Hellenic Ministry of Labour, Social Security and Social Welfare as the Responsible Authority for the European Refugee Fund in Greece, designed, announced, assigned the implementation, in the framework of the Multiannual Programme 2008-2013 (operational period January 1, 2009-June 30, 2015) under the co-funding of the European Refugee Fund (ERF), to Civil Society institutions and monitored the implementation educational of programmes. These programmes were addressed to asylum seekers and recognized refugees⁹⁵.

A characteristic example of these programmes were the actions of the Educational Institution AKMON S.A. in cooperation with the Association of Afghan Immigrants and Refugees in Greece, with object of implementation training courses to refugees in the greater area of Athens.

These actions aimed at improving the skills of 116 refugees and asylum seekers, aiming at their faster and smoother integration into the Greek society, and also included free of charge training of 20 beneficiaries on issues of "Organization and Operation of an Office"⁹⁶.

Educational programmes with the scope to facilitate work/occupational integration, are also implemented by the Manpower Employment Organization (OAED)⁹⁷.

Moreover, in the last ten years, the Intercultural Center "COMPASS" ("Pyxida" in Greek) of the Greek Council for Refugees has been developing various reinforcing consultative actions of educational and cultural character for foreigners/third country nationals, who have entered, and reside legally in the Greek territory. The "COMPASS" as an information center is addressed to refugees and asylum seekers, who are in Greece, but also sensitizes/raises awareness of the local community, organizes and implements educational programmes of language learning, personal computer knowledge, supporting/supplementary teaching, etc., while, provides counseling and orientation services. The primary aim of "COMPASS" is to facilitate the harmonious integration of refugees in the society/community, in which they live and work, so as to combat phenomena of exclusion and isolation⁹⁸.

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	√
Description of the implementation in practice and authorities/actors involved	√
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	√
Are any of the services specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	√
Description of obstacles (if any)	√
Identification of good practices (if any)	√

⁹⁵ Multiannual Programme (2008-2013, implementation period January 1, 2009-June 6, 2015) under the financing of the European Refugee Fund, Responsible Authority: Ministry of Labour, Social Security and Social Welfare. See: [http://www.ypakp.gr/texts/editor_uploads/pronoikiaka/EUROPAlKO_TAMEIO_PROSYFGON_\(SYSTASH\).pdf](http://www.ypakp.gr/texts/editor_uploads/pronoikiaka/EUROPAlKO_TAMEIO_PROSYFGON_(SYSTASH).pdf)

⁹⁶ See: <http://v1.akmon.edu.gr/3>

⁹⁷ See: <http://www.oaed.gr/index.php?lang=el>

⁹⁸ See: <http://www.gcr.gr/index.php/el/about-gcr/structure/compass>

VOCATIONAL EDUCATION AND TRAINING

Q9. In relation to vocational education and training⁹⁹, please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each issue/question posed.

According to the Article 3-1 of the Presidential Decree 189/1998 regarding the vocational training of refugees, foreigners, who have been recognized with refugee status in Greece, can be enrolled to the training programmes of the Manpower Employment Organization (OAED), according to the same terms and conditions that are applied for the Greek nationals¹⁰⁰.

Greece is one of the three countries (along with Poland and Slovakia) with no measures/support programmes for job finding, which are specifically targeted to individuals with low or high level of education, in order to overcome obstacles that emerge, such as insufficient work experience, language skills or knowledge. Educational programmes co-funded by the European Union for Greek language learning and vocational training are not implemented regularly¹⁰¹. Therefore, it is necessary, these programmes to be carried out more frequently, so as to be accessible or adapted to the specific needs of the third country nationals.

A project for the populations that the Focused Study examines, and was implemented during the period under examination, is the Multiannual Programme 2008-2013 under the co-funding of the European Refugee Fund (ERF), the responsibility of which was undertaken by the Hellenic Ministry of Labour, Social Security and Welfare and designed, announced, commissioned the implementation to International Organizations and institutions of the Civil Society and monitored the implementation of programmes of education and training, addressed to asylum seekers and individuals of long-residence status¹⁰². Training programmes were also implemented, under the co-funding of the European Social Fund for the programming period 2007-2013, focused on occupations/professions related to tourism, green growth, the use of Information Technology and Informatics etc., which were addressed to socially vulnerable groups, including refugees. Educational programmes, aiming at the facilitation of work/occupational integration, are also implemented by the Manpower Employment Organization (OAED)¹⁰³.

However, recognized refugees have also the opportunity to enroll in vocational training programmes, implemented by the Institutes of Vocational Training (IEK in Greek) of the Organization for Vocational Education and Training (OEEK in Greek), without the submission of high school (lyceum) certificates, acquired in their country of origin. Instead, they can be enrolled by submitting a declaration of Law 1599/1986, accompanied by the official document provided by the Hellenic State, regarding the recognition of their refugee status, due to objective impossibility of submitting the supporting documents, which are required by the operational rule of the Institutes of Vocational Training¹⁰⁴.

Upgraded actions are implemented by International Organizations, other institutions, NGOs and Civil Society institutions. The work of the NGO PRAKSIS, is worth mentioning, with the support of the NGO SOLIDARITYNOW¹⁰⁵, the Municipality of Athens¹⁰⁶, the EEA Grants¹⁰⁷, and the Embassy of Norway¹⁰⁸. PRAKSIS implements the Programme "Employability Centre", within the context of the Athens Solidarity Centre in the Garrison headquarters ("Fourarchio" in Greek), where free of charge supportive services, for unemployed men and women, are provided. Vocational counseling, online job searching with the support of specialized consultants, group workshops, seminars and networking activities, are some of the actions taken, aiming at the support and development of the skills of the beneficiaries of the programme. In addition, an innovative element of the "Employability Centre", comprises the online networking platform for the beneficiaries with enterprises/businesses/companies that participate through their Corporate Social Responsibility programmes. Employment counseling services are addressed to, among other vulnerable groups, immigrants, asylum seekers and refugees¹⁰⁹.

⁹⁹ Vocational education and training aims to equip people with knowledge, know-how, skills and/or competences required in particular occupations or more broadly on the labour market.

¹⁰⁰ Presidential Decree 189/1998 (Official Gazette of the Hellenic Republic 140, issue A'). See: <http://www.svnigoros.gr/resources/docs/05-pd189.pdf>

¹⁰¹ Huddleston, T., Bilgili, O., Joki, A. and Vankova, Z. (2015) *Migrant Integration Policy Index 2015 (With the vision of J. Niessen, the scientific review of A. Bardolet, F. Fàbregues, J. D. Ingleby and E. Sánchez-Montijano and the support of K. Shklyan)*. Barcelona/Brussels: CIDOB and MPG, www.mipex.eu, Greece: <http://mipex.eu/greece>

¹⁰² Multiannual Programme (2008-2013, implementation period January 1, 2009-June 6, 2015) under the financing of the European Refugee Fund, responsible authority: Ministry of Labour, Social Security and Social Welfare. See: [http://www.vpakp.gr/texts/editor_uploads/pronoia/ka/EUROPAIKO_TAMEIO_PROSYFGON_\(SYSTASH\).pdf](http://www.vpakp.gr/texts/editor_uploads/pronoia/ka/EUROPAIKO_TAMEIO_PROSYFGON_(SYSTASH).pdf)

¹⁰³ See: <http://www.oaed.gr/index.php?lang=el>

¹⁰⁴ Document of the competent Directorate of Training by OEEK Ref No. D/31636/13.02.2009 to the Greek Ombudsman on "Completing the No.E/12450/94 Decision of the Board of Directors of OEEK 'Replacement of the Regulation of Vocational Training and Operation of the IEK' (Official Gazette of the Hellenic Republic 593 issue B/3.8.94), as amended, supplemented and is in force".

¹⁰⁵ See: <http://www.solidaritynow.org/our-work-gr/centers-gr/athens-center-gr.html>

¹⁰⁶ See: <http://www.cityofathens.gr/node/26022>

¹⁰⁷ See: <http://eeagrants.org/News/2015/Helping-people-in-need-in-Greece>

¹⁰⁸ See: http://www.norway.gr/News_and_events/The-EEA-and-Norway-Grants1/EEA-Grants-Greece/Funding-period-2009-20141/Norway-provides-humanitarian-aid-to-Greece/#.Vi4JzH5giko

¹⁰⁹ See: <http://www.praksisemployability.gr/index.php/GR/>

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	√
Description of the implementation in practice and authorities/actors involved	√
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	√
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	√
Description of obstacles (if any)	√
Identification of good practices (if any)	√

PROCEDURES FOR THE RECOGNITION OF QUALIFICATIONS

Q10. In relation to procedures for the identification and recognition of qualifications, please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed.

According to Article 29 of the Presidential Decree 141/2013 (Article 28 of the European Directive) on the access to procedures for recognition of titles/qualifications, beneficiaries of international protection enjoy equal treatment with Greek nationals, regarding the recognition procedures of foreign diplomas, certificates and other evidence of formal titles/qualifications (Paragraph 1)¹¹⁰. Beneficiaries of international protection, who cannot provide documented evidence of their titles/qualifications, are facilitated regarding full access to appropriate programmes for the assessment, validation and accreditation of their prior education.

To this end, the Article 2, Paragraph 2 and the Article 3 Paragraph 3 of Directive 2005/36/EC of the European Parliament and of the Council of September 7, 2005 (Presidential Decree 38/2010, Official Gazette of the Hellenic Republic 78/A') is applied. Thus, as the relevant Directive defines, there is no distinction in the procedures of recognition of certificates and academic titles, between Greek citizens and foreigners, who are legally residing in Greece (Paragraph 2, Article 29, Presidential Decree 141/2013).

