



I-WELCOME - Reinforcing migrant women's  
integration in society and the labour  
market

## **DESKTOP RESEARCH**

**Developed By:**



## **INFORMATION ABOUT OUTPUT**

Output: IO1 – A BLENDED UP-SKILLING PROGRAMME FOR TCN WOMEN

Activity: IO1-A1: QUALITATIVE AND QUANTITATIVE RESEARCH

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## 1. General Introduction

Greece was from the past a gateway for immigrants and asylum seekers, to have access to the EU countries and the Schengen area. Some of these people continued their travel to other European countries and others stayed in Greece and set their lives here.

In 2015 started an outbreak of refugees /immigrants/ asylum seekers in Greece with the hope to find better opportunities for a safer living. The Mediterranean countries, including Greece, were their first point of access to Europe with the aim to move forward and spread in other European countries. According to the statistics of the Operational Portal of the United Nations High Commissioner for Refugees (UNHCR), the highest numbers of refugees arrived in Greece in 2015 with peak month October 2015, in which 211.663 people arrived by sea and land. In the following images, we can see the numbers of refugees who arrived in Greece from 2014 up to 2020, from the Sea and the Land. (UNHCR, 2014-2020)

Previous years	Sea arrivals	Land arrivals	Dead and missing
2020	9,687	5,982	100
2019	59,726	14,887	71
2018	32,494	18,014	174
2017	29,718	6,592	59
2016	173,450	3,784	441
2015	856,723	4,907	799
2014	41,038	2,280	405

Figure 1: Statistics of refugees in Greece from 2014-2020 (UNHCR, 2014-2020)

### Sea and land arrivals monthly

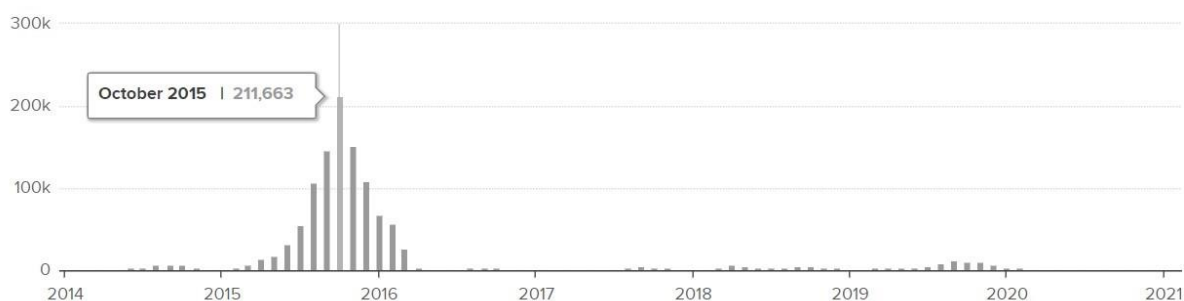


Figure 2: Statistics of refugees in Greece from 2014-2020 (UNHCR, 2014-2020)

## 2. The presence and characteristics of migrant women

In the past, most immigrants were people originated from Albania mainly, but also from Ukraine, Russia, Pakistan, Bangladesh, and several other countries, creating a multicultural environment, especially in the capital of Greece, the city of Athens.

According to a research of the Hellenic Foundation for European and Foreign Policy (ELIAMEP) in 2014 201.551 TCN women had a valid residence permit in Greece shorting the 10 most common countries of origin. Out of the total the 70,52% were coming from Albania, the 7,17% were coming from Ukraine, the 5,36% from Georgia, the 0,61% from Pakistan, the 5,17% from Russia, the 1,53% from India, the 1,37% from Egypt, the 3,38% from Moldova, the 3,18% from Philippines, and the 1,71% from Armenia. (Anagnostou & Gemi, 2015)

