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Match, Attach and Sustain:

New methods for Europe's Job Brokers

supporting Tourism businesses, Ukrainian refugees and job seekers

**Community of Practice (CoP) Meeting – Ethics & Professionalism
Supporting Refugee Employment in Greece**

24/02/2025

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"What Does Ethics Mean to You?"

SCAN ME or use code: 8498 3214





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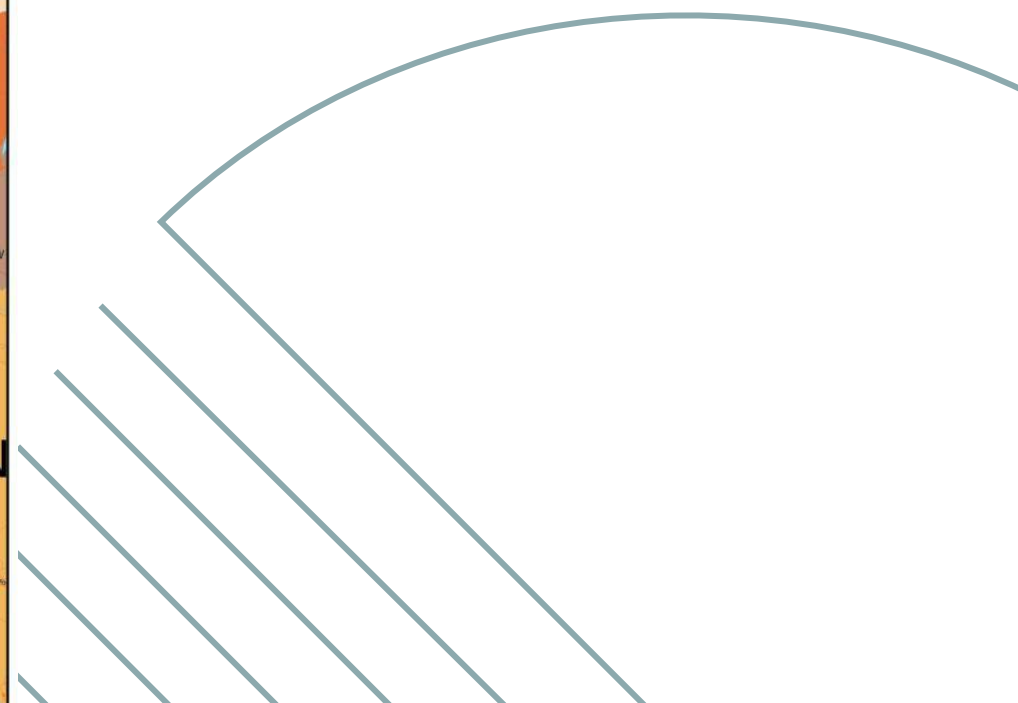
Meeting Objectives

- Discuss refugee employment conditions in Greece
- Review legal framework & labor rights
- Explore ethical challenges & best practices
- Facilitate interactive discussions on ethical dilemmas





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Recent Statistics on Refugee and Migrant Arrivals

In 2024, Greece saw a 35% increase in refugee and migrant arrivals.

- Total Arrivals: 57,363 individuals (first 11 months).
- Over 13,000 minors arrived by sea.
- Unaccompanied children rose from 1,490 (2023) to 3,000 (2024).

 Countries of Origin:

- - Syria (35%)
- - Afghanistan (26%)
- - Egypt (12%)
- - Eritrea (4%)
- - State of Palestine



Ukrainian Refugees in Greece



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As of February 2023, Greece hosted over 86,600 refugees. Ukrainian nationals comprise approximately 25% of this population.

📌 EU's Temporary Protection Directive grants them right to work.

- 📌 However, challenges persist:
- Over two-thirds of Ukrainian refugees had no income.
 - 66% expressed a need for financial assistance.
 - 26% reported insufficient food supplies.

Employment Challenges for Refugees

Greece



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Key Challenges:

- Language Barriers
- Recognition of Qualifications
- Administrative & Legal Hurdles
- Economic & Labor Market Conditions
- Exploitation & Informal Employment
- Gender-Specific Barriers



Key Employment Challenges for Refugees



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- 📌 Language Barriers: Limited Greek language skills restrict job opportunities.
- 📌 Recognition of Qualifications: Foreign degrees and skills often go unrecognized.
- 📌 Administrative Hurdles: Long wait times for work permits and legal documentation.
- 📌 High Unemployment: Greece's economy limits available jobs for both locals & refugees.
- 📌 Informal Employment: Many refugees work without contracts, facing exploitation.
- 📌 Gender-Specific Barriers: Female refugees experience higher unemployment rates.

Understanding the Legal Framework for Refugee Employment in Greece



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Access to Employment

Recognized Refugees & Beneficiaries of Subsidiary Protection

- Have equal employment rights as Greek nationals.
- Can work in salaried jobs, provide services, or start businesses.
- Eligible for social security, healthcare, and pension benefits.

