

**ON-THE-MOVE – "The reality of free movement for young
European citizens migrating in times of crisis"**

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National Report

GREECE



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SUMMARY

This report presents the reality of free movement in the last 5 years for young Greek citizens who exercise their right to move freely. The report identifies, through the personal experiences of Greeks aged 25-35, the drivers and barriers behind their choices, the main challenges they face and the factors that affect the ways in which they exercise their right to move freely. The report additionally presents the experience of young EU citizens who live in Greece and the views of representatives of authorities competent on issues related to free movement.

The report is divided into four parts. Part A presents the situation of young people in Greece, overall migration patterns and trends for young people and the ways in which young people have reacted to challenges related to the economic crisis. Part B presents the legislative framework related to the implementation of Directive 2004/38/EC and the main policies and authorities competent for free movement and youth in Greece. Part C presents the findings of the qualitative field research and establishes the reality of free movement for young Greeks who move in the EU and young EU citizens who live in Greece. Field research included personal interviews with 15 young Greeks aged 25-35 who wish or plan to exercise their right, 10 young Greeks who have exercised in the past their right to free movement and have returned to Greece, 5 young EU citizens who exercised their right and now live in Greece and 5 representatives of competent national authorities. Part D synthesizes the previous parts, juxtaposes the legal reality with the reality revealed through the personal experiences of the research participants and identifies the main trends, drivers and barriers and proposes pertinent recommendations.

Part A. Situation of young people and migration patterns

Part A of the report offers an overview of the situation of young people in Greece in the last 5 years, focusing on migration and movement patterns and trends as reflected in statistics, existing research and other secondary sources.

A.1. Current situation and challenges for young people

Unemployment is a key factor for mobility in recent years

According to official data from the 2011 census, the registered population of Greece (Greek and foreign residents who have their usual residence in the country) accounted to 10,816,286 citizens, from whom 5,303,223 were males (49.0 %) and 5,513,063 females (51.0%). From the total population aged between 25-34 years, 14.15% were male and 13.7% were female¹.

The economically active population of Greece (according to official data from the 2011 census) accounted to 4,586,636 persons (42.4% of the total registered population), while the economically non active population accounted to 6,229,650 persons (57.6% of the total registered population). From the economically active population (4,586,636 persons), 3,727,633 persons declared being “employed” and 859,003 declared being “unemployed”. 59.0% of the economically active population are men, while women make up the remaining 41.0%. 46.2% of all employees aged 30-44 years, followed by a rate of 36.2% aged 45-64 years. The average number of employees per household is 0.9.

During the last five years, the unemployment rates in Greece skyrocketed in comparison to other EU countries. According to data from Eurostat, in February 2016 Greece had the highest percentage of unemployment (24.2%) in all member states. Especially with regard to young people under 25 years of age, the unemployment percentage raised to 51.4%, which is the highest in the EU². In 2015 unemployment for people aged 15 to 29 raised to 41.3%, while for people aged 30 to 44 to 24%³. Further, according to EUROSTAT data, in 2015, the percentage of unemployed persons holding a university degree raised to almost 20% (19.9%). In 2010, when the financial crisis was only starting, this percentage was only 10%.

However, according to Eurobarometer, in 2010 before the impact of the crisis were fully visible, Greeks worried more compared to other Europeans regarding whether they would find a job (48% compared to an average 24% for the EU)⁴. Nevertheless, at that time, looking for employment in another EU member state did not appear to be a main priority as, according to the same survey, for 50% of respondents mobility was a bad thing for families.