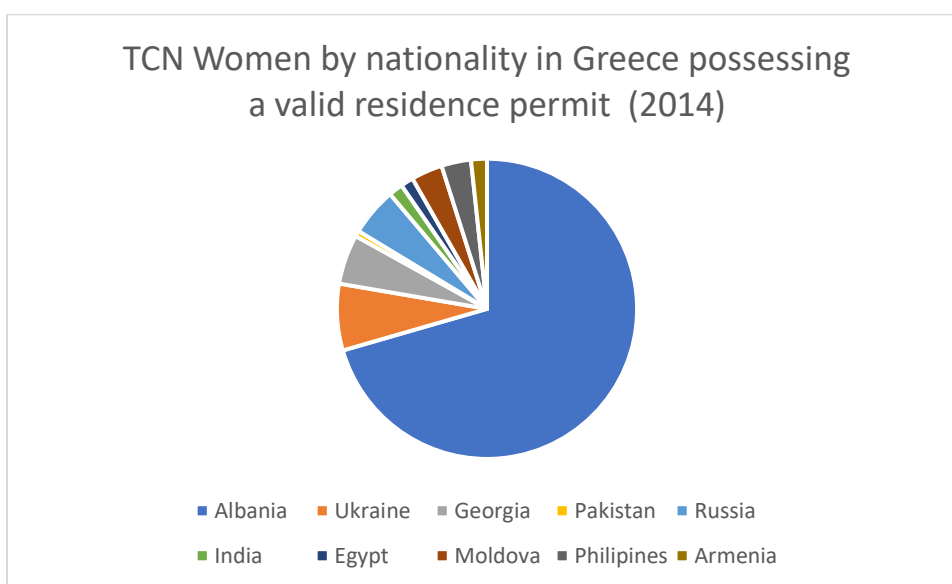


Figure 3: Graphic of TCN Women by Nationality in Greece processing a valid residence permit (2014)

According to an infographic of ELIAMEP, from 2013 to 2017 the applications for asylum in Greece were from people coming from Syria, Pakistan, Afghanistan, Iraq, and Albania. Some of the refugees coming from Syria, Iraq and Eritrea were relocated to other European countries such as Germany, France, the Netherlands and Sweden and others returned to Turkey. Most of the rejections for asylum were people from Albania, Armenia, and Georgia. (Hellenic Foundation for European and Foreign Policy (ELIAMEP), 2017)

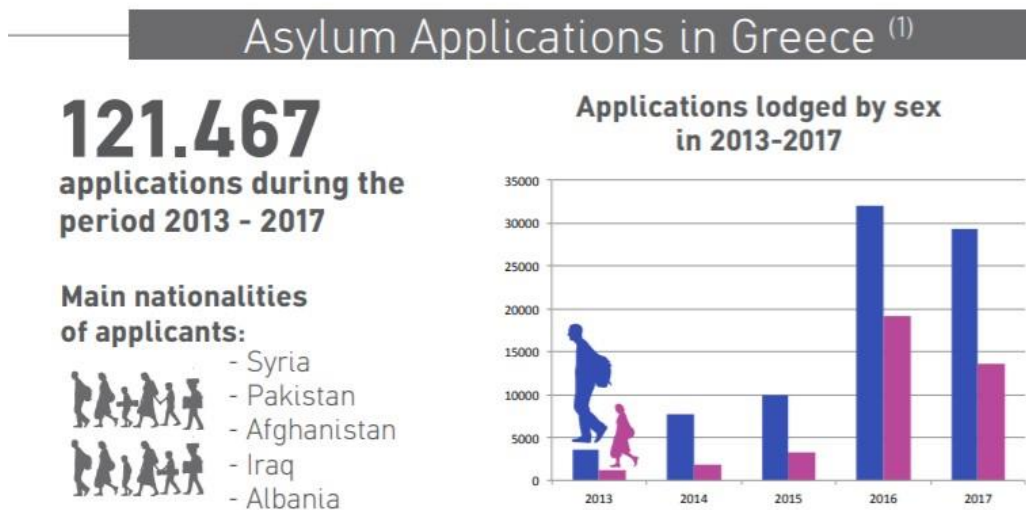


Figure 4: Asylum Applications in Greece 2013-2017 (Hellenic Foundation for European and Foreign Policy (ELIAMEP), 2017)

