



MILIMAT

Migrants Labour Insertion in
Multicultural Agricultural Teams

2022-1-IT01-KA220-VET-000087098

**Partnership for Cooperation in the field of Education and
Training**

MILIMAT:

Migrants Labour Insertion in Multicultural Agricultural Teams

Project N°: 2022-1-IT01-KA220-VET-000087098

Work Package 2 – National Report (NR) Greece

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1. Farming figures: Structure and typology of farms

The numbers presented at this section are based on the results of the Census for Agriculture and Livestock from the Hellenic Statistical Authority (ELSTAT, 2021), reference year 2020.

1.1 Farm size and structure

The number of Agricultural Holdings in Greece is 530.679, significantly reduced by 26,6% from 2009. In the following table the most important agricultural figures related to farm size and structure are presented.

Table 1: Number of agricultural holdings and utilized agricultural area (2020)

Number of agricultural holdings and utilized agricultural area	2020
Number of agricultural holdings	530.679
Agricultural holdings that use agricultural land	525.284
Utilized agricultural area (ha)	2.824.449,48
Holdings that irrigate	326.256
Irrigated area (ha)	960.684,11

Table 2: Type of Holdings (2020)

Purely agricultural, purely livestock and mixed holdings	2020
Purely agricultural holdings	445.978
Purely livestock holdings	12.974
Mixed holdings	71.726

1.2 Main crops and production

Table 3: Distribution of holdings, according to basic categories of use (2020)

Distribution of holdings, according to basic categories of use	2020
Arable crops	187.573
Vineyard	77.389
Tree crops	401.909
Greenhouses	8.319
Other areas* ¹	223.816

*¹ Includes family vegetable gardens, permanent grasslands and pastures, barren pastures, nurseries, other perennial crops and fallows

Table 4: Distribution of the used agricultural area of holdings by main use categories (hectares, 2020)

Distribution of the used agricultural area of holdings, by main use categories (hectares)	2020
Arable crops	1.352.309,88
Vineyard	60.709,69
Tree crops	774.704,32
Greenhouses	4.872,0
Other areas ^{*1}	631.853,59

^{*1} Includes family vegetable gardens, permanent grasslands and pastures, barren pastures, nurseries, other perennial crops and fallows

Graph 1: Distribution of the used agricultural area of holdings by main use categories (hectares, 2020)

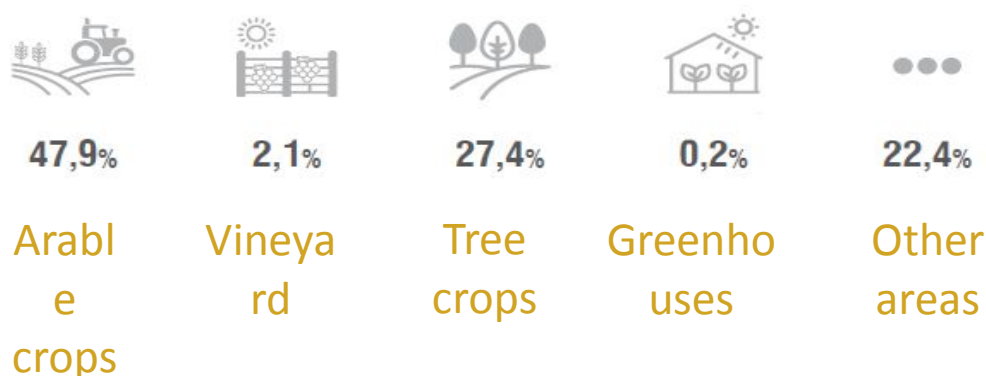


Table 5: Farms with animals, by type of animal (2020)

Farms with animals, by type of animal	2020
Cattle	10.865
Sheep	56.759
Goats	36.977
Pigs	5.906
Poultry	72.550

Table 6: Number of animals, by species (2020)

Number of animals, by species	2020
Cattle	624.397
Sheep	7.721.644
Goats	3.148.976
Pigs	742.963
Poultry	26.962.120

1.3 Farming labour market

Table 7: Working days of those employed in agriculture & animal husbandry, by category (2020)

Working days of those employed in agriculture - animal husbandry, by category	2020
Owners and their family members who were employed in the holding	80.973.948
Permanent workers	5.830.230
Seasonal workers	13.064.966
Others (subcontracting work and mutual aid)	2.873.425

1.4 Farming challenges (market, environment, water, profitability, etc.)

In 2020, the Greek agricultural sector contributed 4.7% of the total Gross Value Added (GVA), while it employs over 400 thousand people, or more than 10% of the total employed human resources in the country. At the same time, the Agri-food sector, as a whole, contributes significantly to Greek exports, presenting, for the first time in several years, in 2020, a trade balance with a surplus of € 207 million.

Globally, the agri-food sector is facing enormous challenges, linked to demographic change, climate crisis and changing eating habits. At the same time, the climate crisis is leading to the urgent need to take immediate action to address serious agri-food issues, such as food waste, rational use of water resources, greenhouse gas emissions, soil degradation and biodiversity reduction as well as promotion of social inclusion, poverty reduction and economic development in rural areas.

In Greece, the agricultural sector is characterized by:

- The level of agricultural education of farmers in the country, which is one of the lowest recorded in the EU, a phenomenon that is also associated with the old age of farmers
- The small size of the farms and the low level of cooperation
- The low level of adoption of technological innovation

On the other hand among the strengths of the primary sector in Greece are the quality of Greek agricultural products and the ideal production conditions, while the high production costs and the small and fragmented agricultural holdings need attention.

2. Migration Figures: Migrant profiles, sectors and job conditions

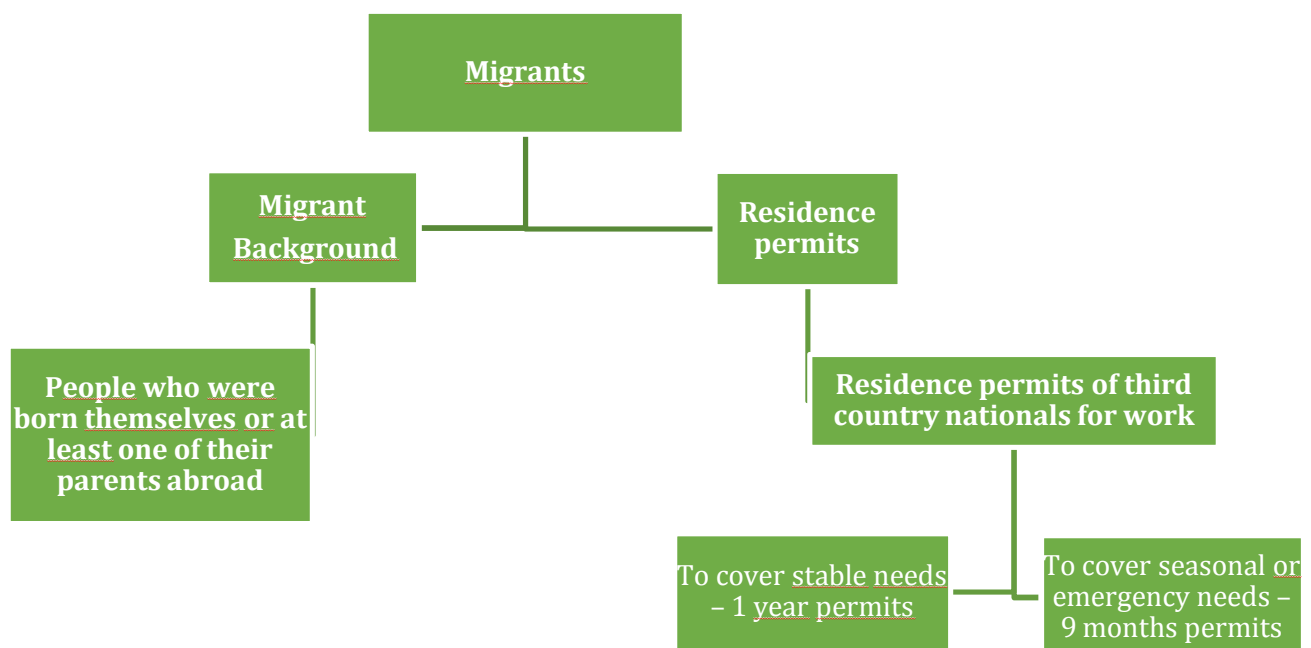
The figures and the data that are presented in this section are the results of the special survey (ad hoc) for the position in the labour market of migrants and their direct descendants announced by the Hellenic Statistical Authority (ELSTAT) for 2022 in accordance with the provisions of Executive Regulation (EU) 2019/2240 of the European Commission.