¹Hellenic Statistical Authority

² Eurostat, Unemployment Statistics (Data up to April 2016), available at: http://ec.europa.eu/eurostat/statistics-explained/index.php/Unemployment_statistics

³Hellenic Statistical Authority

⁴Special Eurobarometer 337 (June 2010) Geographical and labour market mobility http://ec.europa.eu/public_opinion/archives/ebs/ebs_337_en.pdf

A.2. Free movement patterns and trends for young people in Greece

The emigration history of Greece in brief

Historically, Greece is a country of emigration. During the 20th century Greece experienced two major waves of emigration. The first began just before the close of 19th century and lasted until about 1920. It is estimated that about 5% of the Greek population emigrated during this period, with USA being the main destination country for approximately 95% of the emigrants⁵. Seven out of ten of those emigrants were aged 15-44 years, less than two out of 10 were women and most of them were unskilled workers and farmers who worked as servants and laborers⁶.

The second major wave was recorded in the years 1955-1977, when approximately 14% of the Greek population moved. The main destination countries included the countries of Northern Europe, and especially West Germany where half of the emigrants of this period went, and Belgium, where they were employed in factories as unskilled workers. Other popular destinations were Australia, the USA and Canada. The majority of these emigrants had completed elementary school, a significant proportion were illiterate and less than 1% had a university degree⁷. The emigrants of the second wave were mainly young aged 20-34 years (7 to 10 emigrants). Also 5 to 10 stating manual labor as their profession, while 4 in 10 were unemployed⁸.

In the mid-1970s Greece had, for the first time, a positive migration balance, mainly because emigrants were returning and immigrants were arriving, mainly from Africa and Asia. Some years later, after the collapse of socialist regimes in Central and Eastern Europe, immigration in Greece increased⁹.

Overall, it is estimated that since the beginning of the 20th century more than 1,750,000 Greeks moved seeking a better life and opportunities abroad.

Current Mobility data

The recent financial crisis has given rise to the third emigration wave of Greek people. Currently no official data is available on the number of Greek people who move and reside in the EU. It is therefore difficult to accurately assess the wave of movers, although it can be deduced from different sources (researches and media) that during the last years increasing mobility is evidenced especially for young people and people with high qualifications.

⁵Cavounidis, Jennifer (2015), The changing face of emigration – Harnessing the potential of the new Greek diaspora, Transatlantic Council of Migration

⁶Greek Reporter (2015), Economic crisis marks 3rd emigration wave of Greeks – available at <http://greece.greekreporter.com/2016/07/02/economic-crisis-marks-3rd-emigration-wave-of-greeks/>

⁷Cavounidis, Jennifer (2015), The changing face of emigration – Harnessing the potential of the new Greek diaspora, Transatlantic Council of Migration

⁸Greek Reporter (2015), Economic crisis marks 3rd emigration wave of Greeks – available at <http://greece.greekreporter.com/2016/07/02/economic-crisis-marks-3rd-emigration-wave-of-greeks/>

⁹Cavounidis, Jennifer (2015), The changing face of emigration – Harnessing the potential of the new Greek diaspora, Transatlantic Council of Migration

A Eurobarometer survey from 2010 recorded that only 8% of Greeks reported they could see themselves working in another country in the future. The intention to move in another country in case they lost their job in Greece was noted only in 38% of respondents. This is significantly lower compared to data from 2005 when the respective percentage was 67%¹⁰. However, from 2010 onwards, the number of individuals who eventually choose to move is clearly bigger than previous years.

It should be noted that data from the Gallup World Poll Survey conducted in 2007-2013 attempted to assess the desire to emigrate in 140 countries. Of those polled in Greece, 22% expressed the desire to emigrate, while the figure among the highly educated was 26%, and among those aged 15-24, 34% (OECD 2015). The three main destination countries were Germany (18%), the USA (9%), and Australia (8%). However, wishes and plans to migrate do not necessarily result in an actual move¹¹.

According to EUROSTAT 223,885 people left Greece in the period 2010-2013. According to a research from LSE 203,758 people left the period 2010-2015 out of which 174,125 remain abroad. At the level of households, 1 in 18 families has a member who left the country after 2010¹².