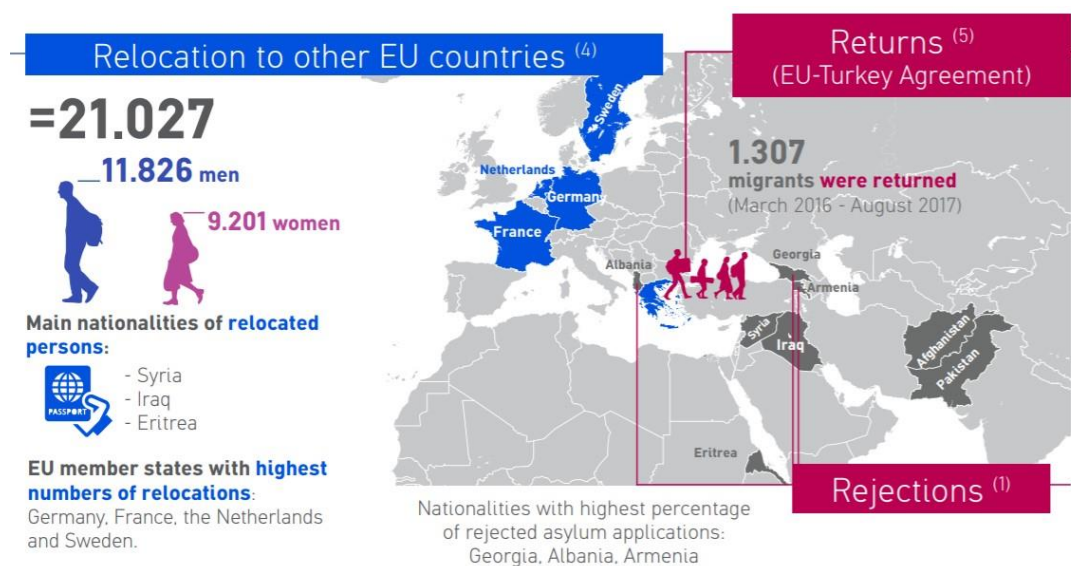


Figure 5: Relocation, return and rejection of Asylum Seekers in Greece 2013-2017 (Hellenic Foundation for European and Foreign Policy (ELIAMEP), 2017)

In 2018 the asylum applicants were people from Syria, Afghanistan, Iraq, and Pakistan, with 41,1% declared as refugees and 8,3% asking for subsidiary protection. Of the total asylum applicants, 19,3 % were women. (Greek Council for Refugees (GCR), 2018)

In 2019 the asylum applicants were again from Syria, Afghanistan, Iraq, and Pakistan with 43,51% declared as refugees and 12,38% asking for subsidiary protection. From the total numbers, 38% were women. (Greek Council for Refugees (GCR), 2019)

In 2020 the incoming people in Greece from the sea were from Afghanistan, Syria, Democratic Republic of Congo, Somalia, Iraq, Palestine, Iran, Cameroon, Pakistan, Kuwait, Algeria. These data are up to the end of October 2020 according to the UNCHR reports. From the total TCN incoming population, women were the 23,4%. (UNHCR, 2014-2020)

Regarding the age of the TCN population, the most recent and reliable data are from 2016, 2017 and 2018.

In 2016 most female asylum applicants in Greece, representing the 42,9% of the total number, were from 18 to 34 years old. The 17,9% were 35 to 64 years old and 0.6% were over 65 years old. The rest were people less than 18 years old. (European Parliament, Policy Department A: Economic and Scientific Policy, 2017)

In 2017 most of the female asylum applications were of ages 18 to 34 years old, representing the 38,66%. The 18,46% were women of ages 35 to 64 years old and the 0,70% were over 65 years old. The rest female applicants were less than 18 years old. (Gemi & Triandafyllidou , 2018)

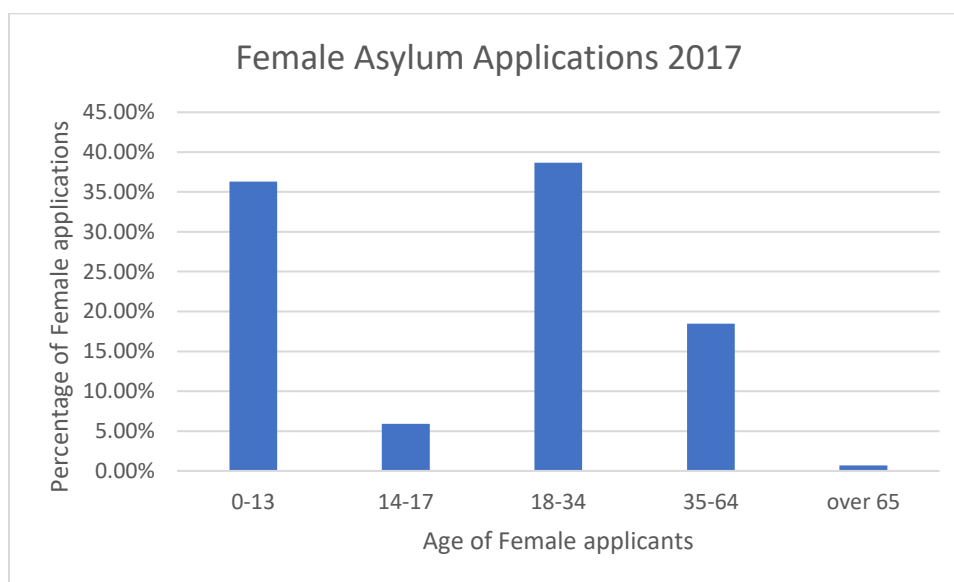


Figure 6: Female Asylum Applications in 2017 in Greece categorised by age (ELIAMEP)