For research purposes, individuals with a migrant background were considered people who were born – themselves or at least one of their parents – abroad.

The people with migrant background in Greece in 2021 were 746.913 from which 14,2% (106.061 people) were occupied in agricultural sector.

In the following scheme we can see the categorization of migrants in Greece.

Graph 2: Categorization of migrants



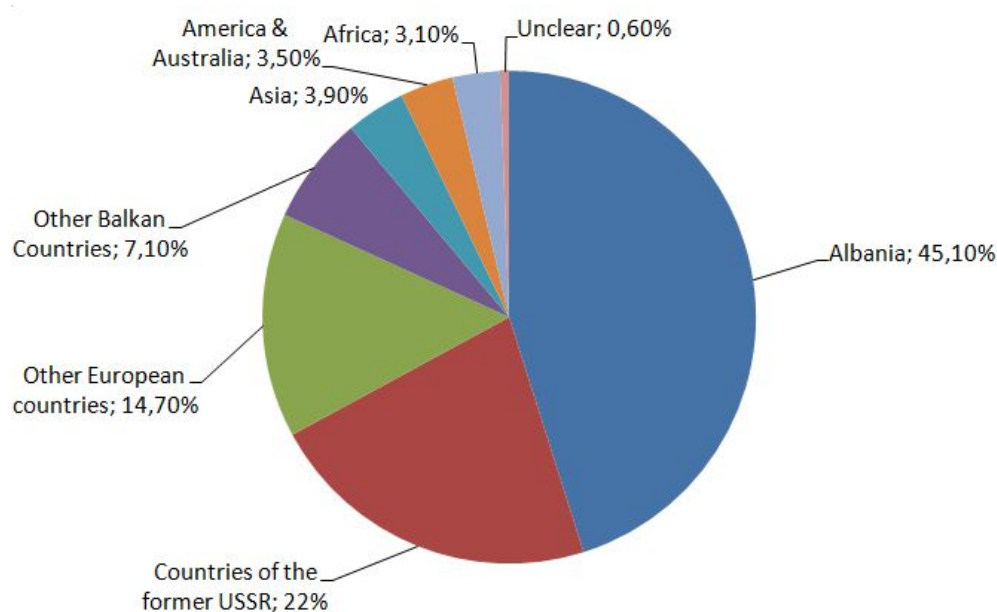
2.1 Migratory origins

The majority of migrants come from Albania (45,1%) and the countries of the Former USSR followed by other European and Balkan countries, Asia, America & Australia and finally from African countries, as it is depicted in the following table and graph.

Table 8: Geographical origin of migrants (2021)

Migratory origin	2021
Albania	45,1%
Countries of the Former USSR	22,0%
Other European Countries	14,7%
Other Balkan Countries	7,1%
Asia	3,9%
America & Australia	3,5%
Africa	3,1%
Unclear	0.6%

Graph 2: Geographical origin of migrants (2021)



2.2 Migrant profiles and sector distribution (occupation, education, age, gender, etc)

In this section, the migrants' profile will be presented as far as their occupation, education, age and gender is concerned as well as the sector distribution.

Population in Greece between 15-74 years old

The total population in Greece in 2021 between 15 and 74 years old was 7.862.245 persons. The persons with migrant background amount to 9,5% (6.8% born abroad and 2.7% born in Greece with one or both parents born abroad).

Table 9: Number of migrants and their immediate descendants (between 15-74 years old 2021)

	Number of persons in Greece	%
Born in Greece	7.318.781	93,1%
and both parents in Greece	7.087.261	90,1%
and one parent abroad	100.136	1,3%
and both parents abroad	107.439	1,4%
and parents with unknown country of birth	23.946	0,3%
Born abroad	534.429	6,8%
and both parents abroad	440.351	5,6%
and one parent abroad	22.823	0,3%
and both parents in Greece	65.749	0,8%
and parents with unknown country of birth	5.507	0,1%
Do not answer	9.035	0,1%
TOTAL	7.862.245	100,0%

Gender and Age

Table 10: People aged 15-74 by migration background, gender and age

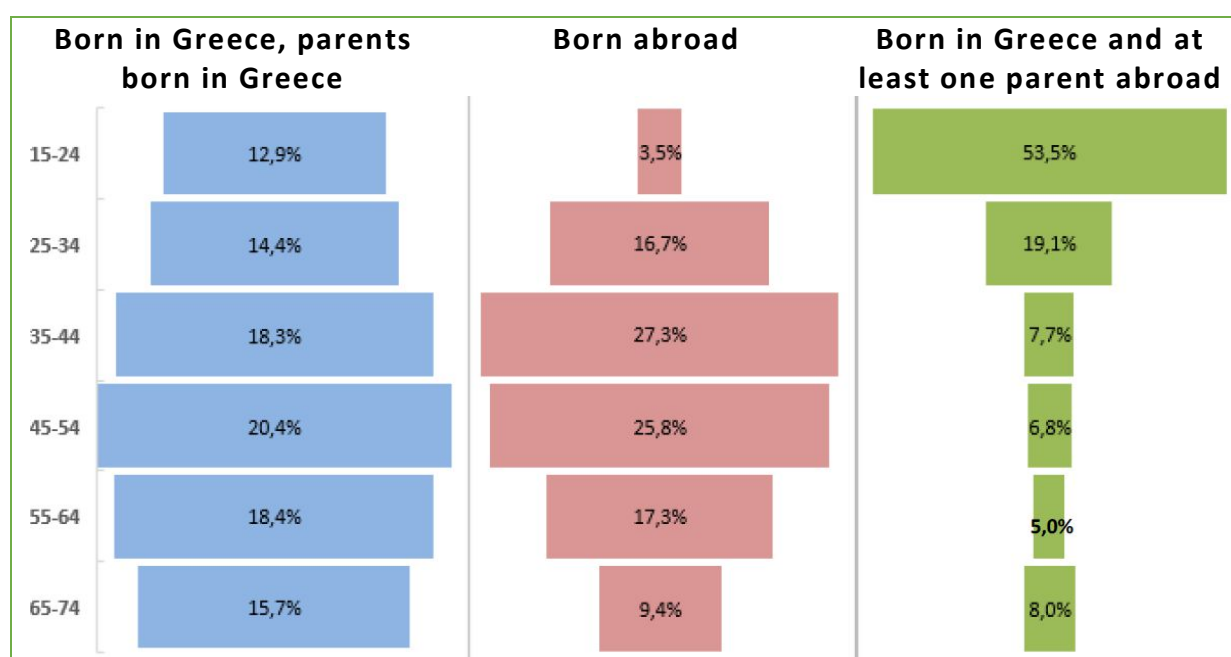
		TOTAL	Born in Greece, parents born in Greece	Born abroad	Born in Greece and at least one parent abroad
Age groups	15-24	13,3%	12,9%	3,5%	53,5%
	25-34	14,7%	14,4%	16,7%	19,1%
	35-44	18,6%	18,3%	27,3%	7,7%
	45-54	20,4%	20,4%	25,8%	6,8%
	55-64	17,9%	18,4%	17,3%	5,0%
	65-74	15,1%	15,7%	9,4%	8,0%
Middle age		45,5	45,9	46,0	30,2
Gender	Men	49,1%	49,7%	42,8%	45,8%
	Women	50,9%	50,3%	57,2%	54,2%