Another study reports that the annual flow of outgoing young Greeks aged 25 to 39 increased from 20,000 in 2008 to 53,000 in 2013¹³. As noted in this report¹⁴, over 427,000 people left Greece since the onset of the economic crisis in 2008, marking the third wave of mass emigration in the 20th and 21st centuries. In 2013 alone, 100,000 people migrated, tripling the yearly average until then. The phenomenon continued with unabated intensity in 2014 and further exacerbated in the first half of 2015. Greece ranks fourth in the European Union in migration outflow and the proportion of the workforce in the country. Cyprus is first, followed by Ireland and Lithuania. Also, it ranks third after Cyprus and Spain in the percentage of young emigrants. Specifically, the outgoing Greeks, only in

¹⁰Special Eurobarometer 337 (June 2010) Geographical and labour market mobility
http://ec.europa.eu/public_opinion/archives/ebs/ebs_337_en.pdf

¹¹Cavounidis, Jennifer (2016), The Emigration of Greeks and Diaspora Engagement Policies for Economic Development, Athens: Centre for Planning and Economic Research (KEPE)

¹²Labrianidis L., Pratsinakis, M. (2015) Outward migration from Greece during the crisis, available at:
http://www.lse.ac.uk/europeanInstitute/research/hellenicObservatory/CMS%20pdf/Research/NBG_2014_-_Research_Call/LOIS%20LAMBRIANIDIS_Outward%20migration%20from%20Greece%20during%20the%20crisis%20.pdf

¹³Lazaretou Sofia (2016), *Brain drain: the contemporary migration trend of Greeks in the years of the crisis* ("Φυγή ανθρωπίνου κεφαλαίου: η σύγχρονη τάση μετανάστευσης των Ελλήνων στα χρόνια της κρίσης") Bank of Greece, Economic Bulletin, issue 43 July 2016, available at:
<http://www.bankofgreece.gr/BogEkdoseis/oikodelt201607.pdf>

¹⁴Lazaretou Sofia (2016), *Brain drain: the contemporary migration trend of Greeks in the years of the crisis* ("Φυγή ανθρωπίνου κεφαλαίου: η σύγχρονη τάση μετανάστευσης των Ελλήνων στα χρόνια της κρίσης") Bank of Greece, Economic Bulletin, issue 43 July 2016, available at:
<http://www.bankofgreece.gr/BogEkdoseis/oikodelt201607.pdf>

2013, represented more than 2% of the total workforce of the country, while the proportion of people aged 25-39 years was over 50% of all emigrants¹⁵.

OECD data shows that (in the reference period 2010-2011) 711,600 Greek citizens lived outside the country (376,000 males and 335,600 females), number corresponding to 6.9% of the total Greek population. 5% was aged 15-24, 61.2% was aged 25-64 and 33.8% was over 65. From the total number of migrants 6.2% had high educational background¹⁶.

In addition, as recorded by OECD, during the period 2010-2011, 69.1% of Greeks living abroad were economically active (participation rate), while from these 63.3% were employed. Regarding people of high educational level, 76.1% were employed, 6.1% were unemployed and 21.4% employed in low and medium skilled jobs. Overall, 40.1% of the economically active population (40.7% of men and 35.2% of women) was employed in highly skilled occupations (7% were health professionals and 8.3% teaching professionals), 47.2% (49.6% of men and 46.4% of women) were employed in medium skilled occupations and 12.8% (9.7% of men and 18.5% of women) in low skilled occupations.

A.3. Reactions to challenges and to the economic crisis

The economic crisis and the consequent increase in unemployment is the major challenge that the young and economically active population in the private economy is facing. The closing down of businesses, the radical 'shrinking' of the private sector, the low pay and the worsening in working conditions resulted in no less than a new emigration wave that pushed a large portion of the Greek working population to seek employment abroad. Despite the lack of official data, several studies show that the prevalent wave of emigrants is composed of young, well educated people, with tertiary education qualifications and high skills.