In 2018 the majority of the female asylum applicants were again ages 18 to 34 years old, representing the 40,87%. The 17,78% were women of ages 35 to 64 years old and the 0,73% were over 65 years old. The rest female applicants were less than 18 years old. (Gemi & Triandafyllidou , 2018)

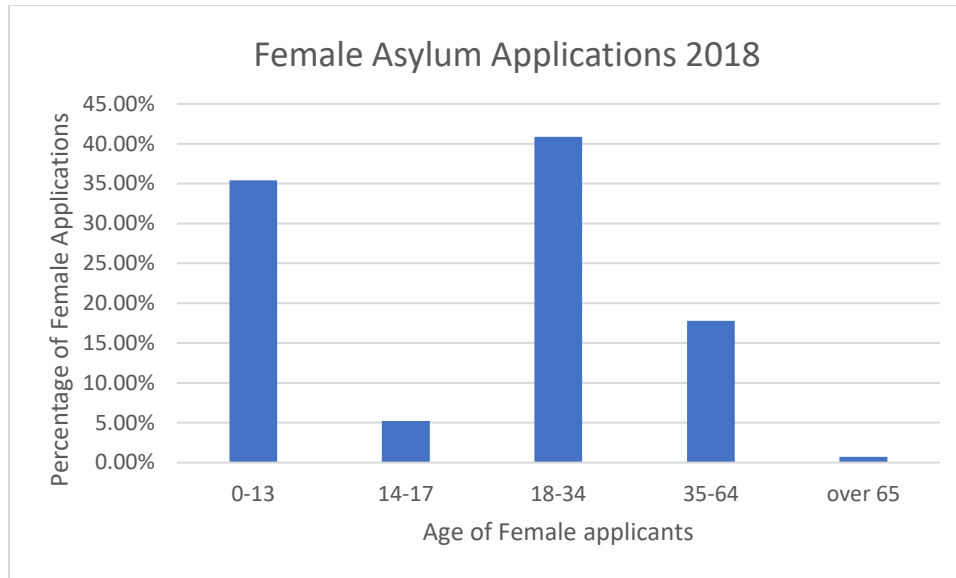


Figure 7: Female Asylum Applications in 2018 in Greece categorised by age (ELIAMEP)

Referring to the educational level of TCN women in Greece, according to the statistics of the Hellenic Statistical Authority (ELSTAT) in 2014, most of them had accomplished the Secondary Education representing the 64,3%. The 16,2% had accomplished the Higher Education, the 18,8 the Primary Education and only the 0,7% have never been in school. (Anagnostou & Gemi, 2015)

After thorough research we could not find more recent statistics on the educational level of TCN women but also about their marital status.



### 3. Migrant Women in the Labour Market

It is widely known that since the start of the migration phenomenon in Greece the TCN people and especially women were mostly occupied in sectors where they do not represent a legal work. This phenomenon was related also to the fact that in older laws the immigrant people who did not obtain Greek citizenship did not have the same access to the labour market as Greek citizens. Additionally, the fact that Greek women raised the level of their education and joined actively the labour market in the past few decades, increased the need for domestique help. The TCN women entered in this type of employment and started to work providing care to elder people, to children when both parents are working and arranging the domestique work. (Anagnostou & Gemi, 2015)

This type of work continues to be an easy and famous option among TCN women nowadays, which creates problems when we need to gather statistics on the employment or unemployment rate of TCN women since this type of work is not legally registered. Even though TCN women occupied in these types of work do not have access to Social Security, since they are not registered as employed, they can profit from benefits from the State by declaring unemployment. In 2014 the data provided by the Social Security Organisation (IKA) demonstrated the great difference of employability status between Greek women (91,4%) and women with different nationalities (8,6%). (Anagnostou & Gemi, 2015)