The percentage of women is higher in both groups with a migrant background, while, among people who were born themselves as well as their parents in Greece, the percentages of women and men are almost equal. In terms of age,

the average age of people born abroad is only slightly older than the average age of people without a migrant background. On the contrary, the population of second-generation migrants is much younger than the people who were born themselves and both of their parents in Greece (30.2 years versus 45.9).

These differences in the age structure become evident in Graph 3. Specifically, the 35-44 age group predominates among people born abroad, while the percentage of people aged 15-24 is particularly small. People born in Greece (and with Greek parents) are generally older. On the contrary, the population of people who were born in Greece but have at least one parent born abroad is particularly young, as over 70% consists of people under the age of 35.

Graph 3: Comparison of people's ages by migration background



Employment rate

The employment rate is almost the same for people born in Greece with Greek parents and for people born abroad (50.4% and 50.7%, respectively). In contrast, the employment rate is much lower (33.4%) for second-generation migrants. Analysing the employment situation by age groups, it appears that this difference in the employment level of second-generation migrants is explained by the different age composition of this population category: due to the large proportion of 15-24-year-olds among second-generation migrants, it is group with the greatest participation in education. It is pointed out that in the 25-44 age group the employment rate of second generation migrants is almost the same as the employment rate of Greeks without an migrant background

(while it is significantly lower for those born abroad). Finally, people born abroad show the highest percentage of unemployed as well as the lowest

participation in education (please see table 11).

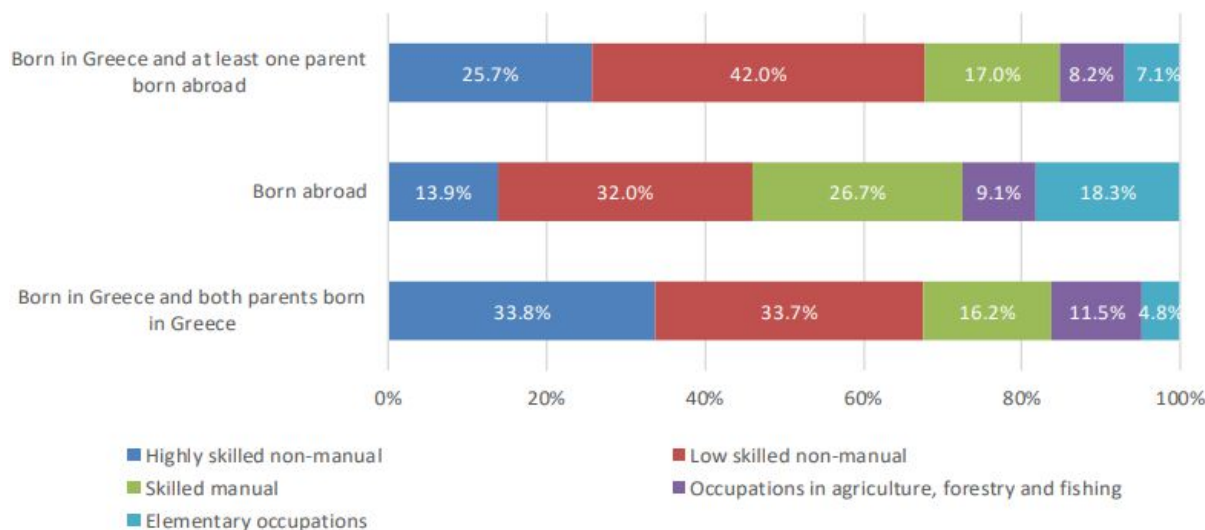
Table 11: People aged 15-74 by migration background, age groups and employment status

		TOTAL	Born in Greece, parents born in Greece	Born abroad	Born in Greece and at least one parent abroad
TOTAL	Employed	49,9%	50,4%	50,7%	33,4%
	Unemployed	8,6%	8,1%	15,3%	9,2%
	Not active, in education	10,7%	10,5%	2,8%	41,7%
	Inactive, out of training	30,7%	31,0%	31,2%	15,8%
Age 15-24	Employed	13,4%	13,2%	21,7%	13,0%
	Unemployed	7,4%	7,4%	4,4%	7,4%
	Not active, in education	74,1%	74,1%	65,4%	76,3%
	Inactive, out of training	5,2%	5,3%	8,5%	3,2%
Age 25-44	Employed	69,2%	70,4%	57,7%	71,7%
	Unemployed	13,9%	13,7%	16,4%	15,0%
	Not active, in education	2,5%	2,7%	1,0%	3,2%
	Inactive, out of training	14,4%	13,2%	24,9%	10,1%
Age 45+	Employed	47,0%	47,1%	46,8%	36,5%
	Unemployed	5,6%	5,0%	15,0%	5,9%
	Not active, in education	0,1%	0,1%	0,1%	0,2%
	Inactive, out of training	47,3%	47,8%	38,1%	57,4%

