



**PRAKSIS**

Προγράμματα Ανάπτυξης,  
Κοινωνικής Στήριξης και Ιατρικής Συνεργασίας

Inspireurope Outreach Workshop

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*“Legal hurdles for integration in the labour market”*

Dimitrios Varadinis

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Εταιρεία Ανάπτυξης  
Κοινωνικής Επιστήμης και Ιατρικής Συνεργασίας

# I. About PRAKSIS

- PRAKSIS (PROGRAMS OF DEVELOPMENT, SOCIAL SUPPORT AND MEDICAL COOPERATION) is an independent civil society organization operating since 2004 and whose main goal is the planning and implementation of projects of development, humanitarian and of medical nature
- Elimination of social and economic exclusion of vulnerable groups of people
- Beneficiaries: All socially excluded groups of population regardless of their country of origin, ethnic group, legal status, sexual orientation, gender identity, political or religious beliefs
- Holistic approach aiming in supporting, empowering and promoting integration
- [www.praksis.gr](http://www.praksis.gr)

## II. Current projects and interventions

- Community centre (Athens) and Polyclinic (Thessaloniki)
- Day Centres for Homeless People (Athens and Piraeus)
- Drop-In Centre for Unaccompanied Minors – Patras
- Semi Independent Living (Apartments) for Unaccompanied Minors – Athens, Thessaloniki
- Emergency Support to Integration and Accommodation (ESTIA) – Athens, Thessaloniki
- Child protection interventions since 2015 (Lesvos, Samos, Chios)
- Mobile Unit for Information, Counselling and Testing for HIV and Hepatitis B and C
- Streetwork for vulnerable groups (homeless, minors, injection drug users, victims of human trafficking)
- Participation in European and national networks and campaigns- EU Civil Society Platform against Trafficking in Human Beings, FEANTSA, (European Federation of National Organisations Working with the Homeless), Network for Recording Incidents of Racist Violence, National Campaign on Access to Asylum, Select Respect.

### III. The right to work as a fundamental social right

- Right to work and to free choice of employment, to just and favourable conditions (Article 23 of UN Declaration of Human Rights 1948)
- Recognition of the right to work, including technical and vocational guidance and training programmes, policies and techniques to achieve steady economic, social and cultural development and full and productive employment under conditions safeguarding fundamental political and economic freedoms to the individual (Article 6 of International Covenant on Economic, Social and Cultural Rights-ICESCR 1966).
- Right of everyone to the enjoyment of just and favourable conditions of work (Article 7 of ICESCR)
- Right to just conditions of work, to safe and healthy working conditions, to a fair remuneration (Articles 2-4 of European Social Charter)

## ➤ Charter of Fundamental Rights of the EU (Article 15)

1. Everyone has the right to engage in work and to pursue a freely chosen or accepted occupation.
2. Every citizen of the Union has the freedom to seek employment, to work, to exercise the right of establishment and to provide services in any Member State.
3. Nationals of third countries who are authorised to work in the territories of the Member States are entitled to working conditions equivalent to those of citizens of the Union.

## Access of refugees to the labour market

- ▶ Contracting States shall accord to refugees lawfully staying in their territory the most favourable treatment accorded to nationals of a foreign country in the same circumstances, as regards the right to engage in wage-earning employment (Article 17 of 1951 Refugee Convention).
- ▶ States shall accord to a refugee lawfully staying in their territory treatment as favourable as possible and, in any event, not less favourable than that accorded to aliens generally in the same circumstances, as regards the right to engage on his own account in agriculture, industry, handicrafts and commerce and to establish commercial and industrial companies (Article 18).

- ▶ Article 19 par. 1 of UN Refugee Convention- Each Contracting State shall accord to refugees lawfully staying in their territory who hold diplomas recognized by the competent authorities of that State, and who are desirous of practicing a liberal profession, treatment as favourable as possible and, in any event, not less favourable than that accorded to aliens generally in the same circumstances

## IV. National legislative provisions regarding access to the labour market

### ➤ Article 22 of the Greek Constitution

- 1. Work constitutes a right and shall enjoy the protection of the State, which shall care for the creation of conditions of employment for all citizens and shall pursue the moral and material advancement of the rural and urban working population. All workers, irrespective of sex or other distinctions, shall be entitled to equal pay for work of equal value.
- 4. Any form of compulsory work is prohibited.



