

Regarding the hiring people seeking international protection.

With regards to the access of people seeking international protection to the job market in Greece, Article 71 of Law 4375/2016 stipulates that "applicants for international protection, after having lodged their application for international protection in accordance with the applicable provisions, and provided that they are in possession of the "a copy of the document demonstrating their status as an applicant for International Protection" or "asylum seeking card", issued in accordance with the provisions of Article 2 f. x of Presidential Decree 113/2013 (A 146) of Article 41, paragraph 1 (d) of this [law] and Article 8 para. 1 f. D of Presidential Decree 114/2010 respectively, have the right to have access to paid employment or the provision of services or work".

During the pilot initiative undertaken by Solidarity Now to include asylum seekers as interpreters in its workforce, SN clarified that applicants for international protection have access to paid employment and are allowed to provide services or work without the need to obtain a work permit for foreigners, which was previously issued by the respective competent regional authority.

Procedure to be followed:

A. Issuance of social security number (AMKA) by a Citizens' Service Center (KEP).

The following documents are required to obtain this number:

1. A copy of the document demonstrating International Protection status
2. Declaration of known residence

B. Issuance of the tax registration number (AΦΜ) by the tax authorities of the applicant's place of residence.

The following documents are required to obtain this number:

1. A copy of the document demonstrating International Protection status
2. Declaration of known residence

If the **document proving the International Protection status** indicates the address of the applicant's current residence, no further statement is required.

If, however, the **document demonstrating International Protection status** does not indicate the address of the applicant's current residence then:

- i) The applicant shall submit an application to the Asylum Service whereby he/she shall declare the address of his current residence and shall submit a request to change his former residence. The application must be stamped by an Asylum Service Officer; this is essentially the applicant's declaration regarding his current residence and its validation by the competent authority.

Or (as applicable)

ii) The applicant shall provide an affidavit (including an attestation of the authenticity of the applicant's signature) confirming that he/she lives in a specific and verifiable residence or in an organized camp. Furthermore, it is necessary to submit the income tax return of the person hosting the applicant (in order to prove that the person hosting the applicant is the owner or tenant of the residence) or, in case the applicant is the owner or tenant, the contract for the house or the lease agreement as in force accompanied by the documentation available in Taxisnet (online Greek tax statement system) or by a copy utility bill etc.

Recruitment process

For the procedure before the Social Insurance Institute (*IKA*), the usual procedure used by the financial department of the hiring party shall be followed.

Opening of a bank account (payroll)

The following are required:

1. A copy of the applicant's document demonstrating their status as an applicant for International Protection
2. A Certificate confirming the employment by employer (SN Head of Finances has the relevant text)
3. A copy of the employment contract
4. A copy of the document granting the tax registration number (*AΦM*)
- 5 An affidavit that the person applying for international protection does not already have a tax registration number (*AΦM*) and has not filed for tax return in Greece.
6. An official document demonstrating the applicant's residence (see. B2ii).