Occupation

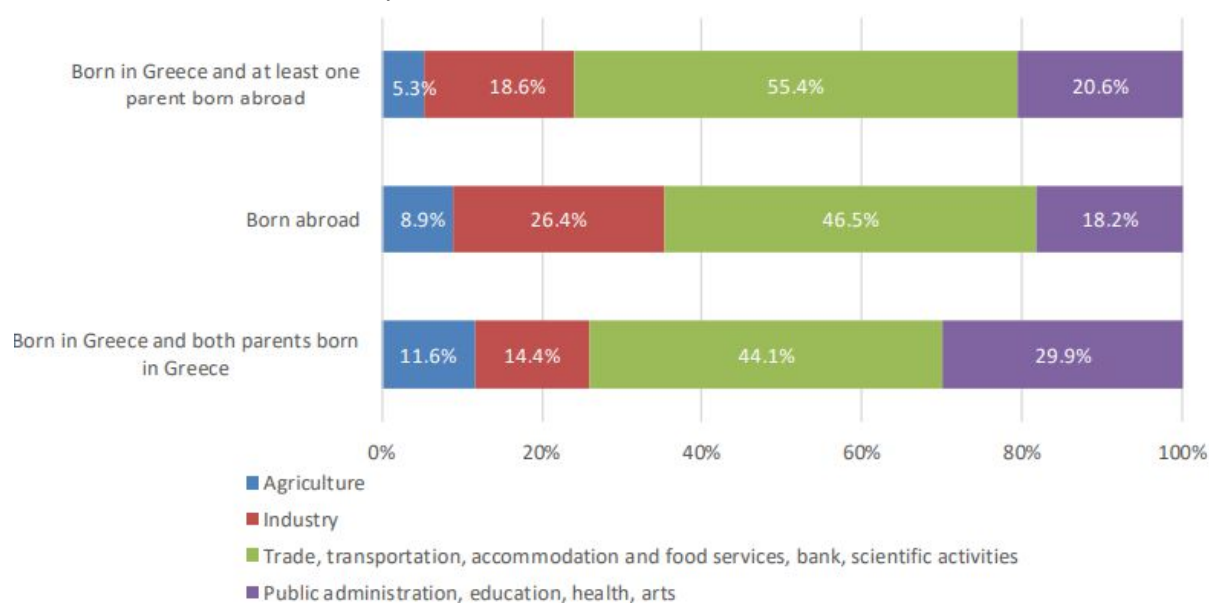
Persons without migrant background show the highest share of employment in highly skilled non-manual occupations (33.8%) while persons born abroad have the lowest (13.9%). The majority (42.0%) of second generation migrants work in low skilled non-manual occupations as depicted in Graph 4.

Graph 4: Employed persons 15-74 years old by migrant background and occupation



Persons with different migrant background show considerable differences also in the sectoral distribution of occupations. The percentage of persons working in industry is almost double for persons born abroad compared to the persons without migrant background (26.4% versus 14.4%). Second-generation migrants are working mainly in the trade, transportation, accommodation and food services, banks, and scientific activities (55.4%), while persons without migrant background have the highest shares in agricultural sector and in public administration, education, health, and arts (Graph 5).

Graph 5: Employed persons 15-74 years old by migrant background and sector of economic activity



Level of education

People without a migrant background show the highest percentage of higher education graduates and the lowest percentage of lower education. Conversely, second-generation migrants have the lowest percentage of higher education and the highest percentage of lower education (Graph 6). It is worth pointing out, however, that these results are shaped by the different age structure of second-generation migrants: a large percentage of these individuals continue their studies in the formal education system (Table 12).

Graph 6: People aged 15-74 by migration background and level of education

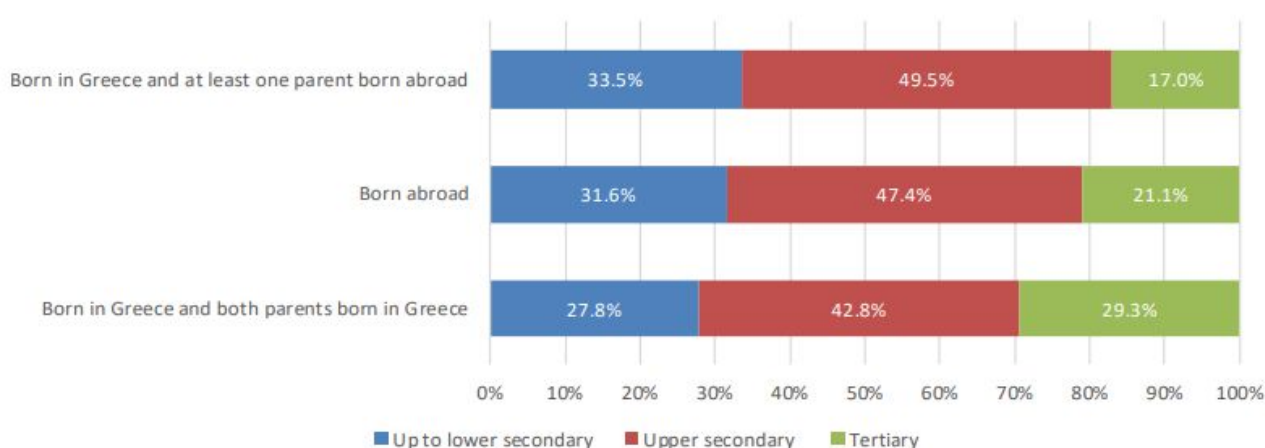


Table 12: People aged 15-74 by migration background, level of education and participation in education

		TOTAL	Born in Greece, parents born in Greece	Born abroad	Born in Greece and at least one parent abroad
Up to lower secondary	Continue studies	18,3%	17,7%	3,9%	72,1%
	Don't continue studies	81,7%	82,3%	96,1%	27,9%
Upper secondary	Continue studies	13,5%	13,5%	3,4%	39,3%
	Don't continue studies	86,5%	86,5%	96,6%	60,7%
Higher education	Continue studies	3,8%	3,8%	2,3%	7,1%
	Don't continue studies	96,2%	96,2%	97,7%	92,9%

2.3 Job search mechanism

As it is stated in Graph 2, the migrants are divided into two (2) categories. The ones with migrant background and the ones with residence permits. The mechanism for the latter one is described in section 2.5 “Employment characteristics-Number of workers in the agricultural sector & recruitment process”. As far as the former category is concerned the common practice is that these people are living in rural areas so either they have a stable work with farmers on a daily base as employees of the farm or they have different employers per season depending on the cultivations and the usual agricultural practices.

2.4 Migration and farming sector (No workers, occupation level, recruitment process, conditions, hosting, etc)

Employment characteristics – Number of workers in the agricultural sector & recruitment process

The total population in Greece in 2021 between 15 and 74 years old was 7.862.245 persons. Regarding the sector of economic activity (Graph 5), the 11,6% of persons with no migrant background and 14,2% of persons with migrant background are working in agricultural sector.

Table 13: Employed Aged 15-74 by Migrant Background in the Agricultural Sector

Employed Aged 15-74 by Migrant Background in the Agricultural Sector	
Born in Greece and at least one parent abroad	5,3% (39.586)
Born abroad	8,9% (66.475)
Total	14,2% (106.061)

Apart from the migrants with migrant background employed in agriculture, an additional total number of 125.222 residence permits were issued for the cultivation season 2021-2022 that were covered from agricultural workers coming mainly from Albania, Romania, Balkan countries and Bangladesh and Egypt since there is an intergovernmental agreement/memorandum of cooperation with the last two countries.

The procedure with the residence permits for agricultural workers is that every 2 Years the relevant Ministries issue a decision where they determine the

maximum number of residence permits of third country nationals for work per prefecture in Greece.