Asylum Seekers

- Allowed to work six months after submitting an asylum application.
- Permitted to engage in formal employment if their application is still under review.

Understanding the Legal Framework for Refugee Employment in Greece



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Refugees and asylum seekers have equal labor rights as Greek employees, including:

- ✓ **Minimum Wage:** Entitlement to at least the national minimum wage.
- ✓ **Working Hours:** Standard working hours and regulated overtime.
- ✓ **Leave Entitlements:** Annual leave, maternity/paternity leave, sick leave.
- ✓ **Social Insurance:** Full coverage under the national social insurance system (EFKA), including health and pension benefits.

Understanding the Legal Framework for Refugee Employment in Greece



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Employer Obligations

- ✓ **Employment Contracts:** Employers must provide written contracts outlining work conditions.
- ✓ **Work Schedule Notification:** Employees must be informed of their schedule at least 24 hours in advance.
- ✓ **Equal Treatment:** Discrimination based on nationality, race, or religion is prohibited under Greek labor law.



Rights & Obligations of Refugees in the Job Market



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Rights of Refugees in Employment

- ✓ Equal Employment Opportunities: Refugees can work in all sectors without discrimination.
- ✓ Access to Vocational Training: Eligible to enroll in training programs to enhance their skills
- ✓ Social Benefits: Can receive welfare support if they meet legal requirements.

Obligations of Refugees in Employment

- ✓ Taxation: Refugees must obtain a Tax Identification Number (AFM) and comply with tax laws.
- ✓ Social Security Contributions: Both employees and employers must contribute to EFKA.
- ✓ Employment Compliance: Refugees must adhere to their contractual work hours and job responsibilities.

Recognition of Qualifications & Access to Vocational Education



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✓ Responsible Authorities: University Degrees: Recognized by DOATAP (Hellenic National Academic Recognition Center). Vocational & Technical Qualifications: Evaluated by EOPPEP (National Organization for Certification & Vocational Guidance).

✓ Recognition Process:

- 1 Submit academic credentials for evaluation.
- 2 Authorities assess equivalence with Greek education standards.
- 3 Recognized qualifications allow access to employment or further education.

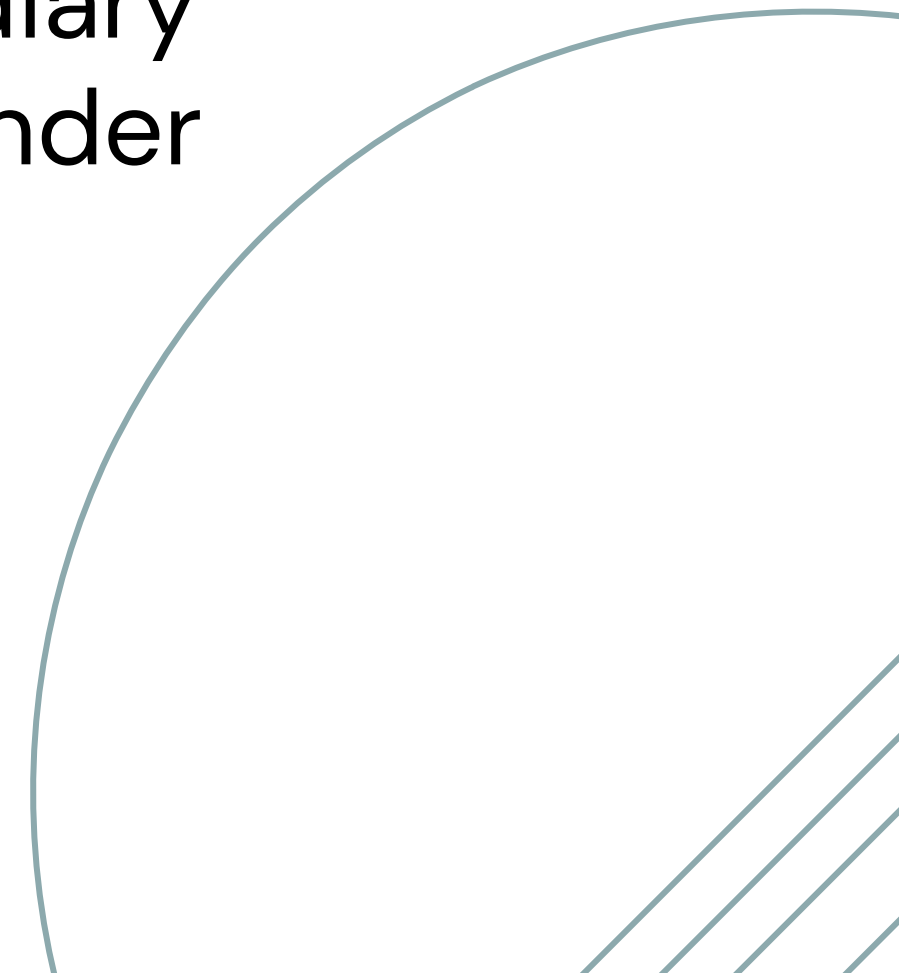


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Recognition of Qualifications & Access to Vocational Education

Access to Vocational Education & Training (VET)

✓ Enrollment Eligibility: Recognized refugees and subsidiary protection holders can enroll in public VET programs under the same conditions as Greek citizens.



