

Do I have the right to work in Greece?

Yes. If you are a recognized refugee or a beneficiary of subsidiary protection and you hold a valid residence permit, you have access under the same conditions as Greek nationals to:

- salaried employment;
- provision of services or work;
- exercise an independent economic activity.

Your family members have the same rights as you, upon them getting a valid residence permit.

Note that to be legally employed, your residence permit must be valid, therefore do not forget to renew your residence permit as it expires.

Do I need a work permit?

No, you do not need an extra work permit.

Note that employers and accountants are not always aware of legal developments. You may need to clarify, refer to specific details of the existing legislative framework, or request assistance from an NGO in your location to discuss your case with employers and accountants.

What are the other requirements to work legally in Greece?

To work legally, you must have a tax registration number (AFM), a social security number (AMKA), and a national insurance number (AMA).

Please note that depending on the type of your employment, you might need to meet additional requirements, as Greek nationals. For example, if you find employment in a restaurant you need to undertake some medical exams and be issued with a health certificate.

How do I obtain a Tax Registration Number (AFM)?

Tax Registration Number (AFM) is issued to all adults by the Reception and Identification Service/Asylum Service during the full registration of the asylum application.

If for some reason you have not been issued your Tax Registration Number by the Reception and Identification Service/Asylum Service, you need to book an appointment with the Tax Authorities and fill out an online application. -

First, you need to fill out the online application (<https://aade.gr/efarmogi/apodosi-afm-kai-kleidarithmoy-fysikoy-prosopoymyaadelive>) attaching: a) a copy of your residence permit and b) a proof of your residence (lease agreement, Power or Water supply bill issued on your name, attestation by the reception facility manager, etc).

Then you need to choose whether your identity verification will be done either by presenting yourself to a Tax Office with a scheduled appointment or through a video call (via my AADElive) by a staff member of the Tax Authorities. Note that the information in this link is in Greek and 'AADE live' does not have interpreters.

Note that the tax registration number is necessary for all transactions with public services, to rent/buy a house/apartment, to buy a car or a motorbike, and in general, it facilitates all transactions with service providers.

How do I prove my place of residence?

If you live in a State Reception Facility, you need to request an attestation issued by the Management of the facility.

If you benefit from an accommodation scheme run by an NGO or Municipality you need to request an attestation from that agency.

If you are hosted by a Greek person or any other migrant or refugee, the latter must have declared this to the Tax Authorities.

If you live in a shelter for homeless persons or victims of violence you will need an attestation from those shelters.

In case of homelessness, you will need a relevant certificate from the Social Services of the Municipality.

Otherwise, you will need a lease agreement or a utility bill under your name.

How do I obtain a Social Security Number (AMKA)?

You must have a Social Security Number (AMKA) to work legally in Greece. You also need an AMKA to be insured and benefit from the social security provisions for employment injury, maternity, sickness, disability, unemployment, and family responsibilities. Your AMKA ensures your rights related to labor and a pension and also facilitates your access to hospital and pharmaceutical care.

Note that your PAYPAA will be deactivated one month after you receive your residence permit.

In order to be issued with AMKA you need to book an appointment with an EFKA office (<https://www.efka.gov.gr/el/phone/book/66>). You need to present to EFKA the following documents:

- Valid residence permit
- Tax registration number
- Formal proof of residence
- Recruitment statement by the employer.

More details about the AMKA can be found [here](#). Note that the information in the link is in Greek.

If you face difficulties, you may request assistance from an NGO in your location.

How do I obtain a National Insurance Number (AMA)?

In order to be employed legally you need to be issued with a National Insurance Number (AMA). You need to book an appointment with an EFKA office by calling at 1555.

You need to present to the EFKA Office the following documents:

- Valid residence permit
- Tax registration number (AFM)
- Social Security Number (AMKA)
- Recruitment statement by the employer (Electronic solemn declaration through <https://www.gov.gr/>).

Keep your details updated!

In case, after AFM has been issued, there has been a change in your personal information (e.g type of document -from asylum card to residence permit, change of address), you need to inform accordingly the Tax Authorities.

You need to fill out manually a form (<https://www.aade.gr/sites/default/files/2021-09/D210.pdf>) - available only in GR- and submit it to the competent Tax Office for the latter to update the data.

You may need to request assistance so that you have the form ready to submit when you go to the tax office.

If you have "TAXISNET" codes you can update your data online.

What are my rights and obligations as an employee?

According to Greek law, refugees have the same labor and insurance rights as Greek nationals. These refer to basic salary, family allowances, hours of work, overtime, annual leave, employment injury, minimum age of employment, apprenticeship and training, maternity, sickness, unemployment, and pension.

Terms of employment: If you are hired, the employer is obliged to inform you in writing on the terms of the employment agreement. This agreement is shared with the authorities in the form of a "recruitment announcement". Always ask for a copy of this. By signing the recruitment announcement, both the employee and the employer are bound to the terms stipulated and agreed upon therein. This document contains information on the type of your job, weekly working time, the duration of the employment, working hours, salary, location of employment.

A written employment contract is preferable but not mandatory in Greece.