Therefore, the latter may contact the Hellenic National Academic Recognition Information Centre (NARIC/DOATAP), which is responsible for the recognition of foreign titles of Universities and Technological Institutions education, for the provision of information regarding studies of Higher education in Greece and abroad.

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	√
Description of the implementation in practice and authorities/actors involved	√
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	√
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	√
Description of obstacles (if any)	√
Identification of good practices (if any)	√

¹¹⁰ See: http://www.firstreception.gov.gr/PRIImages/EditorImages/p-d--141_2013.pdf

COUNSELLING SERVICES

NB: Please provide information on the types of counseling that the target groups are entitled to in order to specifically support them to access employment. This could include counseling for trauma as well as other specific problems relating to their status as refugees/beneficiaries of international/humanitarian protection where this may present a barrier, but could also include counseling to assist in job readiness preparation and support.

Q11. In relation to counselling services, please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure. When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed.

The Hellenic Ministry of Labour, Social Security and Social Welfare as the Responsible Authority, designed, announced, commissioned the implementation, to Civil Society institutions, and monitored the implementation, of counseling programmes under the Multiannual Programme 2008-2013 (operational period January 1, 2009-June 30, 2015), under the co-funding of the European Refugee Fund (ERF), that were addressed to asylum seekers and individuals under international protection¹¹¹.

The Manpower Employment Organization (OAED) aims at the strengthening of, the provision of employment services to unemployed individuals, and the development of policies and measures through targeted interventions, to tackle unemployment.

A key field of priority of the organization, is the provision of consultancy services, which constitute dynamic interventions for activating and mobilizing the unemployed individuals and facilitating their integration into the labour market. The counseling services offered by the Manpower Employment Organization (OAED), are:

1. Counseling and Career Guidance – Career Management
2. Counseling regarding Job Searching
3. Counseling regarding Entrepreneurial Initiatives¹¹².

Moreover, an Information Center for recognized refugees and beneficiaries of subsidiary and humanitarian protection has been established in Greece, with the support of the United Nations High Commissioner for Refugees (UNHCR) in Greece and with main coordinator the Greek Council for Refugees¹¹³. The work of the Information Center, of total duration February 2015-December 2015, aimed at the empowerment of beneficiaries of international protection and the promotion of viable solutions, through the provision of information, regarding rights and responsibilities for all sectors of integration, including, among others, socio-economic rights, family reunification and the procedures of naturalization. The provision of such information is conducted/disseminated through the Information Centre operating in Athens, staffed by a lawyer and/or a social worker. Intended result of the programme was, until December 2015, at least 1.200 beneficiaries of international protection to have been informed about their rights, their obligations and the relevant administrative procedures, including, among others, the health/welfare system, employment, education, the procedure of naturalization, long term residence etc. The programme was funded by the United Nations High Commissioner for Refugees (UNHCR)¹¹⁴.

In addition, the NGO PRAKSIS implements the Programme “Employability Center”, in the framework of the Solidarity Center in Athens at the Garrison Headquarters (Athens Solidarity Centre at Frourarchio), under which, free supportive services are provided to unemployed individuals, during job seeking, in Greek, English and French languages. Through services of vocational counseling, job search on the internet with the support of specialized consultants, group workshops, seminars and networking activities, what is intended is, to maximize the potential of the unemployed individuals from vulnerable social groups, to be integrated into the labour market. In addition, an innovative element of the “Employability Centre”, is the online networking platform between the beneficiaries and enterprises/businesses/companies that participate through their Corporate Social Responsibility programmes. Vocational/employment counseling services are addressed to social groups, which are subjected to discrimination and face increased obstacles, regarding the access to the labour market, such as refugees and immigrants¹¹⁵. The actions of the “Employability Centre” of the NGO PRAKSIS, include:

- Provision of professional counseling and appropriate tools for successful job search, that include:
 - Investigation of professional/occupational interests,
 - Formation/preparation of resumes and cover letters,
 - Learning of job searching methods,
 - Preparation for the job interview,
 - Counseling for vocational/professional orientation,
 - Support regarding the completion of job applications,
- Access to job searching services, through the internet, at the internet corner booth of the “Employability Centre”, with the help of specialized consultants,
- Use, after scheduled appointments, of the job search service on the internet, with the help of specialized consultant,

¹¹¹ Multiannual Programme (2008-2013, implementation period January 1, 2009-June 6, 2015) under the financing of the European Refugee Fund, responsible authority: Ministry of Labour, Social Security and Social Welfare. See: [http://www.ypakp.gr/texts/editor_uploads/pronoia/KA/EUROPAIKO_TAMEIO_PROSYFYGON_\(SYSTASH\).pdf](http://www.ypakp.gr/texts/editor_uploads/pronoia/KA/EUROPAIKO_TAMEIO_PROSYFYGON_(SYSTASH).pdf)

¹¹² See: http://www.oaed.gr/index.php?option=com_content&view=article&id=451&Itemid=606&lang=en

¹¹³ See: <http://gcr.gr/index.php/en/news/press-releases-announcements/item/457-kentro-enimerosis-gia-anagnorismenous-prosfyges-dikaioyxous-epikourikis-kai-anthropistikis-prostasias/457-kentro-enimerosis-gia-anagnorismenous-prosfyges-dikaioyxous-epikourikis-kai-anthropistikis-prostasias>

¹¹⁴ See: <http://www.gcr.gr/index.php/en/news/press-releases-announcements/item/457-kentro-enimerosis-gia-anagnorismenous-prosfyges-dikaioyxous-epikourikis-kai-anthropistikis-prostasias>

¹¹⁵ See: <http://www.prakisemployability.gr/index.php/GR/plirofories>

- Provision of information on new jobs and training programmes,
- Workshops of collective vocational/employment counseling and development of skills to enhance job searching,
- Interconnection of unemployed individuals and enterprises/businesses/companies, through the online platform of PRAKSIS Employability, which was specifically designed to promote the integration of beneficiaries, into the labour market,
- Posting of CVs on the online networking platform, while ensuring the confidentiality of personal data,
- Promotion of the platform PRAKSIS Employability in corporate/enterprise/business/company environments and summary of the procedures for staff recruitment in the Corporate Social Responsibility programmes of cooperating companies, in order to enhance the absorption of the vulnerable social groups into new jobs,
- Actions of networking with institutions of promotion of issues of employment and with public and private sector enterprises/businesses/companies,
- Referral to specialized training institutions in order to enhance the professional/occupational and educational skills¹¹⁶.

Moreover, under the funding of Stavros Niarchos Foundation for the years of 2010-2011, the “Refugee and Immigrant Support Programme”, aiming at the provision of psychological, legal and counselling support to vulnerable refugee and immigrant communities in Greece¹¹⁷. The Programme developed on the following axes:

- Provision of medical and psychological support, in collaboration with Doctors without Borders Greece, to apprehended migrants, kept in Detention Centers,¹¹⁸ and in border police stations in Evros, as well as at the exit points of Patras and Igoumenitsa,
- Monitoring of the borders and provision of legal aid to migrants and refugees at Reception and Detention Centers, in collaboration with the Greek Council for Refugees,
- Provision of health services to migrants and refugees in Athens and Thessaloniki, in collaboration with NGO Praksis,
- Seminars and consulting/counseling services aiming at the empowerment and social integration of legal immigrants, in collaboration with the Greek Forum of Migrants,
- Finally, a conference titled “Immigration, Multiculturalism and Social Cohesion” was organized, in collaboration with the Center for Progressive Policy Research.

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	√
Description of the implementation in practice and authorities/actors involved	√
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	√
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	√
Description of obstacles (if any)	√
Identification of good practices (if any)	√

¹¹⁶ See: <http://www.praksisemployability.gr/index.php/GR/plirofories>

¹¹⁷ See: <http://www.snf.org/en/grants/grantees/r/refugee-and-immigrant-support-program/program-support/>

¹¹⁸ See: <http://www.snf.org/el/dorees/apodektes/p/programma-stiriksis-prosfigon-kai-metanaston/hrimatodotisi-programmatos/>

ACCESS TO HOUSING

Q12. In relation to access to housing¹¹⁹, please describe whether refugees, beneficiaries of subsidiary and humanitarian protection are entitled to receive help from the government with regard to access to housing, and how it is implemented in practice. Please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed.

According to the Report of the United Nations High Commissioner for Refugees (UNHCR) in Greece in December 2014¹²⁰, the housing process for foreigners, who are recognized as beneficiaries of international protection, is particularly difficult, while, despite the right to stay in the country, provided by the state, there are no provisions for providing social housing or other alternative arrangements for housing. There are no special social housing structures available or other alternative forms of support, such as rent subsidy, free financial aid, loans or targeted financial support for beneficiaries of international protection in Greece. The result is that many individuals, when they are recognized as beneficiaries of international protection, are at risk of homelessness and extreme poverty¹²¹.

Housing is one of the basic rights of the individual and what is needed, is to find ways of guaranteeing it. In Greece the population of homeless nationals and foreigners is constantly growing, and according to estimations, there are 20.000-40.000 homeless individuals¹²², while official data recordings have not been conducted. As homeless, individuals are defined, on the basis of Law 4052/2012, those who reside legally in the country and are deprived of access or have precarious access to adequate owned, rented or conceded housing, which meet the necessary technical requirements and offer the basic amenities of water and electricity services. Homeless individuals are especially those, who live in the streets, in hostels, those, who are hosted temporarily in institutions/foundations of necessity or other enclosed structures, as well as, those who live in inadequate accommodation facilities¹²³.