Table 14: Residence permits per Prefecture (2021-2022)

Residence permits per Prefecture (2021-2022)	
Perfecture of Ipiros	11.780
Perfecture of North Aigaio	360
Perfecture of Sterea Ellada	9.730
Perfecture of Peloponnese	20.593
Perfecture of South Aigaio	601
Perfecture of Attiki	9.856
Perfecture of Central Macedonia	31.470
Perfecture of Crete	2.810
Perfecture of Western Greece	10.300
Perfecture of Eastern Macedonia and Thraki	5.331
Perfecture of Thessaly	6.162
Perfecture of Ionian Islands	264
Perfecture of West Macedonia	15.965
TOTAL	125.222

3 Social and economic situation in Rural Areas: Farmers and Migrant Workers

3.1 Economic and Social position of the farmer (Education, visibility, recognition, empowerment, representation).

Education

The 39.1% of farmers have only a primary school diploma (in Greece only 10.1% have a primary school diploma), 20.6% have a high school diploma (8.7% in total), 30.4% have a lyceum school diploma (34.2% in total), 4.2% have Post-secondary technical vocational education (9.7% in total), 4.5% have tertiary education (31.3% in total) and 0.4% has a master's degree (5.9% in total).

Representation

The Greek farmers are represented through a series of representative schemes that support and promote the activities of their members and undertake their representation at international, European and national level.

- National Union of Agricultural Cooperatives (ETHEAS)

- Panhellenic Union of Young Farmers (PENA)
- National Inter-Professional Organization of Vines and Wine (EDOAO)
- Central Sectoral Cooperative Association of Vine Products (KEOSOE)
- National Inter-Professional Organization of Olive oil (EDOE)
- National Inter-Professional Organization of Honey apiculture products (EDOM)
- Hellenic Inter-Professional Organization of Raw Tobacco (PDOAK)
- National Inter-Professional Organization of Meat beef and veal (EDOK)
- Interprofessional Organization on (processed) Tobacco
- Interprofessional Organization on Processed Peaches and Pears fruit and vegetables

3.2 Economic and Social position of the migrant workers (Education, visibility, integration, discrimination, representation).

Education

There are data available for the education of migrant workers in section 2.2 Migrant profiles and sector distribution/education. There are no data available for the education of migrant workers in agricultural sector.

Integration

According to the National Strategy of the Ministry of Migration and Asylum, Social integration is a process that entails mutual accommodation by third-country nationals (migrants, applicants, or beneficiaries of international protection) and Greek residents. Successful social integration leads to peaceful co-existence, respect for diversity and social cohesion.

The current National Strategy for Social Integration was issued in July 2019, following revisions and developments of the National Social Integration Strategy of 2013.

The National Strategy of 2019 contends-based on specifications from the European Council and the European Union, that a successful social integration policy requires the active participation of the State, Institutions, and civil society.

In this context, local communities in Greece are very important for the effective implementation of social integration policies. Local Greek government administrations serve as key vehicles of social integration by involving and engaging local communities, .

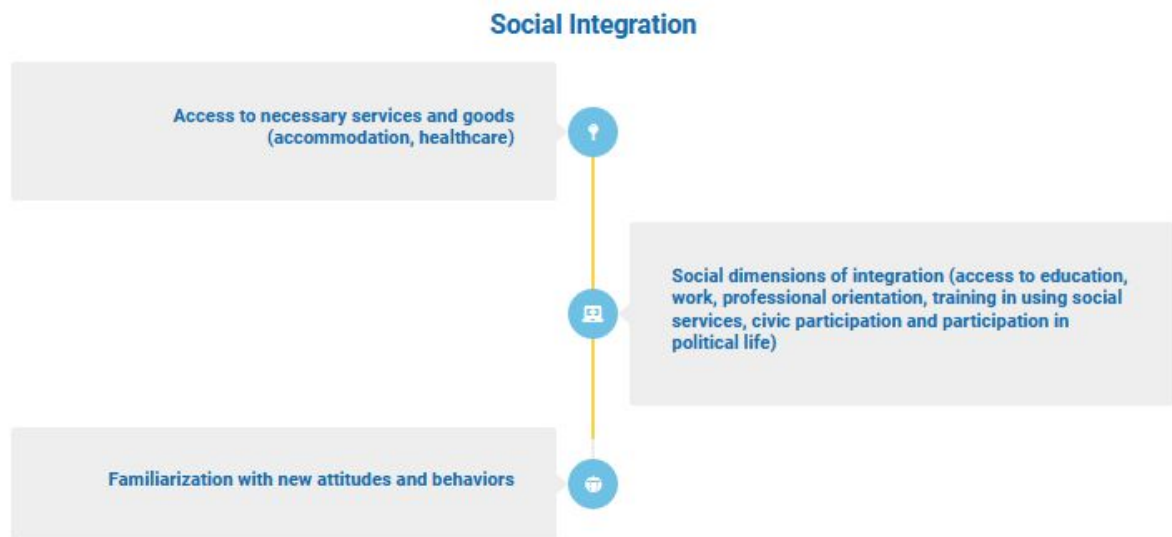
Further, the successful implementation of social integration policies also requires the effective collaboration of local government administrations with the central government administration. It also depends on the active involvement of civil society entities-such as associations or unions for migrants and refugees and non-governmental organizations, in

social integration initiatives.

The Greek model for social integration

According to the National Integration Strategy of 2019, the main objectives of the Greek model for social integration are:

- Create and maintain an open society that respects diversity.
- Protect the rights, and outline the obligations of third-country nationals in a non-discriminatory manner that ensures social equality.
- Foster interaction, collaboration, dialogue and constructive criticism between culturally or ethnically diverse communities, promulgating democracy and equality.
- Promote diversity, tolerance and social cohesion.
- Motivate all individuals to protect the common good and encourage the contribution of all individuals to the development of the country.



Discrimination

In the special survey carried out by the Greek statistical authority on the position in the labor market of migrants, the 16,1% of the people that were born abroad and the 5,7% of the people that were born in Greece and at least one of their parents was born abroad, stated that they face discrimination at work.

Table 15: Types of discrimination that persons with migrant background face

Types of discrimination they face at work	Born abroad	Born in Greece and at least one parent abroad
Due to age	0,2 %	0,7 %
Due to gender	1,4 %	2,7 %
Due to foreign origin	10,5 %	1,3 %
For other reasons	4,0 %	0,9 %
Didn't answered	5,3 %	0,4 %

4. Migratory Regulation

4.1 Legal Framework: Resident and work permissions

The Legal Framework is governed by a series of Laws, Joint Ministerial Decisions, Clarification Documents and Bilateral Agreements and are presented below.