**Employed women by nationality, April 2014**

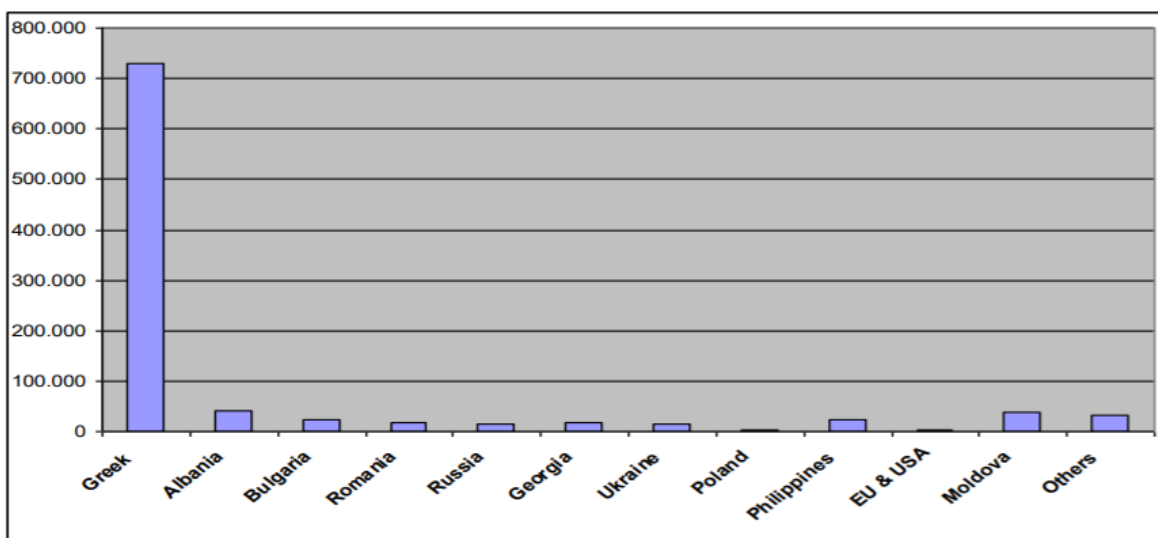


Figure 8: Employed women by Nationality in Greece April 2014 (Anagnostou & Gemi, 2015)

According to more recent studies from the Hellenic Statistical Authority (EL.STAT.), the high unemployment rate is a common problem for all the population in Greece. Even though in between the years 2015, 2016 and 2017 the rate of unemployment showed a decrease, for TCN women the statistics were particularly high in comparison with Greek or non-Greek EU women

but also if we compare these statistics with the same for TCN, Greek and non-Greek EU men. (Triandafyllidou & Maroufof , 2017)

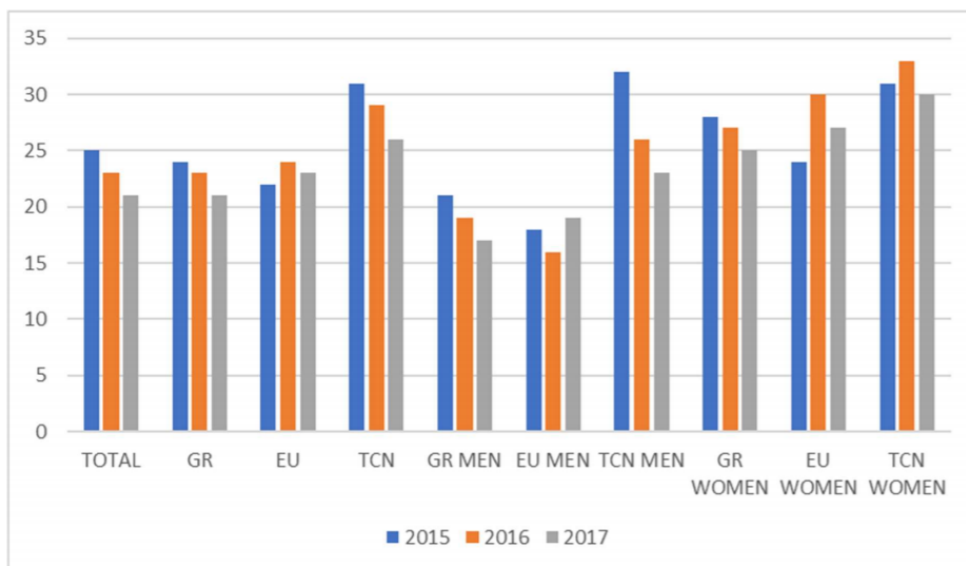


Figure 9: Unemployment rates in Greece by nationality and gender, 2015-2017 (Triandafyllidou & Maroufof , 2017)

The most recent statistics from reports of ELSTAT demonstrate that the unemployment rate, up to the 3rd Quarter of the year 2020, is 20% for the women living in Greece out of which the 30,5% are women of non-Greek Nationality. (Hellenic Statistical Authority (ELSTAT), 2020)