The situation for refugees is particularly negative since the lack of structures of hospitality, and the extended bureaucracy hinder or even deny from refugees the right to apply for housing. According to the new procedure, an individual, in order to apply for housing provision, he/she should first apply for asylum, to be holder of special asylum application card¹²⁴. The country lacks of social housing system and therefore, foreigners are dependent on other limited welfare measures, provided by the State to Greek nationals. In the case of the homeless, the beneficiaries of international protection have to compete with Greeks, for the limited resources provided by the Local Authorities.

They are often subjected to discriminative treatment, while those, who are managing/owning the guesthouses/hostels do not always have the experience or they cannot communicate properly with the beneficiaries of international protection, or due to lack of the required documents. Apart from the services provided by the State, the beneficiaries of international protection are struggling to find adequate housing, due to the lack of financial resources. While asylum seekers have principally the right to have access to reception centers, once they receive the recognized refugee status they have to leave these centers¹²⁵. These conditions

¹¹⁹ Support measures for access to housing include those measures that facilitate finding accommodation for those who cannot find it themselves. This could include social housing, state funded housing in the private sector, provision of financial resources to access housing etc.

¹²⁰ See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2014a) *Greece as a County of Asylum: Recommendations of the United Nations High Commissioner for Refugees in Greece regarding the Current Situation of Asylum in Greece. December 2014*. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece (in Greek), available at: <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>

¹²¹ See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2014a) *Greece as a County of Asylum: Recommendations of the United Nations High Commissioner for Refugees in Greece regarding the Current Situation of Asylum in Greece. December 2014*. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece (in Greek), available at: <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>

¹²² See: Gelastopoulou, R., Syrri, D., Drosou, O. et al. (2013) *Asylum Application and Integration of Refugees and Asylum Seekers in Thessaloniki. Report*. Thessaloniki: Heinrich Böll Foundation (in Greek), (available at: <https://gr.boell.org/sites/default/files/report.pdf>).

¹²³ See: Gelastopoulou, R., Syrri, D., Drosou, O. et al. (2013) *Asylum Application and Integration of Refugees and Asylum Seekers in Thessaloniki. Report*. Thessaloniki: Heinrich Böll Foundation (in Greek), (available at: <https://gr.boell.org/sites/default/files/report.pdf>).

¹²⁴ See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2014a) *Greece as a County of Asylum: Recommendations of the United Nations High Commissioner for Refugees in Greece regarding the Current Situation of Asylum in Greece. December 2014*. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece (in Greek), available at: <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>

¹²⁵ See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2014a) *Greece as a County of Asylum: Recommendations of the United Nations High Commissioner for Refugees in Greece regarding the Current Situation of Asylum in Greece. December 2014*. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece (in Greek), available at: <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	√
Description of the implementation in practice and authorities/actors involved	√
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	√
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	√
Description of obstacles (if any)	√
Identification of good practices (if any)	√

GUARANTEED MINIMUM RESOURCES

Q13. In relation to guaranteed minimum resources¹³⁵, please describe the organisation and implementation of the support measure, including the procedure to access the support measure, specifying any obstacles experienced. Please also identify any good practices in relation to this support measure.

When answering this question, please closely follow the specifications as indicated above, making sure that an answer is provided to each element/question posed.

At national level, according to the Ministerial Decision of November 7th, 2014, regarding the establishing of conditions and terms of the implementation of the pilot programme “Guaranteed Minimum Income – Guaranteed Social Income”, this particular pilot project was implemented in 13 municipalities throughout the country, with a six months duration.

The aim of the project was the income support, the promotion of the access to social services and goods and finally the support of the beneficiaries for their integration into the labour market, aiming at poverty eradication. For third country nationals, the precondition in order to be registered to the programme, was a prior legal residence (in the country) of five years. For beneficiaries of international protection (recognized refugees and beneficiaries of subsidiary protection) and beneficiaries with resident status for humanitarian reasons, the precondition was the relevant residence permit. For stateless persons, an “Identity Card of Stateless”¹³⁶ was required.

For all categories of foreigners from third countries, irrespective of nationality, who reside legally in the country, prerequisite for their attendance to the programme were a five years of legal residence in the country and a six months residence in each municipality, where the programmes were implemented¹³⁷.

In the Greek territory, also the International Organizations, other institutions, NGOs and the institutions of the Civil Society provide measures of support and coverage of the basic needs for recognized beneficiaries of international protection. The measures are mainly implemented as initiatives of International Organizations, and institutions such as the Greek Council for Refugees, the NGO PRAKSIS and the Migrants’ Meeting Place (Steki Metanaston in Greek).

Stavros Niarchos Foundation, for the years of 2010-2015 offered a grant¹³⁸, for the support of the Programme of Social Housing and the establishment of three Day Care Centers for the homeless in Athens, Piraeus and Thessaloniki. As a part of the “Initiative against poverty and homelessness in Greece”, the Day Care Centers for the homeless in Athens, Piraeus and Thessaloniki provide relief, support and rehabilitation assistance to homeless and other deprived populations.

The support (year of grant 2015) in the Day Care Centers includes bathing facilities and sanitary disposable items, use of laundry, provision of sleeping bags, a children’ corner for homeless children, the possibility of resting and for a beverage, wardrobe and clean clothing, as well as a wide range of targeted social services, such as medical primary care, psychological support and support to the procedure of skills development/building and finding employment, as well as access to a network of relevant services in various places of the city¹³⁹. The programme also included extended street works, in order to approach/reach homeless individuals, who are in need, across the city.

The NGO PRAKSIS had as main aim the development, implementation and materialization of humanitarian and medical action programmes. These programmes comprised the continuance of the work of the Hellenic branch of Medecins Sans Frontieres [Doctors Without Borders (MSF)] since 2004.

Based on two polyclinics of the Organization in Athens and Thessaloniki, these programmes offered immediate and free medical and pharmaceutical care, psychological and social support, legal aid, shelter/housing and vocational/career advice/orientation to groups with limited access to these services, such as immigrants and refugees, poor individuals, Roma populations, victims of human trafficking, homeless and uninsured Greeks, homeless, as well as to any socially excluded group and individuals, who do not have access to healthcare, social and legal support services¹⁴⁰.

Please double-check whether you have addressed all of the following:	Please insert the following sign, if satisfactorily addressed: <input checked="" type="checkbox"/>
Organisational approach of your government	√
Description of the implementation in practice and authorities/actors involved	√
Are authorities/actors specifically trained to interact with refugees, beneficiaries of subsidiary and humanitarian protection?	√
Are any of the services are specifically tailored to refugees, beneficiaries of subsidiary and humanitarian protection?	√
Description of obstacles (if any)	√

¹³⁵ Refers to benefits provided to people with insufficient resources. It includes support for destitute and vulnerable persons to help alleviate poverty or assist in difficult situations (Source: ESSPROS Manual, 2008 Edition, Eurostat).

¹³⁶ Ministerial Decision, November 7, 2014 – Determining of conditions and terms of the application of the pilot programme “Guaranteed Minimum Income – Guaranteed Social Income”. See: http://60dim-patras.ach.sch.gr/anakinosis_AF1apofasi.pdf

¹³⁷ MISSOC, Information Base, MISSOC Database – Comparative Tables on Social Protection –Guaranteed Minimum Resources Results, Greece, latest update 1st January 2015, see: <http://www.missoc.org/MISSOC/INFORMATIONBASE/COMPARATIVETABLES/MISSOCDATABASE/comparativeTablesSearchResultTree.jsp>

¹³⁸ See: [http://www.snf.org/en/grants/grantees/p/praksis/program-support-\(2\)/](http://www.snf.org/en/grants/grantees/p/praksis/program-support-(2)/)

¹³⁹ See: [http://www.snf.org/en/grants/grantees/p/praksis/program-support-\(3\)/](http://www.snf.org/en/grants/grantees/p/praksis/program-support-(3)/)

¹⁴⁰ See: http://www.praksis.gr/assets/deltia-typou/%CE%94%CE%95%CE%9B%CE%A4%CE%99%CE%9F_%CE%A4%CE%A5%CE%A0%CE%9F%CE%A5_PRAKSIS_ASC_%CE%B4%CE%B9%CE%B5%CF%8D%CF%81%CF%85%CE%BD%CF%83%CE%B7_%CF%89%CF%81%CE%B1%CF%81%CE%AF%CE%BF%CF%85.pdf

Identification of good practices (if any)	√
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SECTION 4: LABOUR MARKET PARTICIPATION

This section will provide an overview as to what extent refugees, beneficiaries of subsidiary and humanitarian protection are able to successfully secure employment in the different Member States. It will map the sector/industries and the type of work mostly secured by beneficiaries.

Q35. Please complete the table below concerning the number of refugees, beneficiaries of subsidiary and humanitarian protection that are employed/unemployed/inactive. Please provide the stock: i.e. the total number on 31 December of every year. If the exact data are not available, an indicative percentage or number can be provided in *Italic*.