Laws

- Law 4939/2022 «Ratification of the Code of Legislation on the reception, the international protection of citizens of third countries and stateless persons and the temporary protection in case of a mass influx of displaced foreigners" (Government Gazette A'/111/10-06-2022)
- Law 4915/2022 on the employment of refugee-migrants in agricultural sector
- Law 4825/2021 «Reform of procedures for deportations and returns of third-country citizens, attracting investors and digital nomads, issues of residence permits and procedures for granting international protection, provisions of the competence of the Ministry of Immigration and Asylum and the Ministry of Citizen Protection and other urgent provisions» (Government Gazette A'/157/04-09-2021)
- Law 4783/2021 «Ratification of Council Decision (EU, EURATOM) 2020/2053 of 14 December 2020 on the system of the European Union's own resources and on the repeal of Decision 2014/335/ EU, Euratom and other provisions»(Government Gazette 38 A'/12.03.2021)
- Law 4764/2020 (Government Gazette 256 A'/23.12.2020) [No. 156 - Extensions of time limits of competence Min. of Immigration and Asylum, amendment no. 36]
- Law 4763/2020 (Government Gazette 254 A'/21.12.2020) [No. 137 - Special arrangements for granting a national entry visa to citizens of third countries]

- Law 4713/2020 (Government Gazette 147 A'/29.7.2020) Modernization of private education and other urgent provisions of the Ministry of Education and Religious Affairs
- Law 4692/2020 (Government Gazette 111 A'/12.06.2020) Upgrading the School and other provisions [art. 94 -Expedited procedure for granting a residence permit for study purposes]
- Law 4686/2020 (Government Gazette 96 A'/15.5.2020) Improvement of immigration legislation, amendment of provisions of laws 4639/2019 (A'169), 4375/2016 (A'51), 4251/2014 (A'80) and other provisions.
- Law 4666/2020 (Government Gazette 35A'/19.02.2020) Amendment of Law 4251/2014 (A' 80) for the adaptation of Greek legislation to Directive (EU) 2016/801 of the European Parliament and of the Council of 11 May 2016 regarding with the conditions of entry and residence of third-country nationals for the purpose of research, studies, internships, voluntary service, student exchanges or educational programs and the employment of internal unpaid assistants (au pairs).
- Law 4652/2020 (Official Gazette 9A'/23.01.2020)
- Law 4653/2020 (Official Gazette 12A'/24.01.2020)
- Law 4635/2019 (Official Gazette 167 A'/30.10.2019)
- Law 4605/2019 (Official Gazette 52A'/01.04.2019)
- Law 4604/2019 (Government Gazette A'50/26.3.2019) Promotion of substantive gender equality, prevention and combating of gender-based violence-Regulations for granting citizenship-Provisions related to local government elections-other provisions (Articles 123, 124 and 128 for UK citizens and their family members)
- Law 4589/2019 (Official Gazette 13A'/29.01.2019)
- Law 4587/2018 (Government Gazette 218A'/24.12.2018) Emergency regulations of competence of the Ministry of Immigration Policy and other provisions
- Law 4546/2018 (Official Gazette 101A'/12.06.2018)
- Law 4540/2018 (Government Gazette 91A'/22.05.2018) Adaptation of Greek legislation to the provisions of Directive 2013/33/EU of the European Parliament and of the Council of 26 June 2013, regarding the requirements for the reception of applicants for international protection (reformulation, L 180/96/29.6.2013) and other provisions - Amendment of Law 4251/2014 (A' 80) for the adaptation of Greek legislation to Directive 2014/66/EU of 15 May 2014 of the European Parliament and of the Council on the entry and residence conditions of third-country nationals in the context of intra-company transfer - Amendment of asylum procedures and other provisions
- Law 4446/2016 (Official Gazette 240A'/22.12.2016)
- Law 4399/2016 (Official Gazette 117A'/22.06.2016)
- **Law 4384/2016** (A' 78) article 58, «professional farmers were given the possibility to

request, at their locally competent Decentralized Administrations, the employment of illegally resident citizens of third countries to serve the urgent needs of their agricultural holdings. In other words, it was foreseen that each farmer can request the employment of as many foreign workers as are justified by the type and acreage of his crop or the volume of his livestock and until the vacancies for foreign workers are filled. With this provision, the labor and social security rights of thousands of illegally resident third-country citizens were guaranteed, who, precisely because of their illegal stay, were at risk of falling victim to extreme labor exploitation, while in addition, the provision led to a reduction in farmers' taxation, through the deduction of the related costs and in increasing the inputs to the social security system».

- Law 4375/2016 (Government Gazette 51A'/03.04.2016) Organization and operation of the Asylum Service, Appeals Authority, Reception and Identification Service establishment of a General Reception Secretariat, adaptation of the Greek Legislation to the provisions of Directive 2013/32/EU of the European Parliament and of the Council "on the common procedures for the granting and withdrawal of international protection status (recast)" (L 180/29.6.2013), provisions on the work of beneficiaries of international protection and other provisions
- Law 4353/2015 (Official Gazette A173/14.12.2015)
- Law 4332/2015 (Government Gazette 76A'/09.07.2015) Amendment of provisions of the Greek Citizenship Code - Amendment of Law 4251/2014 for the adaptation of Greek legislation to the directives of the European Parliament and of the Council 2011/98/EU regarding the uniform procedure submitting an application for granting third-country nationals a single residence and work permit in the territory of a member state and regarding a common set of rights for workers from third countries legally residing in a member state and 2014/36/EU regarding entry conditions and residence of citizens of third countries for the purpose of seasonal work and other provisions
- Law 4251/2014 (Government Gazette 80A'/01.04.2014) Staff State: organization, operation and transparency of the Government, government bodies, and central public administration - Immigration and Social Integration Code and other provisions
- Law 4091/2012 (Official Gazette 219A'/08.11.2012)

Joint Ministerial Decisions

- Joint Ministerial Decision A.P. house 216611 / 2022 (Government Gazette vol. B'/20/04/22) Determination of a minimum number of days' wages or a minimum period of insurance, per insurance institution, for the renewal of residence permits of third-country nationals
- Joint Ministerial Decision No. D1a/G.P.oc. 69136 (Government Gazette vol. B/5.11.2021)

- Joint Ministerial Decision 171509/2021 (Government Gazette vol. B 3666/9.08.2021) Determination of the method of proof and the required supporting documents provided for submission to the competent agency, after the issuance of the residence permit of par. 3 of article 41 and par. 2 of article 66 of Law 4251/2014 (A' 80).
- Joint Ministerial Decision 37029/2021 (Government Gazette vol. B 2447/08.06.2021) Amendment of no. 5269/139/05.02.2021 (B' 430) of a joint ministerial decision on the subject "Determination of the maximum number of residence permits for the work of citizens of third countries for the years 2021 and 2022
- Joint Ministerial Decision 15605/2021 (Government Gazette 430 sq.B' 1434/9.4.2021) Amendment of the joint ministerial decision no. 5269/139/5.2.2021 on "Determination of the maximum number of residence permits for work of third country citizens for the years 2021 and 2022
- Error correction of Joint Ministerial Decision no. 5269/139/ 3.2.2021 (Government Gazette 545 vol. B' /12.02.2021) published in the Official Gazette (B' 430)
- Joint Ministerial Decision 5269/139 (Government Gazette 430 B' /5/02/21) Determination of the maximum number of residence permits for the work of third-country nationals for the years 2021 and 2022
- Joint Ministerial Decision 157811/K1 (Official Gazette 5161 vol. B'/23.11.2020) Certification of the knowledge of the Greek language and elements of Greek history and Greek culture of third-country nationals, in order to be subject to the status of long-term resident"

All the Joint Ministerial Decisions since 2012 and the Clarification Documents can be found at: <https://migration.gov.gr/en/nomothesia-1-2/nomothesia-ypiresia-nomimis-metanasteysis/>

Bilateral Agreements – Memorandum of Cooperation

- Memorandum of Understanding on Migration and Mobility Greece – Bangladesh
- Bilateral Agreement between Greece and Egypt

Residence permits

- The seasonal work residence permit for the purpose of seasonal employment has a validity period of one (1) to five (5) years, depending on the employment contract presented by the third-country national
- The seasonal residence permit is granted to the citizen of a third country, if there is a job available, if the applicant submits the prescribed documents
- The residence

permit may be renewed once and for a period of up to five (5) years, as long as all the conditions are met and the citizen of a third country has complied with all the obligations provided for by law.