Choice of destination countries

EU countries constitute the main destination for the Greeks who decide to move abroad in recent years. Overall, with regard to the choice of destination countries the available data show that:

- 80% of outgoing population is directed to EU countries
- 50% of outgoing Greeks has moved to the UK or Germany. These two countries absorb approximately 25% of Greek emigrants
- People with high educational qualifications appear to move almost exclusively to the UK. On the contrary, Germany concentrates a high number of emigrants of medium to low education. They might use the possibility to migrate to this country due to networks from older migrants¹⁷. –

¹⁵ Greek Reporter (2015), Economic crisis marks 3rd emigration wave of Greeks – available at <http://greece.greekreporter.com/2016/07/02/economic-crisis-marks-3rd-emigration-wave-of-greeks/>

¹⁶ OECD (2015) Connecting with Emigrants: A Global Profile of Diasporas, OECD, Publishing Paris

¹⁷ Labrianidis L., Pratsinakis, M. (2015) Outward migration from Greece during the crisis, available at: <http://www.lse.ac.uk/europeanInstitute/research/hellenicObservatory/CMS%20pdf/Research/>

The main destination countries chosen by Greek movers based on statistical data from other EU countries is presented in the table below¹⁸.

Country	2010	2011	2012	2013
Germany	276,685	283,684	298,254	316,331
UK	29,000	32,000	34,000	41,000
Sweden	4,824	5,290	6,222	7,126
NL	7,781	8,584	10,100	11,760
Switzerland	6,808	7,521	8,678	9,788
Australia*	97,153	97,072	96,916	96,433

Source: Triantafyllidou Anna (2014) *Migration in Greece 'Migration in Greece. Recent Developments in 2014'. Report prepared for the OECD Network of International Migration Experts, Paris, 6-8 October 2014, available at: http://www.eliamep.gr/wp-content/uploads/2014/10/Migration-in-GreeceRecent-Developments-2014_2.pdf*

As shown by other sources, movement of Greeks to Germany rose between 2010 and 2012. More specifically, the OECD data indicate that in 2012 Germany attracted nearly four times as many emigrants from Greece than the second most important destination for Greeks, the United Kingdom. Other main European (-OECD) destination countries for Greek emigrants (in 2012) were UK, Netherlands, Belgium etc. (Table 2). With respect to Greek flows to Germany, it should further be noted that data for inflows to Germany for 2013 (OECD 2015) indicate that Greece was among its main source countries¹⁹.

Country	Number	As % of total flow to the country
Germany	32,660	3%
United Kingdom	6,000	1%
Netherlands	3,319	2%
Switzerland	1,613	1%
Belgium	1,511	1%
Sweden	1,348	1%
Austria	1,201	0%
Italy	561	0%
Spain	538	0%

Source: OECD (2015)

[NBG 2014 - Research Call/LOIS%20LAMBRANIIDIS Outward%20migration%20from%20Greece%20during%20the%20crisis%20.pdf](#)

¹⁸Triantafyllidou Anna (2014) *Migration in Greece 'Migration in Greece. Recent Developments in 2014'. Report prepared for the OECD Network of International Migration Experts, Paris, 6-8 October 2014, available at: http://www.eliamep.gr/wp-content/uploads/2014/10/Migration-in-GreeceRecent-Developments-2014_2.pdf*

¹⁹Cavounidis, Jennifer (2016), *The Emigration of Greeks and Diaspora Engagement Policies for Economic Development*, Athens: Centre for Planning and Economic Research (KEPE)

It is important to note that Greek citizens resident in these destination countries had very different educational profiles. Greek citizens who moved to the UK were by far the most educated: 69% had tertiary level attainment compared to 47% for those residing in France, 31% for those resident in Italy, 23% for those resident in Sweden, 14% for those resident in Belgium, and 12% for those resident in Germany (Table 3)²⁰.