Table 35 **Σφάλμα! Δεν έχει οριστεί σελιδοδείκτης.**: Statistics on labour market participation

	Refugees					Beneficiaries of subsidiary protection					Beneficiaries of humanitarian protection				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
Total number granted protection	95	240	217	566 ¹⁴¹ and 229 ¹⁴² and 40 ¹⁴³	685 1 st degree and 233 2 nd degree until August 2014	35	165	137	286 ¹⁴⁴ and 92 ¹⁴⁵ and 18 ¹⁴⁶	300 1 st degree and 100 2 nd degree until August 2014	35	182	273	434	N/A
Total number employed (including self-employment)	According to the Manpower Employment Organization, there is no distinction among self-employed nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among self-employed nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among self-employed nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among self-employed nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among self-employed nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among self-employed nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among self-employed nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among self-employed nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among self-employed nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among self-employed nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among self-employed nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among self-employed nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among self-employed nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among self-employed nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among self-employed nationals or other foreigners, hence an accurate number cannot be provided.
Total number overqualified in their position	N/A														
Total number unemployed ¹⁴⁷	According to the Manpower Employment Organization, there is no distinction among	According to the Manpower Employment Organization, there is no distinction among	According to the Manpower Employment Organization, there is no distinction among	According to the Manpower Employment Organization, there is no distinction among	According to the Manpower Employment Organization, there is no distinction among	According to the Manpower Employment Organization, there is no distinction among	According to the Manpower Employment Organization, there is no distinction among	According to the Manpower Employment Organization, there is no distinction among	According to the Manpower Employment Organization, there is no distinction among	According to the Manpower Employment Organization, there is no distinction among	According to the Manpower Employment Organization, there is no distinction among	According to the Manpower Employment Organization, there is no distinction among	According to the Manpower Employment Organization, there is no distinction among	According to the Manpower Employment Organization, there is no distinction among	According to the Manpower Employment Organization, there is no distinction among

¹⁴¹ Granting of Asylum by the Hellenic Police, from January 1, 2013 until December 31, 2013.

¹⁴² Completed Cases at 1st degree, Refugee Status by the Asylum Service, from June 7, 2013 until December 31, 2013.

¹⁴³ Completed Cases at 2nd degree, Refugee Status by the Asylum Service, from June 7, 2013 until December 31, 2013.

¹⁴⁴ Granting of Subsidiary Protection Status by the Hellenic Police, from January 1, 2013 until December 31, 2013.

¹⁴⁵ Completed Cases at 1st degree, Subsidiary Protection Status by the Asylum Service, from June 7, 2013 until December 31, 2013.

¹⁴⁶ Completed Cases at 2nd degree, Subsidiary Protection Status by the Asylum Service, from June 7, 2013 until December 31, 2013.

¹⁴⁷ Also referred to as job-seekers in certain Member States.

Integration of beneficiaries of international/humanitarian protection into the labour market: Policies and good practices

	unemployed nationals or other foreigners, hence an accurate number cannot be provided.	among unemployed nationals or other foreigners, hence an accurate number cannot be provided.	among unemployed nationals or other foreigners, hence an accurate number cannot be provided.	unemployed nationals or other foreigners, hence an accurate number cannot be provided.	unemployed nationals or other foreigners, hence an accurate number cannot be provided.	unemployed nationals or other foreigners, hence an accurate number cannot be provided.	unemployed nationals or other foreigners, hence an accurate number cannot be provided.	unemployed nationals or other foreigners, hence an accurate number cannot be provided.	unemployed nationals or other foreigners, hence an accurate number cannot be provided.	unemployed nationals or other foreigners, hence an accurate number cannot be provided.	unemployed nationals or other foreigners, hence an accurate number cannot be provided.	among unemployed nationals or other foreigners, hence an accurate number cannot be provided.	among unemployed nationals or other foreigners, hence an accurate number cannot be provided.	among unemployed nationals or other foreigners, hence an accurate number cannot be provided.	among unemployed nationals or other foreigners, hence an accurate number cannot be provided.	among unemployed nationals or other foreigners, hence an accurate number cannot be provided.
Total number of inactive persons ¹⁴⁸	According to the Manpower Employment Organization, there is no distinction among inactive nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among inactive nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among inactive nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among inactive nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among inactive nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among inactive nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among inactive or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among inactive nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among inactive nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among inactive nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among inactive nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among inactive nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among inactive nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among inactive nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among inactive nationals or other foreigners, hence an accurate number cannot be provided.	According to the Manpower Employment Organization, there is no distinction among inactive nationals or other foreigners, hence an accurate number cannot be provided.

¹⁴⁸ "Inactive persons" are those who are not in the labour force so are neither classified as employed nor as unemployed. This category therefore does not include job-seekers. (Source: Eurostat).

Q36. Drawing on available research on employment/unemployment (or if not available, indications from relevant stakeholders) please indicate the sector/industry and the type of work which beneficiaries mainly successfully secure jobs in your Member State. Please provide several examples and make sure to indicate in your answer whether refugees, beneficiaries of subsidiary and humanitarian protection are often overqualified in their position and provide, if possible, evidence.

As the 1990-2015 research experience shows, in Greece, the refugees and the beneficiaries of subsidiary and international protection, contribute to the extent of undeclared work (Fouskas, 2012b: 478-569, 2013; Cabot, 2014: 64)^{149, 150} and underground economy/informal sector of the economy or more precisely, to the size of the informal labour market (Fouskas, 2012b: 478-569, 2013; Cabot, 2014: 64), which entraps them and seeks for constant reproduction of a cheaper, mobile, temporary and flexible workforce (Fouskas, 2012b: 478-569, 2013; Cabot, 2014: 64), outside the controls of labour law and taxation, social contributions and of the compliance with the regulations of labour rights (Fouskas, 2012b: 478-569, 2013; Cabot, 2014: 64).

The main attraction of the underground economy is the financial gain, and includes: employers, who evade social security contributions, employees without a contract (Fouskas, 2012b: 478-569, 2013), individuals, who have a second job and declare only one, refugees and beneficiaries of subsidiary and international protection, who cannot work legally, those who work occasionally for cash-in-hand, self-employed individuals, all on a basis of full/part/piece-rate employment (Fouskas, 2012b: 478-569, 2013). In Greece, refugees and beneficiaries of subsidiary and international protection are concentrated and trapped in manual labour, agriculture, construction, crafts, domestic work, food, hotel and cleaning services, personal care, itinerant trade and prostitution (Fouskas, 2012b: 478-569, 2013; Cabot, 2014: 64).

The jobs, in which refugees and beneficiaries of subsidiary and humanitarian protection are concentrated, are not attractive, do not offer social status and are considered as socially inferior (Fouskas, 2012b: 478-569, 2013). Greece ranks first among the 21 OECD member countries, as the 24% of the country's GDP¹⁵¹ is formed by the informal economy. The country has one of the highest rates of uninsured workers (37.3%)¹⁵² and the highest percentage of irregular foreign workers (4.4%)¹⁵³ in the world. Informal employment can provide a kind of "cushion" for refugees and beneficiaries of subsidiary and international protection workers, who cannot find a job in the formal economy because of the enormous difficulties they face in legal job seeking (Fouskas, 2012b: 478-569, 2013).

However, informal employment has repercussions, both to the workers themselves –refugees and beneficiaries of subsidiary and humanitarian protection– and to the public revenues, since employers do not contribute to social security/insurance funds (Fouskas, 2012b: 478-569, 2013). What is found at international level is, on the one hand, the treatment of the refugees and beneficiaries of subsidiary and international protection, as scapegoats (Fouskas, 2012b: 478-569, 2013) for the economic and

¹⁴⁹ See: Kassimati, K. (ed.) (1992) *Pontiac Immigrants from the Former Soviet Union: Social and Economic Integration*. Athens: General Secretariat for Greeks Emigrants/Hellenic Ministry of Culture/Centre for Social Morphology and Social Policy (KEKMOKOP)/Panteion University (in Greek); Antoniou, P. (1995) *The Hellenic-Armenian Community of Athens: Expressions and Perceptions of Being Armenian through the Everyday Life with the Greek Society*. PhD Thesis, Department of Social Anthropology. Mytilini: University of the Aegean (in Greek); Petronoti, M. and Zarkia, K. (1998) *Portrait of an Intercultural Relationship: Crystallizations, Fissures, Reconstructions*. Athens: Plethron/UNESCO/National Centre for Social Research (in Greek); Fouskas, T. (2012b) "Immigrants from Palestine", in Fouskas, T. *Immigrant 'Communities' and Work Representation: The Consequences of Low-Status Work of Five Immigrant Groups on the Participation in Their Work Associations*. Athens: Papazisi Publishers, 478-569 (in Greek); Fouskas, T. (2013) "Low-status Work Consequences on Immigrant Workers' Organization", *International Review of Sociology*, 23(3):671-698; Fouskas, T. and Tsevrenis, 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.

¹⁵⁰ 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. (1994a) "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. (1994c) "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; Emke-Poulopoulou, I. (2007a) "Migrants and Refugees in Greece", in Emke-Poulopoulou, I. *The Migration Challenge*. Athens: Papazisi Publishers, 61-82 (in Greek); Emke-Poulopoulou, I. (2007b) "Statistical Data and Estimations of Immigrants and Refugees", in Emke-Poulopoulou, I. *The Migration Challenge*. Athens: Papazisi Publishers, 187-244 (in Greek); Sinodinos, C. (2012) *The Impact of European Law in the Asylum Status of Refugees*. Athens: Nomiki Vivliothiki (in Greek); Esdras, D. (2014) "Border Management in Greece", in Fouskas, T. and Tsevrenis, 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 Tsevrenis, 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.

¹⁵¹ Schneider, F. and Williams, C. (2013) *The Shadow Economy*. London: Institute of Economic Affairs, 52-96.