**Law 4636/2019 on International Protection and other provisions (Transposition of Directives a) 2011/95/EU on standards for qualification of third country national or stateless persons as beneficiaries of international protection, b) 2013/33/EC with regard to the reception of asylum seekers and c) Directive 2013/32- common procedures for granting and withdrawing international protection)**

**Article 27 of Law 4636/2019**

1. Beneficiaries of international protection who hold a residence permit, which is in validity shall have access to salaried employment, the provision of services or works or to the exercise of an independent economic activity, under the same conditions as nationals (applicable also for family members).

2. Beneficiaries of international protection shall be enrolled in employment-related educational programmes for adults and in vocational training, under the same terms and conditions as nationals

Tax Number (AFM) and Social Security Number (AMKA) required

## ► Article 29 -Recognition of Academic Titles

Beneficiaries of international protection enjoy equal treatment with Greek nationals in the context of recognition of foreign academic degrees and certificates.

2. Facilitation in accessing suitable programmes for the assessment, validation and certification of their academic knowledge (Interdisciplinary Organisation for the Recognition of Academic Titles and of Information-ΔΟΑΤΑΠ)

(P.D. 38/2010 for the recognition of professional qualifications – EU Directive 2005/36/EC)

## V. Access of asylum seekers to the labour market

### ➤ Article 53 (15 of Directive 2013/33/EU)

- Applicants for international protection, after six months from the completion of the procedure for lodging the application for international protection, and provided a first instance decision on their asylum application has not been issued, have the right of access to employment according to Article 71 of Law 4375/2016, provided they are in possession of the “international protection applicant card”.
- In case of issuance of a decision with no suspensive effect, the right is automatically withdrawn

Limitation imposed-hindrancel in accessing labour market->

Undeclared employment and exploitation of workers

(*Chowdury and others v. Greece*- prohibition of forced labour)

## ➤ VI. Main difficulties in accessing labour market

1. Access to the labour market is seriously hampered by the economic conditions prevailing in Greece, the high unemployment rate, further obstacles posed by competition with Greek-speaking employees, and administrative obstacles in order to obtain necessary document, which may lead to undeclared employment with severe repercussions on the enjoyment of basic social rights
2. Limitations imposed in accessing labour market after 01.01.20
3. Provisional Insurance and Health Care Number (PAAYPE)- asylum seekers have been faced with difficulties in the context of their employment (lack of knowledge, technical difficulties with public authorities).
4. Difficulties in opening a bank account
5. Lack of official agencies that can provide individual counselling in promoting access to employment (long waiting lists)

## 6. Other relevant issues:

- ▶ lack of information
- ▶ high unemployment rates
- ▶ language barriers
- ▶ remoteness of some sites from cities
- ▶ Lack of Greek language classes
- ▶ Need for better linkage between employers and those interested in finding a job

*(UNHCR, Inter-agency Participatory Assessment Report, October 2018)*

## VII. Challenges laying ahead

### Fostering integration

Promoting access to labour market- registration, recognition and assessment of professional and academic qualifications for refugees and asylum seekers (National Strategy on Integration 2019)

Individual counselling (Mentoring) and practice in accessing labour market (Identify knowledge and qualification, implement theoretical and practical courses according to their individual skills- Ministry of Labour +OAED)

Action Plan for the integration of migrants and beneficiaries of international protection (2020-2027) (Ministry of Migration and Asylum + municipalities)

Establishment of more municipal Migrant Integration Centres (currently 11). Provision of information and counselling (migrants, refugees and asylum seekers) and implementation of actions for promoting access to labour market.



Thank you for your attention!

[www.praksis.gr](http://www.praksis.gr)