Total			Recent emigrants	Women	High Educated	15-24	Total in 2000/01
Population 15+	Thousands	%	%	%	%	%	Thousands
Germany	222.2	31.2	5.6	46.1	12.3	5.2	160.5
United Kingdom	35.2	4.9	44.6	45.9	69.1	20.1	33.6
Belgium	13.8	1.9	16.2	50.2	14.2	5.2	14.5
Italy	13.2	1.9	9.3	54.8	30.9	4.5	14.4
France	11.7	1.6	18.3	52.8	47.4	12.7	11.4
Sweden	10.5	1.5	22.0	39.8	23.1	3.2	10.2

Graduates of tertiary education choose to move

In addition, recent research data show that the number of Greek with a university degree who choose to move has increased significantly. And this is a basic characteristic of the third “emigration wave”.

The quality and identity of those who move has changed. While we were moving away from the identity of the labour immigrant (as during the first and second emigration wave) we moved towards immigrant by choice. The educational level of movers is higher and the qualifications are much more. People with very high qualification and skills choose to look for opportunities abroad, in order to maintain (or even increase) the level of income they had in Greece previously to the financial crisis. These people, in general highly paid professional, have confidence in themselves and their capacities and they choose to look for career opportunities in other countries.

According to research on Greek citizens who left the country from January 2007 onwards²¹, 89% hold a higher education degree. Business and economics majors, engineers, computer and IT specialists and social scientists formed the largest groups. 53.7% had completed post-graduate studies and 14.5% held PhD titles. There is little doubt that the financial crisis had a strong impact on outgoing high skilled migration.

According to the same research data, the choice of destination country was guided by employment offers or study opportunities and an overall assessment

²⁰Cavounidis, Jennifer (2016), *The Emigration of Greeks and Diaspora Engagement Policies for Economic Development*, Athens: Centre for Planning and Economic Research (KEPE)

²¹Triantafyllidou Anna (2014) *Migration in Greece 'Migration in Greece. Recent Developments in 2014'. Report prepared for the OECD Network of International Migration Experts, Paris, 6-8 October 2014, available at: http://www.eliamep.gr/wp-content/uploads/2014/10/Migration-in-GreeceRecent-Developments-2014_2.pdf*

of the quality of life (including respect for the citizen, security and a good health and education system) in that particular country on the part of the migrant.

The fact that UK and Germany are the main countries of destination selected by Greeks who choose to move is confirmed by more research evidence²². A research with a sample composed by 2,750 persons, Greeks emigrants of first generation with a university degree who have lived abroad at least for one year and have been employed as full time employees, shows that UK (31.7%) and USA (28.7%) consist the main destinations, followed by Germany (6.5%), Switzerland (5.4%), France (4.4%), Belgium (4.3%), Canada (3.3%), the Netherlands (2.6%), Italy (2.3%) and Spain (2.1%). Another feature relevant to free movement is that Greeks who study abroad choose not to return to Greece after obtaining their degree²³.

According to a research by Endeavor Greece (2015) more than 200,000 Greeks, most of them under 35 years of age, since the beginning of the crisis left the country and work abroad. People who leave usually have multiple degrees, master and PhD, and they find employment on the subject of their studies and their interests: 73% have a master degree, 51% a PhD and 41% holds a degree from one of the 100 best universities in the world. Most of them seek employment in the EU (71%), with Germany and United Kingdom to absorb more of 50% of them²⁴.

Because most of Greeks who choose to settle for work outside the country, in recent years, are highly educated, the phenomenon is mentioned as “brain drain”, drain of the “best minds” of the country.

Until the end of the 1980’s most Greeks who were moving had at the most only high school diploma and during 1990’s the majority were secondary education graduates. By the early 2000’s the reversal is complete, as nearly 75% of those deciding to seek a better future abroad are at least graduates of tertiary education and about 20% are secondary education graduates or graduates of a technical (non university level) school and less than 5% are only high school graduates²⁵.