¹⁵² Schneider, F. and Williams, C. (2013) *The Shadow Economy*. London: Institute of Economic Affairs, 52-96.

¹⁵³ Schneider, F. and Williams, C. (2013) *The Shadow Economy*. London: Institute of Economic Affairs, 52-96.

employment crisis in the countries of receptions, while at the same time their social, labour and political rights are being circumvented (Fouskas, 2012b: 478-569, 2013), and on the other hand, along with the demand for cheap workforce in the irregular economy, modern forms of forced labour and slavery emerge (Fouskas, 2012b: 478-569, 2013).

The modern division of labour in Greece, as well as in Europe, demands, pushes and entraps refugees and beneficiaries of subsidiary and humanitarian protection, in wage labour and in precarious, low-status/low wage employment, distinguishing them by gender, race-nationality, ethnicity, religion, the way of entrance into the country and legal category/legal status (Fouskas, 2012b: 478-569, 2013). Work and employment of refugees and beneficiaries of subsidiary and humanitarian protection in precarious, low-status/low wage work, are responsible for: the creation of individualistic behaviors, perceptions and attitudes (Fouskas, 2012b: 478-569, 2013) towards themselves and towards others in the Greek society, the search for marginal or atypical forms of security (Fouskas, 2012b: 478-569, 2013) and collective cohesion, the significant reduction of the interest, of refugees and beneficiaries of subsidiary and humanitarian protection, for claiming, recovery and protection of their labour rights (Fouskas, 2012b: 478-569, 2013) and complete alienation from collectivities, workers' associations and centres, communities and solidarity networks (Fouskas, 2012b: 478-569, 2013)¹⁵⁴.

In summary, according to research findings, in the absence of official data for: (a) the employment/unemployment, the sector/industry and the type of work/jobs, that refugees and beneficiaries of subsidiary and humanitarian protection can mainly successfully get in Greece and (b) cases where someone is overqualified in his/her job position, what academic studies show, is that in their majority the refugees and the beneficiaries subsidiary and humanitarian protection are entrapped in the informal/undeclared, wage work and precarious, low-status/low wage employment.

In general, in their majority, refugees and beneficiaries of subsidiary and humanitarian protection, when entering the country, are employed mainly in sectors in which, the Greek economy is mainly developed, as unskilled workers, however, in a particularly precarious status. In the past, they were working in the constructions sector, which is in decline, nowadays due to the economic crisis, but also in a precarious employment status for the workers. A significant part of them, also works in the sector of tourism, in informal and precarious status too, with few exceptions.

In their overwhelming majority, refugees and beneficiaries of subsidiary and humanitarian protection live in large urban centers and work in the services sector in a similar context of undeclared work/informal economy, wage labour and precarious and low-status /low wage employment. Parts of these data are reflected and comprise results/conclusions, gained by the daily contact and years of experience of the personnel of the competent institutions. The establishment of a system, which will gather data from the Regions, for the refugees and beneficiaries of subsidiary and humanitarian protection workers, regarding: nationality, gender, the sectors and occupations where they are employed, is planned¹⁵⁵. Furthermore, the foreign populations, which this particular study is focused on, that is to say refugees and beneficiaries of subsidiary and humanitarian protection, who enter and get recognized with this status in Greece, in their majority, do not have more typical and substantial qualifications, than those required by the job positions where they are employed¹⁵⁶, or their qualifications are not taken into account by the employers.

Finally, due to the lack of official statistical data, relevant information emerged from the experience and the contact/interaction/communication between groups of foreigners and the employees of the Hellenic Ministry of Labour, Social Security and Welfare¹⁵⁷ and by academic studies.

¹⁵⁴ 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. (2012a) "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: Alexandria Publishers, 155-189 (in Greek); Fouskas, T. (2014a) "Low-Status Work Repercussions on Egyptians' Collective Organization", *International Journal of Sociology and Social Policy*, 34(7/8):418-437; Fouskas, T. (2014b) *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.

¹⁵⁵ Interview with George Nerantzis, Head of the Department of Support of Workers Abroad and Employment of Migrants in Greece, of the Directorate of the Hellenic Ministry of Labour, Social Security and Social Solidarity, October 8, 2015.

¹⁵⁶ Interview with George Nerantzis, Head of the Department of Support of Workers Abroad and Employment of Migrants in Greece, of the Directorate of the Hellenic Ministry of Labour, Social Security and Social Solidarity, October 8, 2015.

¹⁵⁷ Interview with George Nerantzis, Head of the Department of Support of Workers Abroad and Employment of Migrants in Greece, of the Directorate of the Hellenic Ministry of Labour, Social Security and Social Solidarity, October 8, 2015.

SECTION 5: CONCLUSIONS

This Section will outline the main findings of the Study and present conclusions as to what extent refugees, beneficiaries of subsidiary and humanitarian protection can access employment and employment-related support measures, identifying good practices, including the availability of tailored support. It will also draw conclusions on the extent to which there are differences in treatment between refugees and beneficiaries of subsidiary and humanitarian protection.

Q37. Please summarise your Member State's policy on access to employment, indicating any practical obstacles for the target group of this Study (refugees, beneficiaries of subsidiary and humanitarian protection)

In summary, according to the research conducted, Greece has successfully integrated into the national legal framework the European Directives, as presented in the above fields/sections, regarding the labour market integration of recognized, under international protection status, foreigners, i.e. refugees and beneficiaries of subsidiary protection and beneficiaries of humanitarian protection, and also regarding measures that support this process.

The national policy of Greece is fully balancing the right to employment for all third country nationals, who are legally residing in the Greek territory, on equal terms with the Greek citizens without any discrimination, apart from the procedure of job-market research, conducted by the Manpower Employment Organization (OAED), for the asylum applicants/seekers and the beneficiaries of international protection, in order to be issued work permit. Obstacles that these individuals possibly face, are related to the available employment/job positions and the availability of the minimum necessary resources, something that also applies to Greek citizens, especially during the years 2010-2015 of the global economic crisis.

The reality, especially in these times of recession in which the country is found, makes job finding and employment stability extremely difficult for all individuals concerned, regardless of the country of origin and legal status.

In practice, the equal legal access without targeted support, makes the Greek labour market even more difficult for the recognized beneficiaries of international/humanitarian protection, irrespective of educational level and qualifications, who are less likely than the Greek citizens or other categories of legal entrants, to have access to education or to training programmes, to unemployment benefits, to specialized job positions or to have a decent standard of living. Immigrants and refugees do not receive almost any additional support for professional/occupational/vocational orientation and training and there are no recognition policies in their work sectors¹⁵⁸.

Moreover, according to statements of refugees and NGOs (without this statement to be result of specific official research) the inadequate dissemination of information, the lack of interpreters and qualified/trained personnel in crucial positions of service to the populations, on which this particular Study is focused, comprise further obstacles in the provision of support to these populations, who have entered into a foreign country with potentially unknown culture to them and unknown language too¹⁵⁹.

The benefit of the immigrants, who legally enter the country in contrast with refugees¹⁶⁰, is that immigrants enter the country according to a process, which is based on an employer's request, and their entry in the country has been pre-decided and prepared, and in fact each incoming immigrant knows, which employer he/she will work for, on which specialization and in fact, the job position already exists for him/her. However, the refugee populations start the job search process, after their settlement in Greece.

The lack of knowledge of the Greek language and the difficulties in the procedure of recognition of the formal qualifications and professional titles/certificates of the beneficiaries of international/humanitarian protection, comprise obstacles to their employment integration into the Greek society and labour market. Furthermore, it must be noted that refugees cannot obtain license of street vendor/peddler, as they are excluded from the categories of beneficiaries¹⁶¹.

The actions of International Organizations, such as the United Nations High Commissioner for Refugees (UNHCR) in Greece, are particularly important as well as the activities of other institutions, such as the Greek Council for Refugees, the NGOs (PRAKSIS, ARSIS, METAdrasi etc.).

These institutions, through the implementation of programmes (which in their vast majority, as is also shown by the aforementioned data of the present Study, have been designed, announced, assigned, monitored and co-financed by European Funds, Financial Mechanisms such as EEA Grants and Norway Grants and Foundations like Stavros Niarchos Foundation) of Greek language learning, vocational training and through actions of provision of legal support and counseling, provide active support and assistance to the incoming beneficiaries of international/humanitarian protection.

Finally, the challenges and difficulties of implementing integration measures due to critical and unstable situation of refugees and beneficiaries of subsidiary/humanitarian protection — which are similar to those other legally resident third country nationals are facing, in combination with the difficulties in finding employment (unemployment/poverty) due to the economic crisis, the racial discrimination, racist violence and intolerance — undermine the protection environment in the country¹⁶² and particularly of those populations.

The development of integration policies, of those who remain and are recognized in Greece, is a prerequisite condition

¹⁵⁸ See: Huddleston, T., Bilgili, O., Joki, A. and Vankova, Z. (2015) *Migrant Integration Policy Index 2015 (With the vision of J. Niessen, the scientific review of A. Bardolet, F. Fábregues, J. D. Ingleby and E. Sánchez-Montijano and the support of K. Shklyan)*. Barcelona/Brussels: CIDOB and MPG, [www.mipex.eu](http://mipex.eu), Greece: <http://mipex.eu/greece>.

¹⁵⁹ Interview with Polyxeni Passa, Legal Advisor at the United Nations High Commissioner for Refugees in Greece, October 16, 2015.

¹⁶⁰ Interview with George Nerantzis, Head of the Department of Support of Workers Abroad and Employment of Migrants in Greece, of the Directorate of the Hellenic Ministry of Labour, Social Security and Social Solidarity, October 8, 2015.