- The residence permit does not grant access to the right to family reunification and the time spent and legal time of employment are not included in the fulfillment of the conditions for submitting a request for the granting of Greek citizenship, in accordance with the provisions of the Greek Citizenship Code.
- The residence permit for seasonal employment is revoked in the event that the granting conditions are not met or are no longer met, or in the event that the holder of the residence permit violates the conditions of employment and residence, as they are determined.
- The period of residence and employment of the third country citizen is of a total duration of nine (9) months for each twelve (12) month period. The holder of a seasonal residence permit complies with the relevant conditions of residence and work and the obligation of absence of three months per twelve (12) month period.
- The citizen of a third country, holder of a residence permit has the possibility to change employer with a new employment contract, which meets the conditions. In this case, he informs the competent aliens and immigration service of the change of employer, submitting the corresponding new employment contract

Hiring

For seasonal work, the payment of a labor mark is already foreseen, as well as interoperability of the co-competent ministries for the issuance of VAT and Social Number (AMKA).

Obligations

In the case of a violation by the citizen of a third country of the obligations arising from his residence permit, he may not obtain a new national visa of any category for a period of five (5) years from the issuance of the decision to revoke the residence permit.

4.2 Naturalization

The allogeneic foreigner who wishes to acquire Greek citizenship through the naturalization process must meet the formal and essential conditions provided for in the Greek Citizenship Code.

Epigrammatically, among the standard requirements he/she must:

- a. Be an adult at the time of submission declaration of naturalization.

- b. Not have been irrevocably convicted of a crime which was done maliciously, during the last decade before from the submission of the naturalization application, to a penalty deprivation of liberty of at least one year or at least six months and regardless of the time of issuance of the conviction
- c. Not to be subject to deportation or other pending charges his legal residence status in the Country.
- d. Possess one of the legal residence permits
- e. to reside in Greece legally for seven consecutive years before submitting the naturalization application.
- f. to meet the income criteria that have been determined as well as to have fulfilled tax and insurance obligations
- g. meet the criteria established as evidence of social inclusion
- h. Law 4735/2020 instituted an essential reform in the naturalization process of allogeneic foreigners, which concerns the verification of the presence of the essential conditions in the person of the foreigner requesting the acquisition of Greek citizenship. In particular, the Certificate of Knowledge Proficiency for Naturalization (PEEGP) was instituted, the acquisition of which is a prerequisite for the submission of the naturalization application. The acquisition of the P.E.G.P certifies that the foreigner knows the Greek language, Greek history and geography, Greek culture as well as the functioning of the institutions of the state. The acquisition of the P.E.G.P. it is done after an examination procedure based on the standard of the National Examinations, so as to ensure the objectivity, universality and immutability of the process.

The candidate must successfully respond to Greek language exams at a level equivalent to B1 in the understanding and production of spoken and written language, as well as an examination of knowledge of Greek history and geography, Greek culture and the country's political institutions.

5. Public or private initiatives and entities.

5.1 Institutions responsible for and public initiatives on migration

The Directorate of Social Integration was established in 2016 with Law 4375/2016 (Government Gazette 51A), as part of the General Secretariat of Migration Policy of the Ministry of Migration and Asylum. The mission of the Directorate of Social Integration is to plan and monitor social integration policies and strategies for third-country nationals who lawfully reside in Greece. The Directorate collaborates with Ministries, local government administrations, international organizations and entities of civil society to develop activities that promote social integration.

The social integration projects and measures that are being developed and implemented

address the distinct needs of migrants and the main objectives are to:

- timely and promptly issue relevant and necessary immigration permits,
- establish migrants' lawful status,
- enable their equal access to health and social security services, employment and education,
- improve the quality of service provided to migrants and facilitate their civic participation.

The policies, programs and activities that the Directorate of Social Integration plans and implements, focus on:

- Raising awareness and informing the public with regards to migration, integration, racism, xenophobia and diversity issues. In this role, the Directorate collaborates with competent Ministries, local government administrations, international organizations and entities of civil society.
- Providing intercultural mediation services offered in public, state or other bodies, as well as schools.
- Organizing continuing education courses (e.g., such as Greek language courses, etc.), in collaboration with Ministries, local government administration, international organizations and civil society.
- Nurturing the interreligious dialogue, in collaboration with Ministries, local government administration, international organizations and civil society.
- Facilitating third-country nationals' access to the job market and their job readiness, in collaboration with Ministries, local government administration, international organizations and civil society.
- Providing a blueprint of the educational background, the professional experience and professional profiles of third-country nationals, utilizing European and international profiling tools.
- Promptly enrolling beneficiaries of international protection in integration activities and courses (e.g., Greek language lessons and professional counseling) in order to support their integration.

5.2 Organisations working on migrants

The Directorate of Social Integration collaborates with:

- Ministries.
- Local government administration (Municipalities, development companies-OTA).

- European Organizations (European Network for Integration, European Network for Migration, Human Rights Organization of the European Union, European Economic and Social Committee, EU Regional Policy, European Commission against Racism and Intolerance).
- International Organizations (United Nations, International Organization for Migration, Intergovernmental Consultations on Migration, Asylum and Refugees, Organization for Economic Co-operation and Development, Council of Europe).
- Civil society entities (migrant and/or refugee communities).
- Migrant and Refugee Integration Councils of Greek municipalities
- Non-governmental organizations (NGOs) that initiate and conduct social integration activities for migrants and refugees.

5.3 Initiatives working on migrants in rural areas

Initiative of the Ministry of Rural Development and Food

Through the programs of the Ministry of Rural Development and Food to subsidize employers for the construction of farm workers' accommodation.

Migrant Integration Centers (M.I.C.)

The Migrant Integration Centers (M.I.C.) were established by Law 4368 (21 A', 2016) and function as branches of Community Centers in municipalities. The role of the Directorate of Social Integration is to co-ordinate and monitor the operation of M.I.C.

The Mission of M.I.C. is to:

- Inform, provide service and offer specialized services to third-country nationals.
- Develop collaborations and networks in order to help beneficiaries connect with social integration services and programs.
- Implement social integration activities that promote social cohesion.

Recipients of M.I.C. services:

- Third-country nationals who lawfully reside in Greece
- Beneficiaries of international protection (holders of ADDET residence permit)
- Applicants of asylum (holders of an Applicant's Card)

Services provided by M.I.C.:

- M.I.C. provide information, service and counseling to third-country nationals with regards to social integration and social networking issues.
- Collaborate and refer requests to other competent associations, services or bodies (e.g., Associations of Migrants/Beneficiaries of International Protection, Non-Profit

Organizations, Social Services, etc.).

