BASIC INFORMATION FOR EMPLOYMENT IN GREECE

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WHO

If you are a recognised refugee, a beneficiary of subsidiary protection or a beneficiary of temporary protection, you have access to formal employment and you may exercise an independent economic activity (self-employed, starting your own business). If you are an asylum-seeker you have access to formal employment sixty (60) days from the date you submitted your asylum application.

WHAT YOU NEED TO WORK

To work in Greece you need to have:

- Residence permit- for recognised refugees, beneficiaries of subsidiary protection (ADET) and beneficiaries of temporary protection- or valid asylum-seeker's card for asylum-seekers.
  Note that to be legally employed, your residence permit/asylum-seeker's card must be valid, therefore do not forget to renew it before it expires.
- Tax Identification Number (AFM)
- Social Security Number (AMKA) – for recognised refugees, beneficiaries of subsidiary protection and beneficiaries of temporary protection- or Temporary Number of Insurance and Healthcare (PAAYPA) for asylum-seekers.
- National Insurance Number (AMA) issued by the National Social Security and (EFKA) after you receive a job offer.

LABOURS RIGHTS

According to Greek law, you have the same labour and insurance rights as Greek nationals, including basic salary, family allowances, hours of work, overtime, annual leave, employment injury, maternity, sickness, unemployment and pension.

TERMS OF EMPLOY-MENT

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 2025)

For full-time jobs, the minimum monthly salary in Greece, is 880 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 39,3 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 a 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 of 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 to 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 work- and 24 days leave -for 6 days 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 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.

TOURISTIC AND SPECIAL SECTORS OF EMPLOY-MENT

Sometimes a special license or additional formalities are necessary for certain types of employment. For instance, if you wish to work in a store that ensures hygienic standards, such as restaurants, cafeterias, you need to obtain a health certificate and a special work permit issued by a police department. In the tourism sector, employment standards, including days off, may vary.

OBLIGATIONS AND TIPS

- If you are sick or have an emergency, you need to inform your employer the soonest possible.
  - ⇛ **Attention:** If you are absent from work without a valid reason and fail to inform your employer, they may interpret it as you quitting your job and proceed with the necessary procedures.
  - ⇛ If you want to quit your job, please inform your employer so that the appropriate procedures can be followed.
- Go to work everyday
- Be on time every day
- If you need to leave earlier, inform and ask permission from your supervisor
- Respect your time schedule and use the phone during your breaks.

TERMINATION OF EMPLOYMENT

The rights you have regarding termination of employment depend on the type of contract you have entered into. If you hold a fixed contract (also known as a contract of limited duration), it is typically challenging for your employer to fire you before the contract›s expiration.
If you hold an indefinite contract, your employer may fire you at any time. However, if you have worked for the same employer for more than a year under an indefinite contract, you are entitled to compensation. The exact amount depends on the years you have worked for that employer.

INFORMAL EMPLOYMENT

If the employer fails to comply with the legal and formal procedures (omitting to announce the recruitment to the competent authorities):

- You are not eligible for health and social insurance.
- You risk not getting paid or paid less than what was initially agreed upon.
- You cannot apply for monthly unemployment allowances or other financial assistance that you would otherwise be entitled to.
- You are not covered in terms of accident expenses, illness or maternity leave.

VIOLATION OF RIGHTS

If you have questions regarding your labour rights or you want to submit a complaint against your employer for having violated your labour rights, you need to visit the closest Greek Labour Inspectorate Office (https://www.hli.gov.gr/) or call at 1555.

FIND YOUR NEW JOB›

SCAN

SCAN

This free of charge platform connects job-seeking refugees in Greece with employers countrywide.

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https://adamajobcenter.crs.org

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