¹⁶¹ See: Gelastopoulou, R., Syrri, D., Drosou, O., et al. (2013) *Asylum Application and Integration of Refugees and Asylum Seekers in Thessaloniki. Report*. Thessaloniki: Heinrich Böll Foundation (in Greek), (available at: <https://gr.boell.org/sites/default/files/report.pdf>).

¹⁶² See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2014a) *Greece as a Country of Asylum: Recommendations of the United Nations High Commissioner for Refugees in Greece regarding the Current Situation of Asylum in Greece. December 2014*. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece (in Greek), available at: <https://www.unhcr.gr/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>.

both for the better future of refugees, and in order to fulfill the country's obligations, regarding claiming of equal participation in European policies¹⁶³. Accordingly, policies of integration of the beneficiaries of international/humanitarian protection should be included in the general design of social integration for all third country nationals.

¹⁶³ See: Stefanaki, K. (2016) "Opinion: A New Perspective", *Newspaper Kathimerini*, January 10, 2016, (in Greek), (accessed: January 11, 2016, available at: <http://www.kathimerini.gr/845149/article/epikairotha/ellada/apoyh-mia-nea-prooptikh>).

Q38. Please summarise your Member State's policy on facilitating labour market integration, reviewing to what extent employment-related support measures can and are being accessed by refugees and beneficiaries of subsidiary and humanitarian protection and to what extent they facilitate their access to the labour market.

Refugees and beneficiaries of subsidiary and humanitarian protection remain for extensive periods of time in the country, in which they have applied for asylum, while waiting the completion of the procedure for the decision of granting the status after their application¹⁶⁴. During the waiting time period of their application, they form a picture for the receiving society. The picture is affected according to their experiences and interaction with the society and its institutions, which modify the possibilities for their integration into the reception society. The difficulties that refugees and beneficiaries of subsidiary and humanitarian protection are facing – such as the clandestine/perilous way of entry in the country, the breaking/distance from family, community and solidarity networks, the housing difficulties, the lack of knowledge of the language of the reception country, the difficulties in finding employment, the racist violence incidents and social isolation – stigmatize the course of life of the displaced/persecuted/refugee individuals/populations, before and after their recognition, and cause serious negative and discouraging effects on their social integration that often push them to the social margin of the reception society¹⁶⁵. Formal recognition/acquisition of the refugee status does not automatically results in the normalization of life of the interested individual¹⁶⁶. The new beginning for the recognized refugees and beneficiaries of subsidiary and humanitarian protection poses critical challenges and difficulties both for themselves and for the society of the reception country.

The support of the integration process of refugees and beneficiaries of subsidiary and humanitarian protection status, is largely incomplete, despite the fact that Greece has signed all relevant conventions, protocols and has harmonized its national law based on European directives. The legal context which emerges defines the rights of refugees and the obligations of the Hellenic state. However, the problems in the implementation of the necessary measures that are presented, have an impact on the lives of those populations¹⁶⁷.

In order to address these difficulties, Greece, as a European Union Member State, regarding the facilitation of the integration into the society and especially into the labour market, as a necessary precondition for social integration of the recognized foreigners under the status of international/humanitarian protection, has successfully integrated into the national legal framework the European Directives, regarding the provision of supportive measures for the labour integration of the above mentioned populations, with the provision of equal rights with Greek citizens, their participation in vocational training and in retraining programmes, in order to upgrade their skills (further training), as well as, the recognition of their foreign diplomas and certificates. The Hellenic Ministry of Labour, Social Security and Social Welfare has designed and proclaimed, during the previous years (as the Responsible Authority in Greece), programmes of housing, provision of assistance for the strengthening of vocational reintegration and counseling, etc., addressed to individuals before and after the provision/recognition of asylum, under the co-funding of the European Refugee Fund (ERF) (2008-2013).

Additionally, in Greece, measures regarding the elimination of social exclusion and the enhancement the employment of third country nationals – as vulnerable groups, are implemented, co-funded by the European Social Fund (ESF), the European Fund for Asylum, Migration and Integration (AMIF) as well as in the framework of Programmes of the National Strategic Reference Framework (NSRF). During the new operational period 2014-2020, in the framework of the implementation of the Programmes of the National Strategic Reference Framework (NSRF), the following actions¹⁶⁸ are included:

Promoting social integration and combating poverty – European Social Fund (ESF)

Specifically are included:

- Integrated actions for “special” groups of the Regions (of the country), which include a grid of preparatory actions for the promotion of the employment (e.g. counseling, mentoring, vocational/occupational/professional orientation, training, entrepreneurship “courses”, awareness, publicity etc.),
- Actions of motivation of the members of marginalized communities of the population (e.g. Roma) and of people facing social and cultural integration problems (belonging to specific groups, such as migrants, refugees, etc.),

¹⁶⁴ See: Cabot, H. (2014) *On the Doorstep of Europe: Asylum and Citizenship in Greece*. Philadelphia: University of Pennsylvania Press.

¹⁶⁵ See also: Katy Long (2013) "When Refugees Stopped being Migrants: Movement, labour and humanitarian protection", *Migration Studies*, 1(1):4-26; Triandafyllidou, A., Maroufouf, M., Dimitriadi, A. and Yousef, K. (2014) *Migration in Greece: Recent Developments in 2014. Report prepared for the OECD Network of International Migration Experts, Paris, 6-8 October 2014*. Athens: Hellenic Foundation for European and Foreign Policy (ELIAMEP)/European University Institute/Robert Schuman Centre for Advanced Studies; United Nations High Commissioner for Refugees (UNHCR) in Greece (2014b) *Current Issues Regarding Refugee Protection (June 19, 2014)*. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece (in Greek) (accessed: November 1, 2015, available at: https://www.unhcr.gr/fileadmin/Greece/Extras/WRD_2014/2014_PROTECTION_POSITIONS_GR.pdf); Alan Travis, A. (2015) "Migrants, Refugees and Asylum Seekers: What's the Difference?", *The Guardian*, Friday 28 August, (accessed: November 1, 2015, available at: <http://www.theguardian.com/world/2015/aug/28/migrants-refugees-and-asylum-seekers-whats-the-difference>); Costello, C. (2015) *The Human Rights of Migrants and Refugees in European Law*. Oxford: Oxford University Press; Green, M., Marden, A., Seeley, M. and Wells, K. (2015) *Dilemmas of Representation Organisations' Approaches to Portraying Refugees and Asylum Seekers. Working Paper Series No. 112*. Oxford: Oxford University Press.

¹⁶⁶ See: Fouskas, T. (2012b) "Immigrants from Palestine", in Fouskas, T. *Immigrant 'Communities' and Work Representation: The Consequences of Low-Status Work of Five Immigrant Groups on the Participation in Their Work Associations*. Athens: Papazisi Publishers, 478-569 (in Greek); Fouskas, T. (2013) "Low-status Work Consequences on Immigrant Workers' Organization, *International Review of Sociology*, 23(3):671-698; Cabot, H. (2014) *On the Doorstep of Europe: Asylum and Citizenship in Greece*. Philadelphia: University of Pennsylvania Press.

¹⁶⁷ Gelastopoulou, R., Syrri, D., Drosou, O., et al. (2013) *Asylum Application and Integration of Refugees and Asylum Seekers in Thessaloniki. Report*. Thessaloniki: Heinrich Böll Foundation (in Greek), (available at: <https://gr.boell.org/sites/default/files/report.pdf>); Cabot, H. (2014) *On the Doorstep of Europe: Asylum and Citizenship in Greece*. Philadelphia: University of Pennsylvania Press.

¹⁶⁸ It is noted that the above actions are indicative. This means that other actions can be added and that are in line with the objectives of the programme or that there will no invitation for some of them if something like that is directed by the application. In any case the recipients/beneficiaries should base their choices on the specialization of the programme like this will be reflected in the invitations that will be published and posted on the website of the programme.

- Operation of One stop shops Community Centres for the vulnerable groups, with extended and integrated services,
- Open accommodation/reception facilities/centers for asylum seekers, beneficiaries of international protection and unaccompanied minors,
- Implementation of organized programmes for the promotion of health and pre-symptomatic control/check for vulnerable groups.

Promoting social integration and combating poverty – European Regional Development Fund (ERDF)

Specifically are included:

- Actions of supplementing and improving the social infrastructures of the Regions in the fields of health, welfare and social care (infrastructures of first degree health, mental health and social care, childcare and nurseries, etc.), as well as infrastructures designed to meet the needs for open structures (accommodation/reception facilities/centers) for asylum seekers and beneficiaries of international protection.

Responsible Authority, for the coordination of the Programme, is the Region of Attica – Special Management Service¹⁶⁹.

Respectively, and the Manpower Employment Organization (OAED) implements training programmes and provides counseling services for unemployed individuals without excluding the third country nationals. However, it is concluded, that apart from the Projects of the Multiannual Programme of the European Refugee Fund 2008-2013, that concerned foreigners with legal status for long-term residence in the country (whom this particular study concerns) and asylum seekers, that were targeted to the needs of the target-groups of the programmes and the actions of the Multiannual Programme of the European Social Fund (ESF) 2007-2013, that were targeted and adapted/tailored to the needs of third country nationals, who are legally residing in the country, the actions for the reception and integration of third country nationals in the local societies/communities and the labour market of Greece, in their total, need further improvement, and it is necessary to be continued and to be strengthened both qualitatively and quantitatively, as well as to implement a scheduled/regular evaluation of them. The programmes should be targeted and tailored to the specific needs of the particular populations, and also on the increasingly changing economic-socio-political environment of the country, which is affected by the ever-increasing flows of refugees, in order to ensure the provision of easier access to them.