Salary (as of April 2024): For full-time jobs, the minimum monthly salary in Greece, is 830 euros (gross) if you are not married and without any relevant working experience in Greece. For those working on a daily wage, the minimum is 37,7 euros gross, if you are not married and without any relevant working experience in Greece. The net salary (take-home pay) depends on the deductions for taxes, pension, health insurance, etc. You are also entitled to Christmas, Easter and summer allowances the amount of which depends on your monthly/daily wage and the duration of your employment under the same employer.

Overtime: The working hours are 40 hours per week for 5-day work (8 hours/day) – usually from Monday to Friday. Many companies work 24/7 meaning that there are usually 2-3 8hrs. shifts. For those working on 6 working days/week, it is 6 hours and 40 minutes/day. Overtime up to 1 hour per day and 5 hours per week, for a 5 day/week employment, and up to 1 hour and 20 minutes per day and 8 hours per week, for a 6 day/week employment. Overtimes are paid according to the hourly wage, plus 20%. There are special compensation provisions for work beyond 9 hours per day. Night work: from 22.00 - 6.00: hourly compensation for the night hours, plus 25%. Work on a Saturday or for a 6th day in a week: agreed daily wage paid, plus 30%. Work on Sundays and official holidays: 75% plus the agreed daily wage.

Leave:

Annual leave: for the 1st year of full-time employment, you are entitled to two days leave per month, (up to 20 days leave -for 5 days of work- and 24 days leave -for 6 days of work- for the first calendar year of work, 21 and 25 days respectively for the second year and 22 and 26 days for the third year onwards).

Sick leave: After 10 days of employment, you are entitled to up to 15 days of daily wage. After one year, you are entitled to a month's wage when you are absent from work due to sickness, provided you submit all the relevant medical documents.

In specific sectors, such as the tourism sector, employment standards, including days off, may vary.

Do I need to pay tax if I work in Greece?

If you are employed in Greece, you must submit around late spring an annual income tax declaration, 'dilosi eisodimatos' for the previous calendar year. Income tax declarations are submitted online (<https://www.aade.gr/dilosi-forologias-eisodimatos-fp-e1-e2-e3>). Note that the submission of a tax declaration in Greek may require some assistance from someone familiar with the process and you may consider seeking assistance from a Greek NGO or a professional accountant.

How do I open a bank account in Greece?

You will need a bank account for your salary payments. If you do not have one, you can open a bank account by presenting the following documentation at a bank.

- The original and a copy of your valid residence permit;
- Proof of your current address;
- A certificate confirming your employment issued by your employer, and a copy of your employment contract;
- A copy of your tax registration number (AFM) issuance document.
- Document from the phone company establishing that the phone number is registered under your name.
- Attestation by your employer.

Note that different banks may request additional documentation (e.g. a copy of your travel document) or set additional requirements, such as the presence of Greek speakers. Some banks are more helpful than others. You may consider seeking assistance from Greek friends or a Greek NGO.

Can I make a complaint about my employer?

If you face problems in your workplace, or you want to be informed about your rights, or you want to submit a complaint against your employer and find a solution, you may contact the Labour Inspectorate (SEPE). SEPE is the public body responsible for monitoring the proper implementation of labor law in Greece. It is designed to safeguard labor rights and the safety and health of workers.

SEPE is able to investigate undeclared work and also has a role to inform, advise and prevent breaches of labour law throughout Greece.

You can find more information on how to contact SEPE here: <https://www.hli.gov.gr/epikoinonia/>

Note that the information provided in the link is in Greek.

Can I register as an unemployed person?

If you are unemployed and seeking employment, you have the right to be registered in the Registry of DYPA, the Public Employment Service of the Ministry of Labor. If you register, you may benefit from DYPA services, such as being referred to a job if there is a vacant position corresponding to your qualifications and interests and receiving an unemployment card, which is valid for three (3) months and can be renewed. You may also access services and advice including CV registration, preparation of an individual action plan, and opportunities to participate in employment or vocational training programs. You may also access other services, depending on your location. You can find more information in Greek <https://www.dypa.gov.gr/faq>.

To register with DYPA visit <https://www.dypa.gov.gr/eggraph-sto-mhtroo-anergon-deltia-anergias> available also in EN.

To register online you will need your:

- valid residence permit;
- AMKA number or PAYPAA number;
- Tax registration number.

If I am a minor do I have the right to legally work?

If you are aged 15 years or older, and you have the consent of your parents or the consent of your legal guardian, you may be legally employed in Greece.

In the absence of consent, Greek courts may decide on granting you permission to work, upon your request.

There are specific regulations for your protection as a minor. You can find more information about this in Greek [here](#).

Employment for children under 15 years is prohibited with the exception of work on artistic or commercial activities such as in advertisement, theatre, or cinema and is only possible under specific conditions.

Can I start my own business in Greece?

Yes, if you are a recognized refugee or a beneficiary of subsidiary protection, you have the right to establish commercial and industrial companies or work as a freelance professional. For every profession, there are specific requirements that you need to meet.

Note that you will need specific advice and guidance to do this. An NGO, a professional accountant, or a lawyer can provide this assistance.