- Some of the following activities are implemented in the context of M.I.C.: Lessons in Greek language, history, and culture which are offered to adults who are either migrants or beneficiaries of international protection. Intercultural activities which facilitate the co-existence between third-country children/young people and native children/ young people. Activities that facilitate third-country nationals' access to the job market.

M.I.C. provide information, service and counseling:

- M.I.C. provide legal information to third country nationals with regards to issues that concern them pertaining to their lawful residence in the country (e.g., residence permits, refugee identification cards, issue of “AMKA” social security number, etc.).
- Offer social and psychological support, especially to vulnerable groups of third-country nationals (e.g., females, children, etc.).
- Support the education of children of third-country nationals. They also provide information on adult language courses offered within municipality areas.
- Raise awareness in local communities with regards to diversity and social issues such as xenophobia, racism, and human trafficking.
- Promote volunteerism.
- Support the participation of third-country nationals in groups, associations, and intercultural organizations.
- Network with other M.I.C., services or bodies that conduct social integration activities.

M.I.C. collaborate and provide referrals:

- M.I.C. identify problems and refer third-country nationals to specialized structures, services, or facilities (guest houses for homeless individuals or female victims of abuse, or human trafficking victims, facilities for individuals with special needs, mental health facilities, nurseries and pre-schools, targeted programs for migrants/refugees, shelters, soup kitchens, social pharmacies, care centers for the elderly “ΚΗΦΗ,” medical centers of municipalities, etc.).
- Refer requests and form collaborations in order to help third-country nationals participate in language-learning courses, trainings, professional programs, as well as certification courses and foreign degree or skills recognition programs. They collaborate with local job markets via counseling and mentoring schemes in order to help third-country nationals find jobs.

The personnel of M.I.C. consists of:

- Intercultural Mediators who are familiar with the language and ethnic or cultural characteristics of migrant and refugee communities.
- Social workers, with expertise in migrants or minorities or socially excluded

individuals.

- Legal advisors, with expertise in migrant or labor law.
- Psychologists, trained in post-traumatic stress disorders and in catering to the needs of vulnerable individuals (e.g., women, children, special needs individuals, etc.).

The Migrant Integration Centers in Greece are in:

1. Athens (<https://www.accmr.gr/en/services/kem/>)

The Migrant Integration Center (KEM) of the city of Athens operates as a local point of reference for the provision of specialized services – psychosocial support, legal counseling and information on social rights – to citizens of third countries (migrants and beneficiaries of international protection) with the aim of improving the standard of living and their social inclusion. **In detail**, the services provided at **KEM** are the following:

- Psychosocial support / Counselling.
- Legal advice.
- Submission of applications for social benefits, such as: Social Solidarity Income (KEA), rent allowance, disability allowances, etc.
- Providing information/Support in relation to administrative procedures, VAT number, OAED card and other documents.
- Housing applications for asylum seekers.
- Issuance of temporary AMKA for vaccination against COVID-19.
- Networking – Referral of requests to competent structures, services, bodies.

Social inclusion activities for adults:

- Greek language courses for beginners and Greek language courses and elements of Greek history and Greek culture for the Greek language certification exams
- Preparatory seminars for the **exams for the Certificate of Knowledge Adequacy for Naturalization**. Classes are both online and in-person.
- English language courses for beginners and advanced students and preparation for language tests up to A2.
- IT courses and preparation for the certification exams of basic computer skills (Windows, Word, Excel and Internet).
- personalized career counseling sessions.

Intercultural activities are also organized with an emphasis on theater and other artistic activities for children and young people of refugee origin, citizens of third countries and locals.

2. Piraeus (<https://piraeus.gov.gr/kentro-koinotitas/>)
3. Kallithea (http://kallithea.gr/?page_id=8977)
4. Thessaloniki
5. Kordelio-Evosmos (<http://www.kordelio->

evosmos.gr/index.php?option=com_content&task=view&id=5832&Itemid=1045)

6. Thiva (<http://kkoinotitasthivas.blogspot.com/p/blog-page.html>)
7. Lamia (<https://www.lamia.gr/basiki-selida/kentro-koinotitas>)
8. Andravida Killini (<https://www.andravida-killini.gr/el/kentro-koinotitas>) with:
 - Greek Learning Departments
 - Intercultural actions aimed at the cultural unification of peoples
 - Health Education Actions, Prevention Campaigns for chronic diseases
 - Educational Activities in Primary and Secondary Schools
 - Informative Speeches to vulnerable social groups
 - Operation of Social Cloakroom
9. Heraklion (<https://www.heraklion.gr/citizen/kentro-koinothtas/kk2317.html>)
10. Lesvos (https://www.mytilene.gr/epikoinonia/?avia_forced_reroute=1)

Entities Representing Third Country Nationals – Recording

The need to record entities of third-country nationals:

Recognized entities representing third-country nationals may be defined as unions or non-profit associations of third-country nationals. An entity of third-country nationals is eligible to take part in the recording as long as its statute has been registered in the competent First Instance Court.

In the context of civil society, recognized entities of third-country nationals are important mediators who play a crucial role in ensuring and promoting the welfare of migrants and refugees.

The role of the Directorate of Social Integration in this initiative is:

- continuously record the various recognized entities of third-country nationals,
- identify and examine the needs and problems faced by recognized refugees or migrants, with regards to their lawful residence in Greece, their education, employment, accommodation and their access to health care services.
- provide information to third-country nationals pertaining to their rights and obligations.

The main objective of the recording is to establish the foundation for the mutually beneficial collaboration and communication between migrant-refugee communities and the Ministry of Migration and Asylum.

The aims of the recording are:

- Provide complete information to third-country nationals as well as competent public bodies and authorities with regards to the activities and issues addressed by recognized entities.
- Use the information collected to facilitate the design and planning of migration and social integration policies.

- Support the smooth and balanced integration of refugees and migrants in Greek society.

Intercultural Mediation Projects

Intercultural Mediators act as mediators between individuals or/and groups who differ in terms of language, cultural beliefs and practices in order to ensure equitable communication and cultural understanding between all parties.

The services they provide:

- Facilitate communication and transactions of third-country nationals with government and state bodies.
- Provide information to third-country nationals about issues that concern them. They also inform third-country nationals about available services, as well as the pre-requisites for using these services. In cases where official translation or interpretation is needed, intercultural mediators can not replace licensed translators or interpreters.

Their importance:

The need for effective intercultural communication is becoming increasingly imperative, as intercultural mediators assist with providing complete information and efficient services to third-country nationals.

Recording of intercultural mediators:

The Directorate of Social Integration in the context of its initiatives to develop the profession of intercultural mediation, has been conducting since March 2019, the recording-via a survey questionnaire, of employees working as intercultural mediators in Greece.

Objectives of the recording:

The aim of the recording is to collect data that relate to the qualifications, skills, and professional experience of individuals working as intercultural mediators in Greece. The information collected will be used to better plan and implement activities and programs to promote the profession.

6 Existing personal and occupational training for migrants.

In the context of K.E.M. actions may be implemented at the same time, such as: courses in the Greek language and elements of Greek history and Greek culture for adult immigrants and beneficiaries of international protection, cross-cultural actions with an emphasis on the coexistence of children and young foreigners and natives, and actions to promote the access of migrants and beneficiaries of international protection in the labor market.