However, as to the effectiveness of the projects that have already been implemented, there is no comprehensive and clear picture of the extent, which the target groups have access to, and are benefited from the programmes/supporting measures¹⁷⁰.

Q39. Please summarise your Member State's policy on the availability of *tailored* support measures to access the labour market that are available to refugees and beneficiaries of subsidiary and humanitarian protection as opposed to legally residing third-country nationals in general.

Apart from the integration of the European Directives, regarding the access to employment for recognized beneficiaries of international/humanitarian protection, into the Greek legal framework, labour integration programmes are implemented by the Hellenic Ministry of Labour, Social Security and Social Welfare, under the co-financing of the European Funds, the European Social Fund Actions Coordination and Monitoring Authority (EYSEKT) and as well as by the Manpower Employment Organization (OAED). However, in conclusion, regarding the national policy of Greece, it is evident that it is necessary to adopt an integrated/specific-targeted policy for the reception and integration of third country nationals, within the country, and which will be specifically addressed to these populations¹⁷¹. More targeted actions (which in their vast majority, as is also shown by the aforementioned data of this Study, have been designed, announced, assigned, monitored and co-financed by European Funds, Financial Mechanisms, such as EEA Grants and Norway Grants and Foundations like Stavros Niarchos Foundation) are implemented by international organizations and other institutions such as the Greek Council for Refugees, NGOs, such as PRAKSIS, ARSIS METAdrasi, institutions of the Civil Society, other institutions etc. which offer programmes of provision of information/counseling, enhancing of vocational reintegration, of language learning, of guidance and counseling services, to recognized beneficiaries of international and humanitarian protection, who have entered and reside permanently in the country.

Q40. Please summarise if and to what extent differences exist with regard to labour market access between:

- Refugees, beneficiaries of subsidiary and humanitarian protection on the one hand and third-country nationals legally residing in your Member State territory on the other hand
- Refugees, beneficiaries of subsidiary protection and beneficiaries of humanitarian protection

In the planning and the implementation of refugee social integration measures it must be taken into account is that refugees differ in their reasons for moving to another country, usually without any socio-economic and cultural ties with it. Unlike economic migrants who are individuals who have left their country and seek through legal/regular or irregular means to find employment in another

¹⁶⁹ See: <https://www.espa.gr/el/Pages/staticOPAttica.aspx>

¹⁷⁰ Interview with Polyxeni Passa, Legal Advisor at the United Nations High Commissioner for Refugees in Greece, October 16, 2015.

¹⁷¹ Interview with Polyxeni Passa, Legal Advisor at the United Nations High Commissioner for Refugees in Greece, October 16, 2015.

country, refugees are individuals who have fled e.g. from armed conflicts or persecutions and who are recognized as individuals in need of international protection, because it is too dangerous for them to return home. This deprives them of the choice/possibility of short-term or long-term return to their country, while ties with family, community and solidarity networks are broken. Also, they are cut-off from the society and institutions in their country of origin a fact that makes it extremely difficult to provide supporting documents and other documents required, which results in their non-recognition of occupational/professional qualifications that limits their capability to join in, limited in first place, employment programmes¹⁷².

As a conclusion of the research conducted, it is evident that the Hellenic State provides every legal right, regarding the access to the labour market, as well as to the supportive measures of the process, to all third country nationals, recognized refugees and beneficiaries of international and humanitarian protection, without any discriminatory setting, even in comparison with the Greeks. The only exception, as mentioned above, concerns the asylum seekers, for whom the decision for granting asylum is still pending in the country, and for the beneficiaries of humanitarian protection, within the Greek territory, for humanitarian reasons who have been recognized according to the old status, according to the Presidential Decree 189/1998, for whom a job position research is conducted for the specialty/position, for which, they have applied, in order to acquire a work permit by the Manpower Employment Organization (OAED)¹⁷³. The Manpower Employment Organization (OAED) conducts a research of the labour market, in the available job positions, and provided that, there are no unemployed Greeks, EU citizens, recognized refugees or expatriates, who are interested in working in the particular job/specialty position, then in those cases, the work permit is offered to the interested individual¹⁷⁴. The procedure followed for the employment of third-country nationals, under the provisions of the Article 11 of Law 4251/2014, ensures that immigrants, who legally enter Greece in order to work, are integrated more easily into the labour market, as a labour market research has already been conducted, and there is evidence that the job positions they are going to get, cannot be filled by the domestic workforce. Unlikely, the recognized beneficiaries of international/humanitarian protection, begin the job seeking process, after their entrance and the acquisition of legal residence status in the country¹⁷⁵. In this context, due to the economic crisis and because of the obstacles, they face in the work permit process in Greece, refugees and the beneficiaries of subsidiary and humanitarian protection contribute to the extent of undeclared work (Fouskas, 2012b: 478-569, 2013)¹⁷⁶, the underground economy/informal sector of the economy or more precisely to the size of the informal labour market (Fouskas, 2012b: 478-569, 2013) which entraps them, while seeking, for its constant reproduction, a cheaper, mobile, temporary and flexible workforce (Fouskas, 2012b: 478-569, 2013), outside the controls of labour law and taxation, social contributions and compliance with labour rights regulations (Fouskas, 2012b: 478-569, 2013).

Q41. Please summarise what you consider to be good practices (if any) in the provision of labour market integration support measures in your national context.

The swift and smooth process of granting legal residence status in the reception country to incoming refugees, beneficiaries of subsidiary/humanitarian protection is a process of high importance for their labour and thus their social integration into the local reception society, taking in account the difficulties they face, impact of the economic crisis and the sociopolitical changes. The United Nations High Commissioner for Refugees (UNHCR) in Greece has determined that the duration of residence permits has significant impact on the attitudes and behavior of the refugees. The effective integration of asylum seekers, of recognized foreigners under international and humanitarian protection into the Greek labour market, can be achieved with sustainable existence of educational and training programmes, and Greek language learning courses, coupled with learning/knowledge of the culture of the local society/community, for all the aforementioned populations, who legally enter/reside the country, and in addition to the facilitation of the recognition process of professional qualifications and diplomas, that they already have gained from educational institutions in their country of origin. These measures should be implemented at local level, in areas where the populations of refugees, beneficiaries of subsidiary/humanitarian protection are established, in appropriately designed facilities by qualified and trained personnel. In Greece, some programmes have been implemented and others are still under implementation, regarding the strengthening of the social integration of third country nationals. However, the need for an integrated reception and integration strategy, which will be targeted to the specific needs of the distinct groups of third country nationals, is imperative. The contribution of the International Organizations, other institutions, Civil Society institutions and NGOs, is extremely important, concerning the approachment, the provision of assistance and counseling to individuals, who enter the country legally and are recognized as beneficiaries of international or humanitarian protection.

In summary, as a lasting sustainable solution for the integration of refugees, comprises the commitment by the contracting parties in the 1951 Convention. The United Nations High Commissioner for Refugees (UNHCR) encourages Member States to include refugees, without excluding other categories of foreigners, in the general planning and general integration policy, while providing simultaneously targeted actions for the specific needs of these populations. The integration of foreigners who enter the country to seek protection, can be achieved through integrated reception and integration policies in the reception society/community, which will promote social participation, will not permit segregation and will exclude isolation. The alignment of the rights of those individuals in the labour market, health care, education, family reunification etc. with those of the nationals of the Member States of the European Union is of utmost importance. Given the above considerations, as a result appears that Greece

¹⁷² See: United Nations High Commissioner for Refugees (UNHCR) in Greece (2014a) *Greece as a Country of Asylum: Recommendations of the United Nations High Commissioner for Refugees in Greece regarding the Current Situation of Asylum in Greece. December 2014*. Athens: United Nations High Commissioner for Refugees (UNHCR) in Greece (in Greek), available at: <https://www.unhcr.org/fileadmin/Greece/Extras/Greece/UNHCR-CoA-Greece-2014-EL.pdf>

¹⁷³ See: <http://www.taxheaven.gr/laws/circular/view/id/14853>

¹⁷⁴ See: Presidential Decree 189/1998.

¹⁷⁵ See: Presidential Decree 189/1998.

¹⁷⁶ Fouskas, T. (2012b) "Immigrants from Palestine", in Fouskas, T. *Immigrant 'Communities' and Work Representation: The Consequences of Low-Status Work of Five Immigrant Groups on the Participation in Their Work Associations*. Athens: Papazisi Publishers, 478-569 (in Greek); Fouskas, T. (2013) "Low-status Work Consequences on Immigrant Workers' Organization, *International Review of Sociology*, 23(3):671-698.

and all reception countries must develop their policies to the benefit, both, of those in need of international protection and of the reception societies/communities too, so as the effective integration of these populations to be achieved in practice.

SECTION 6: ADDITIONAL INFORMATION TO ENSURE COMPARABILITY

This section aims to collect additional detailed information that complements your answers as provided in previous sections, in order to ensure comparability. It includes tables on:

- ★ conditions to access the labour market
- ★ Eligibility for employment-related support measures for different categories of refugees, beneficiaries of subsidiary and humanitarian protection
- ★ Authorities responsible for the provision of employment-related support measures
- ★ Conditions to access employment-related support measures
- ★ Statistics on access to employment-related support measures

Q42. With reference to Section 1 (Q3), please complete the following table on conditions to access the labour market by indicating yes/no to clarify if the condition applies, and, where appropriate, please briefly describe.