Ethical Challenges in Recruiting & Employing Refugees



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Exploitation Risks Vulnerability to Exploitation:

Refugees may face exploitation due to their precarious legal and social status, leading to unfair wages, excessive working hours, and substandard working conditions. Employers must be vigilant to prevent such practices and ensure compliance with labor laws.

Discrimination and Bias Prejudicial Hiring Practices:

Discrimination based on nationality, ethnicity, or religion can result in biased recruitment processes, limiting refugees' employment opportunities. It's essential to recognize and mitigate both conscious and unconscious biases in hiring and workplace interactions.

Credential Recognition Barriers Underemployment Due to Non-Recognition:

Challenges in validating foreign qualifications can lead to underemployment, where refugees are unable to work in their trained professions. Streamlining recognition processes is vital to effectively utilize refugees' skills.

Informal Employment Lack of Legal Protections:

Without proper legal safeguards, refugees might be pushed into informal sectors, increasing their susceptibility to exploitation and abuse. Ensuring access to formal employment is essential for their protection.



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Strategies for Transparency, Fairness & Non-Discrimination

- 📌 Anti-Discrimination Policies – Clear policies & grievance procedures.
- 📌 Bias-Free Hiring – Standardized interviews, diverse panels, skills-based assessments.
- 📌 Cultural Training – Workshops to foster inclusion & reduce bias.
- 📌 Recognition of Qualifications – Support credential validation.
- 📌 Fair Pay & Benefits – Equal wages & industry-standard benefits.
- 📌 Inclusive Workplace – Employee support groups & mentorship.
- 📌 Transparent Communication – Clear policies & career pathway





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Interactive Breakout Sessions: Ethical Dilemmas in Employment

- Group 1: Ethical dilemmas in hiring refugees
- Group 2: Fair employment practices in the tourism sector
- Group 3: Addressing bias in job brokerage

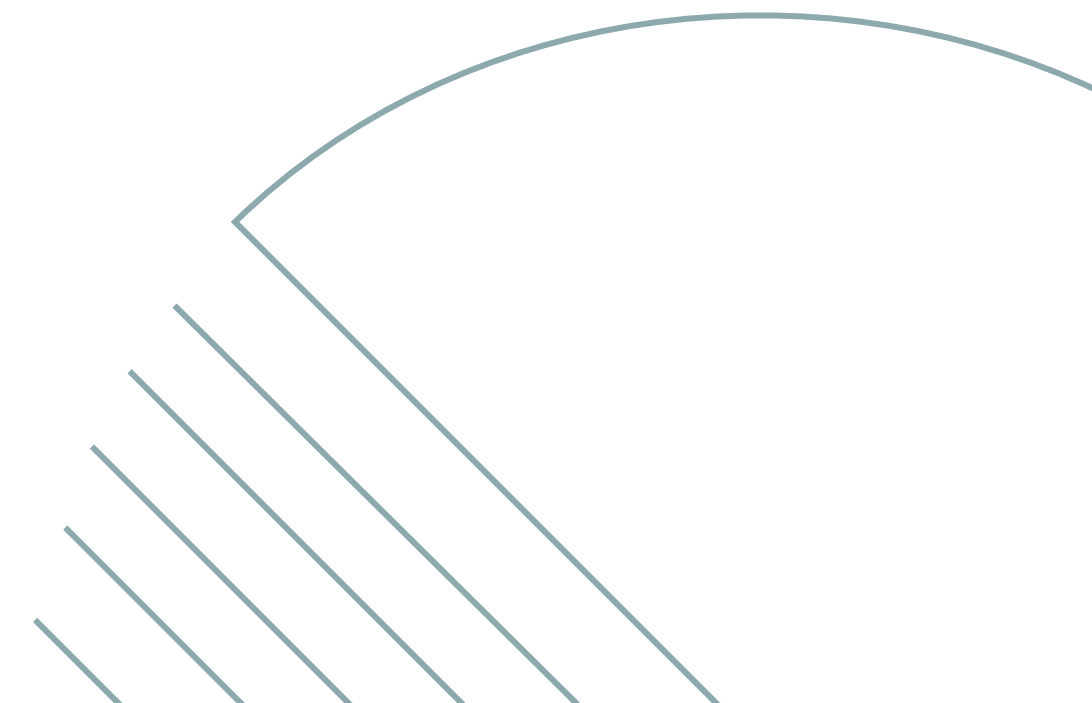




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SUMMARY

Ethical employment practices benefit both refugees and businesses by fostering inclusion, transparency, and equal opportunities. Collaboration between employers, policymakers, and civil society is essential to ensure fair and sustainable workforce integration.





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