Regarding the sectors of employability of TCN women according to the research of the year 2017, the majority was occupied in the sector of “Accommodation and Food Services” reaching 35%. The second higher sector was the one of “Activities of households as of employers” with almost 25%. Other sectors of employability are those of Manufacturing, Wholesale and retail trade, Agriculture (more than 5% and less than 10%). Furthermore, TCN women are occupied rarely in Health and Social work, Education and Professional scientific sectors (less than 5%) and no TCN woman is working in Public administration and Construction sectors. A bit more than 10% of the TCN did not declare a specific sector of employment. (Triandafyllidou & Maroufof , 2017)

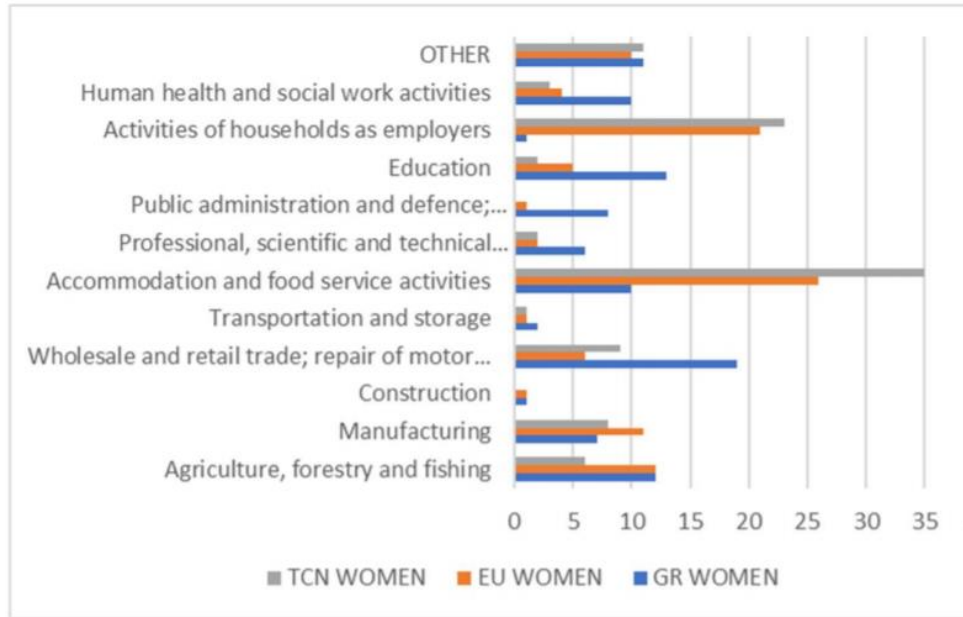


Figure 10: Female employment per sector and nationality 2017 (%)

The employability of immigrants/ refugees is an important factor for their better integration and inclusion in the host country. Through the labour market, these communities can be closer to the local community of the host country and learn the local language and other characteristics of the people of this country and integrate better. Though the economic crisis or bureaucratic procedures, and especially the crisis in Greece, will raise obstacles to better employability opportunities of these groups.

#### 4. State of Art regarding Policies/ Guidelines

In the past, TCN people did not have equal rights with Greek and EU citizens without acquiring the long term stay permit. Only under the status of long-term residents, they had access to the big scale of employability opportunities (article 97 Law 4251/2014). (Anagnostou & Gemi, 2015)

After the outbreak of migration in 2015, the Laws changed and in Greece, the Asylum seekers have access to the labour market from the moment that they apply for asylum and acquire the asylum seeker card (article no 71 of Law 4375/2016 and article no 15 of Law 4540/2018). According to another update to the law, which was introduced in the system in November 2019 (Law 4636/2019), the asylum seekers should have a six-month deadline before they can enter in the labour market. All the people (refugees and subsidiary protection beneficiaries) have equal access to employability as every Greek citizen and should have been registered with a Tax Identification Number (AFM) and a Social Security Number (AMKA). (Leivaditi , Papatzani, Ilias, & Petracou, 2020)

The registration of the refugees in the authorities to acquire the aforementioned numbers may have delays first due to missing provisions and references of Asylum Seekers in laws regarding the documentation in these services (article 153 of Law 3655/2008, Joint Ministerial Decision 7791/245/Φ80321/2009) and due to the bureaucratic character of the public services in Greece. Though, after new changes in the Law since 2019, the authorities do not grant Social Security Numbers (AMKA) and no procedure is in place for non-Greek nationals and as a result, those who did not obtain earlier are not able to access the labour market. On the other hand, further ways can be found to have access in employment according to rules of the Joint Ministerial Decision 22528/430/2017, such as access given when they obtain a National Insurance Number or a bank account. (Leivaditi , Papatzani, Ilias, & Petracou, 2020)