Table 4: Conditions to access the labour market

Conditions/restrictions	Applies to all TCNs in: 1) legislation? 2) practice?	Applies to Refugees in: 1) legislation? 2) practice?	Applies to beneficiaries of subsidiary protection in: 1) legislation? 2) practice?	Applies to persons granted humanitarian protection in: 1) legislation? 2) practice?	Comments
Possession of a residence permit	Yes	Art. 24 and Art. 27, Presidential Decree 141/2013	Art. 24 and Art.27 Presidential Decree 141/2013	Art. 28 Presidential Decree 114/2010	-
Possession of a work permit	Yes	Art. 24 and Art. 27, Presidential Decree 141/2013 and Art. 1, Presidential Decree 189/1998	Art. 24 and Art. 27, Presidential Decree 141/2013 and Art. 1, Presidential Decree 189/1998	Art 28 Presidential Decree 114/2010 and Art 4 Presidential Decree 189/1998	-
Do restrictions in time apply? (Duration)	The duration of the work permit is same with the duration of the residence permit	The duration of the work permit is same with the duration of the residence permit (3years)	The duration of the work permit is same with the duration of the residence permit (3years)	The duration of the work permit is same with the duration of the residence permit (2years)	-
Do restrictions to a specific employer apply?	No	No	No	No	-
Do restrictions to a specific employment sector apply?	No	No	No	Yes, to those that are no other-registered unemployed individuals (EU citizens, natives, expats, refugees)	-
Is preference to be given to nationals and EU citizens (in general or in relation to specific jobs, if so which?)	No	No	Yes until June 30, 2015 No since July 1, 2015	Generally yes for each work permit application Art. 4, Presidential Decree 189/1998	-
Other? (add rows if applicable)	N/A	N/A	N/A	N/A	-

Integration of beneficiaries of international/humanitarian protection into the labour market: Policies and good practices

Q43. With reference to Section 3, please complete the following table on the eligibility of refugees, beneficiaries of subsidiary and humanitarian protection to employment-related support measures. Indicate if they are eligible to access the support measure with yes/no.

Table 5: Eligibility for employment-related support measures for the categories of refugees, beneficiaries of subsidiary and humanitarian protection¹⁷⁷

	Refugee	Beneficiaries of subsidiary protection	Persons granted humanitarian status	Comments
Education ¹⁷⁸	√	√	√	-
Language courses	√	√	√	-
Orientation courses	√	√	√	-
Vocational education and training	√	√	√	-
Counselling	√	√	√	-
Recognition of qualifications	√	√	N/A	-
Guaranteed minimum resources	√	√	√	-
Housing support/access to social housing	√	√	√	-
Other (add rows if necessary)	N/A	N/A	N/A	-

¹⁷⁷ This means access to all beneficiaries under the protection status.

¹⁷⁸ Education as described under Q8: education with a specific focus on access to education that has a **direct link to employment**, for example, by providing support for the development of higher level (non-vocational) skills. Please do not report on education more generally. The focus is on education for those of employment age that might lead towards employment.

Integration of beneficiaries of international/humanitarian protection into the labour market: Policies and good practices

Q44. With reference to Section 3, please complete the table below setting out the authorities responsible for the provision of employment-related support measures to refugees, beneficiaries of subsidiary and humanitarian protection.

Table 6: Authorities responsible (executive and financial) for the provision of employment-related support measures¹⁷⁹

Employment-related support measure	Authority that carries executive responsibility	Authority that carries financial responsibility	Comments
Education	Municipalities, Greek Council for Refugees, PRAKSIS, ARSIS	European Funds, Hellenic State, Other Institutions, NGOs, Civil Society Institutions	-
Language courses	METAdrasi, Greek Council for Refugees, PRAKSIS, ARSIS, Steki Metanaston	European Funds, Hellenic State, Other Institutions, NGOs, Civil Society Institutions	-
Orientation courses	Municipalities, Greek Council for Refugees, PRAKSIS, ARSIS, Vocational Training Centres	European Funds, Hellenic State, Other Institutions, NGOs, Civil Society Institutions	-
Vocational education and training	Municipalities, Greek Council for Refugees, PRAKSIS, ARSIS	European Funds, Hellenic State, Other Institutions, NGOs, Civil Society Institutions	-
Counselling	Municipalities, UNHCR, Greek Council for Refugees, PRAKSIS, ARSIS, Manpower Employment Organization (OAED)	European Funds, Hellenic State, International Organizations, Other Institutions, NGOs, Civil Society Institutions	-
Recognition of qualifications	Hellenic National Academic Recognition and Information Center (DOATAP)	Hellenic State	-
Guaranteed minimum resources	UNHCR, Greek Council for Refugees, PRAKSIS, Stavros Niarchos Foundation	European Funds, Hellenic State, International Organizations, Other Institutions, NGOs, Civil Society Institutions	-
Housing	Municipalities, UNHCR, Greek Council for Refugees, PRAKSIS, ARSIS	European Funds, Hellenic State, International Organizations, Other Institutions, NGOs, Civil Society Institutions	-
Other	N/A	N/A	-

¹⁷⁹ Please specify the authorities/organisations/institutions responsible. This can also include NGO's. Note however that the table and the Study in general focus on government-related support measures, i.e. how the government organises itself to provide the support. NGO's/third parties can be involved if outsourced by the government.

Integration of beneficiaries of international/humanitarian protection into the labour market: Policies and good practices

Q45. With reference to Section 3, please complete the table below on conditions to access employment-related support measures for refugees and beneficiaries of subsidiary and humanitarian protection. Please indicate if the conditions apply by answering with yes/no. Please also clarify if the conditions apply to: i) all TCNs legally residing on your Member State's territory ("all TCNs"); ii) all beneficiaries of international/humanitarian protection ("all ben"); or iii) specifically to refugees ("Ref"), beneficiaries of subsidiary protection ("SP"), beneficiaries of humanitarian protection ("HP").

Table 7: Conditions to access employment-related support measures

	Education	Language courses	Orientation courses	Vocational education and training	Counselling	Recognition of qualifications	Guaranteed minimum resources	Housing	Comments*
Having a residence permit	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-
Having a work permit	No	No	No	No	No	No	No	No	-
Having identity documents	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	-
Having a domicile	No	No	No	No	No	No	No	No	-
Language competency	No	No	No	No	No	No	No	No	-
Specific qualifications/diplomas required	No	No	No	No	No	No	No	No	-
Sufficient financial resources	No	No	No	No	No	No	No	No	-
Eligibility for loans	No	No	No	No	No	No	No	No	-
Etc. (add rows if applicable)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	-

*Please also indicate if conditions equally apply to all beneficiaries of international/humanitarian protection, all third-country nationals, nationals of the Member State.

Integration of beneficiaries of international/humanitarian protection into the labour market: Policies and good practices

Q46. With reference to Section 3, please complete the table below concerning statistics on access to employment-related support measures.

Table 8: Statistics in relation to accessing employment-related support measures

	Refugees, beneficiaries of subsidiary protection and humanitarian protection					Please specify to which groups the figures refer to
	2010	2011	2012	2013	2014	
Total number of beneficiaries accessing education	N/A*	N/A*	N/A*	N/A*	N/A*	*Due to the lack of specific-targeted policy on employment integration and consequently lack of specific data/figures on the number of beneficiaries, on their participation to support measures regarding employment, the number of beneficiaries results through the study of the programmes in each case.
Total number accessing language courses	N/A*	N/A*	N/A*	N/A*	N/A*	*Due to the lack of specific-targeted policy on employment integration and consequently lack of specific data/figures on the number of beneficiaries, on their participation to support measures regarding employment, the number of beneficiaries results through the study of the programmes in each case.
Total number accessing orientation courses	N/A*	N/A*	N/A*	N/A*	N/A*	*Due to the lack of specific-targeted policy on employment integration and consequently lack of specific data/figures on the number of beneficiaries, on their participation to support measures regarding employment, the number of beneficiaries results through the study of the programmes in each case.
Total number accessing vocational education and training	N/A*	N/A*	N/A*	N/A*	N/A*	*Due to the lack of specific-targeted policy on employment integration and consequently lack of specific data/figures on the number of beneficiaries, on their participation to support measures regarding employment, the number of beneficiaries results through the study of the programmes in each case.
Total number making use of procedures for the recognition of qualifications	N/A*	N/A*	N/A*	N/A*	N/A*	*Due to the lack of specific-targeted policy on employment integration and consequently lack of specific data/figures on the number of beneficiaries, on their participation to support measures regarding employment, the number of beneficiaries results through the study of the programmes in each case.
Total number provided minimum guaranteed resources	N/A*	N/A*	N/A*	N/A*	N/A*	*Due to the lack of specific-targeted policy on employment integration and consequently lack of specific data/figures on the number of beneficiaries, on their participation to support measures regarding employment, the number of beneficiaries results through the study of the programmes in each case.
Total number accessing counselling services	N/A*	N/A*	N/A*	N/A*	N/A*	*Due to the lack of specific-targeted policy on employment integration and consequently lack of specific data/figures on the number of beneficiaries, on their participation to support measures regarding employment, the number of beneficiaries results through the study of the programmes in each case.
Total number accessing housing	N/A*	N/A*	N/A*	N/A*	N/A*	*Due to the lack of specific-targeted policy on employment integration and consequently lack of specific data/figures on the number of beneficiaries, on their participation to support measures regarding employment, the number of beneficiaries results through the study of the programmes in each case.