The numbers indicate clear trends: Of the total estimated 185,388 Greek university graduates who moved from 1990’s to date, 139,041 left from 2010 onwards. Although unemployed constituted a very small percentage of those who moved before the financial crisis broke out, in recent years nearly 50% of Greek movers –from 2010 onwards- were unemployed. The majority of Greek

²²Labrianidis L.(2011), *Επενδύοντας στη φυγή – Η διαρροή επιστημόνων από την Ελλάδα την εποχή της παγκοσμιοποίησης*, Αθήνα: Κριτική

²³Labrianidis L.(2011), *Επενδύοντας στη φυγή – Η διαρροή επιστημόνων από την Ελλάδα την εποχή της παγκοσμιοποίησης*, Αθήνα: Κριτική

²⁴ Endeavor Greece (2015), *Creating employment for the youth (Δημιουργώντας θέσεις εργασίας για τους νέους)*, available at: http://endeavor.org.gr/wp-content/uploads/2015/07/END_GR_F.pdf

²⁵Labrianidis L., Pratsinakis, M. (2015) *Outward migration from Greece during the crisis*, available at: http://www.lse.ac.uk/europeanInstitute/research/hellenicObservatory/CMS%20pdf/Research/NBG_2014_-_Research_Call/LOIS%20LAMBRIANIDIS_Outward%20migration%20from%20Greece%20during%20the%20crisis%20.pdf

emigrants find the employment they want in a relatively short time. 81% manages to do so within the first six months. Up to 2009 most emigrants were under 30 years of age and without commitments (e.g. Family of their own). The peak of this phenomenon was during the '70s when the relative percentage reached 95%. Since 2000 and onwards the proportion of those older than 30 years of age who moved despite their obligations in Greece has increased. During the period from 2010-2015, 54% of those who moved were below 30 years of age and 46% over that age. Figure which denotes a drain as a solution to the impasse that many Greeks experience in their own country. Indeed it's clear that following the economic crisis, unemployed who chose to move abroad consist more than 50% of the total number of people who choose to move in contrast to the situation before 2010²⁶. Also, during the years of the crisis, not only "young people" but also people aged 40 or above decided to move with their families and seek for better career and life opportunities abroad. As shown by researches, the percentage of movers over 35 years is 21% and, 12% of movers are aged 40-49 which is unique in the migratory experience of Greece²⁷.

The case of Greek doctors

A group that has been particularly mobile are Greek doctors. According to data from the Athens Medical Association the rate of outgoing doctors has doubled: while in 2007 243 unspecialised and 292 specialised doctors requested a certificate of withdrawal from the Association in order to move to another country, in 2012, this was the case for 642 unspecialised doctors and 1,166 specialised doctors.

It is worth mentioning, that in Greece the physician to population ratio is the highest in OECD countries as 6.1 doctors correspond to 1,000 residents (reference period: 2012) compared to an OECD average of 3.2²⁸.

According to OECD Greece has a significant increase in the numbers of doctors moving to another European country, mostly to Germany and the UK, followed by Sweden. Specifically, according to OECD²⁹, doctors of Greek nationality who were registered in medical records of Germany, the UK and Sweden between 2008 and 2012 are listed in the following table 4:

²⁶Labrianidis L., Pratsinakis, M. (2015) Outward migration from Greece during the crisis, available at:
[http://www.lse.ac.uk/europeanInstitute/research/hellenicObservatory/CMS%20pdf/Research/NBG 2014 - Research Call/LOIS%20LAMBRIANIDIS Outward%20migration%20from%20Greece%20during%20the%20crisis%20.pdf](http://www.lse.ac.uk/europeanInstitute/research/hellenicObservatory/CMS%20pdf/Research/NBG%202014%20-%20Research%20Call/LOIS%20LAMBRIANIDIS%20Outward%20migration%20from%20Greece%20during%20the%20crisis%20.pdf)