Regarding the access education of Adult TCN people, according to article 28 of P.D 141/2013 and article 28 of the new Law 4636/2019, those who are under international protection and asylum applicants have the same right as Greek citizens to participate in trainings related to employability and vocational training. Additionally, they have the right, according to Law 2525/1997, to participate in Second Chances Schools if they have not finished the mandatory education. These courses are in the afternoon and include Greek Language, Mathematics, English Language, Information Technology, Social Education, Environmental Education and Physical Sciences. Moreover, refugees and asylum seekers can participate in Greek language courses which are provided by NGOs, Vocational Training Centres (KEK) and Universities. (Leivaditi , Papatzani, Ilias, & Petracou, 2020)

## 5. Other training programmes/ initiatives

<b>GOOD PRACTICE 1</b>	
<b>Name</b>	Training program for learning Greek Language, Greek History and Greek Culture to adult migrants
<b>Description (50-70 words)</b>	A training programme of 140 Hours for migrants and refugees to improve their skills in Greek language and learn more about Greek history and culture to be able to communicate easier and more efficient when in host country. Furthermore, the knowledge in history and culture provides opportunities for better integration in the local community.
<b>Key Stakeholders/ Provider</b>	DIMITRA Educational Organisation
<b>Level (Organisational, Regional, Local, National)</b>	Regional (Athens, Piraeus, Thessaloniki, Patras, Heraklion, Ioannina, and Larissa)
<b>Type (Digital Skills, Professional Skills etc.)</b>	Professional- Greek Language & Culture courses with emphasis in communication
<b>Tools/Resources/ Services</b>	Training Materials and lessons
<b>Link/ Website</b>	<a href="https://www.dimitra.gr/european-projects/?lang=en">https://www.dimitra.gr/european-projects/?lang=en</a>

<b>GOOD PRACTICE 2</b>	
<b>Name</b>	The Melissa Network
<b>Description (50-70 words)</b>	The network founded in 2014 and involves migrant and refugee women living in Greece. Its aim is to promote empowerment and active citizenship operating as a hub in which networks and individuals can meet and share their ideas to provide better opportunities in social, educational, and professional sector for TCN women.
<b>Key Stakeholders/ Provider</b>	The Melissa Network
<b>Level (Organisational, Regional, Local, National)</b>	Local (Athens)
<b>Type (Digital Skills, Professional Skills etc.)</b>	
<b>Tools/Resources/ Services</b>	Space and activities for inclusive communication and express
<b>Link/ Website</b>	<a href="https://melissanetwork.org/">https://melissanetwork.org/</a>

<b>GOOD PRACTICE 3</b>	
<b>Name</b>	InCommon Toolbox. Cultural and Educational Interventions for the exercise of the Active Citizenship of Migrant Women – InCommon
<b>Description (50-70 words)</b>	The project was funded by the Asylum, Integration, Migration Fund (AMIF) of the European Commission for the integration of refugees and migrants and consisted of partners from Austria, Cyprus, Spain, and Greece. The main scope was to provide educational materials for personal and professional development of TCN Women.
<b>Key Stakeholders/ Provider</b>	DIMITRA Educational Organisation
<b>Level (Organisational, Regional, Local, National)</b>	National and International
<b>Type (Digital Skills, Professional Skills etc.)</b>	Professional Development
<b>Tools/Resources/ Services</b>	Training Materials available in web
<b>Link/ Website</b>	<a href="http://www.documenta.es/web/incommon/">http://www.documenta.es/web/incommon/</a>

<b>GOOD PRACTICE 4</b>	
<b>Name</b>	Online Economics for Positive Change (Course)
<b>Description (50-70 words)</b>	The Course aimed to reinforce the people's understanding of economic systems and choices to bring positive change to the community. Participants explored the way people make ethical decisions individually, within families and communities, and in larger contexts. The training modules could develop their understanding of issues they might come across in any context such as equality and participation, and of ways in which to ensure participation and peace to bring a positive change.
<b>Key Stakeholders/ Provider</b>	Amala, Solidarity Now & The Athens Coordination Centre for Migrant and Refugee issues
<b>Level (Organisational, Regional, Local, National)</b>	Promotion in local level through the website of the Athens Coordination Centre for Migrant and Refugee issues
<b>Type (Digital Skills, Professional Skills etc.)</b>	Economic Skills
<b>Tools/Resources/ Services</b>	Online Course
<b>Link/ Website</b>	<a href="https://www.accmr.gr/en/services/service/4116-online-economics-for-positive-change-course.html">https://www.accmr.gr/en/services/service/4116-online-economics-for-positive-change-course.html</a>

<b>GOOD PRACTICE 5</b>	
<b>Name</b>	Free Greek Language Lessons for Immigrants and Refugees
<b>Description (50-70 words)</b>	The Athens Coordination Centre for Migrant and Refugee issues in cooperation with ActionAid and Epikentro centre are organising free lessons so as the migrants to learn the Greek Language.
<b>Key Stakeholders/ Provider</b>	ActionAid & Epikentro
<b>Level (Organisational, Regional, Local, National)</b>	Local (Athens)
<b>Type (Digital Skills, Professional Skills etc.)</b>	Language Skills
<b>Tools/Resources/ Services</b>	Lessons and materials
<b>Link/ Website</b>	<a href="https://www.accmr.gr/en/services/service/1211.html">https://www.accmr.gr/en/services/service/1211.html</a>

<b>GOOD PRACTICE 6</b>	
<b>Name</b>	Free computer classes for refugees and migrants with the support of UNHCR
<b>Description (50-70 words)</b>	In 2019 the Migrant Integration Centre (KEM) of the City of Athens started providing free computer lessons for adult refugees regarding the basic Microsoft Office tools.
<b>Key Stakeholders/ Provider</b>	Migrant Integration Centre (KEM) of the City of Athens
<b>Level (Organisational, Regional, Local, National)</b>	Local (Athens)
<b>Type (Digital Skills, Professional Skills etc.)</b>	Digital Skills-Computer Lessons
<b>Tools/Resources/ Services</b>	Computers and Educational Materials in the training centre
<b>Link/ Website</b>	<a href="https://www.unhcr.org/gr/en/11138-athens-migrant-integration-center-offers-free-computer-classes-for-refugees-and-migrants-with-the-support-of-unhcr.html">https://www.unhcr.org/gr/en/11138-athens-migrant-integration-center-offers-free-computer-classes-for-refugees-and-migrants-with-the-support-of-unhcr.html</a>

<b>GOOD PRACTICE 7</b>	
<b>Name</b>	Second Chance Schools (Adult Education)
<b>Description (50-70 words)</b>	Since 2013 there are 56 schools for adults who did not accomplish the mandatory education. The goal is that adults can acquire the degree of primary and secondary education and if they want, they can continue to enter the Greek Universities. The participation is for free and is open to Greek citizens and migrant/ refugee communities.
<b>Key Stakeholders/ Provider</b>	The General Secretariat of Lifelong Learning of the Ministry of Education
<b>Level (Organisational, Regional, Local, National)</b>	National (All over the country)
<b>Type (Digital Skills, Professional Skills etc.)</b>	Education
<b>Tools/Resources/ Services</b>	
<b>Link/ Website</b>	<a href="https://help.unhcr.org/greece/living-in-greece/access-to-education/">https://help.unhcr.org/greece/living-in-greece/access-to-education/</a>



## 6. Conclusion/ Summary

Taking into consideration the outcomes of this desk research we have some important information on the profile of the migrating population in Greece and especially on the women population. The migrant women are not the majority of the incoming TCN population, though they represent a significant percentage.

The origin of the TCN women through the years changed significantly and it was linked with international migration movements either for economic reasons or due to actions setting their lives in risk. In the past, the majority of TCN women were coming from Albania and other countries which are now in the European Union, but in the present, the majority of the TCN population is coming from eastern countries such as Syria, Pakistan, Afghanistan etc.

According to the research of years 2016,2017 and 2018 the majority of TCN women in Greece are between 18 and 34 years old, exactly during the most productive years of their lives. Recent studies regarding their educational status could not be found.

The majority of the TCN women are occupied in fields of non-formal employability such as housekeeping and providing care to elder and children, or in the field of accommodation and food services. Very little are in the educational, science, healthcare sector. The legal framework in Greece has very recent introductions regarding the TCN population and the improvement of their access in employability. Though the bureaucratic character of the Greek public system can lead to discomfort situations and late integration processes of the immigrant populations and asylum seekers.

The educational system in Greece provides the opportunity to those in need to have access and equal opportunities in free primary and secondary education and later their access in free Higher education, demonstrating the social character that the educational system in Greece has. There are also chances for further improvement of their profession and the Greek language through free courses organised by universities, public administration bodies and NGOs.

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