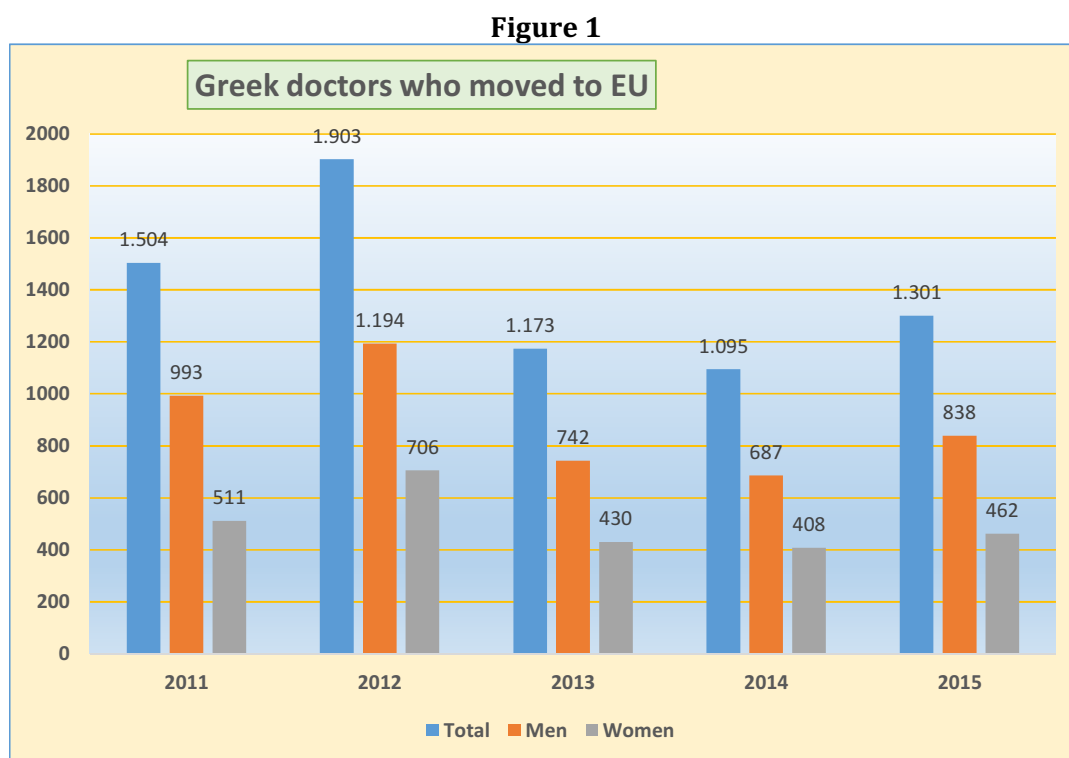
²⁷Labrianidis L., Pratsinakis, M. (2015) Outward migration from Greece during the crisis, available at:
[http://www.lse.ac.uk/europeanInstitute/research/hellenicObservatory/CMS%20pdf/Research/NBG 2014 - Research Call/LOIS%20LAMBRIANIDIS Outward%20migration%20from%20Greece%20during%20the%20crisis%20.pdf](http://www.lse.ac.uk/europeanInstitute/research/hellenicObservatory/CMS%20pdf/Research/NBG%202014%20-%20Research%20Call/LOIS%20LAMBRIANIDIS%20Outward%20migration%20from%20Greece%20during%20the%20crisis%20.pdf)

²⁸ OECD (2015), International Migration Outlook 2015, OECD Publishing, Paris.

²⁹ OECD (2015), International Migration Outlook 2015, OECD Publishing, Paris.

Country	Year – Registered doctors	Year – Registered doctors	Year – Registered doctors	Year – Registered doctors	Year – Registered doctors
	2008	2009	2010	2011	2012
Germany	1708	1863	2016	2224	2556
UK	537	609	632	667	839
Sweden	287	354	380	421	-

According to data from the Medical Association of Athens, the largest in the country counting approximately 25,000 registered members, 6,971 medical doctors have moved to EU member states from 2011-2015. 4,454 were male and 2,517 were female (Figure 1).



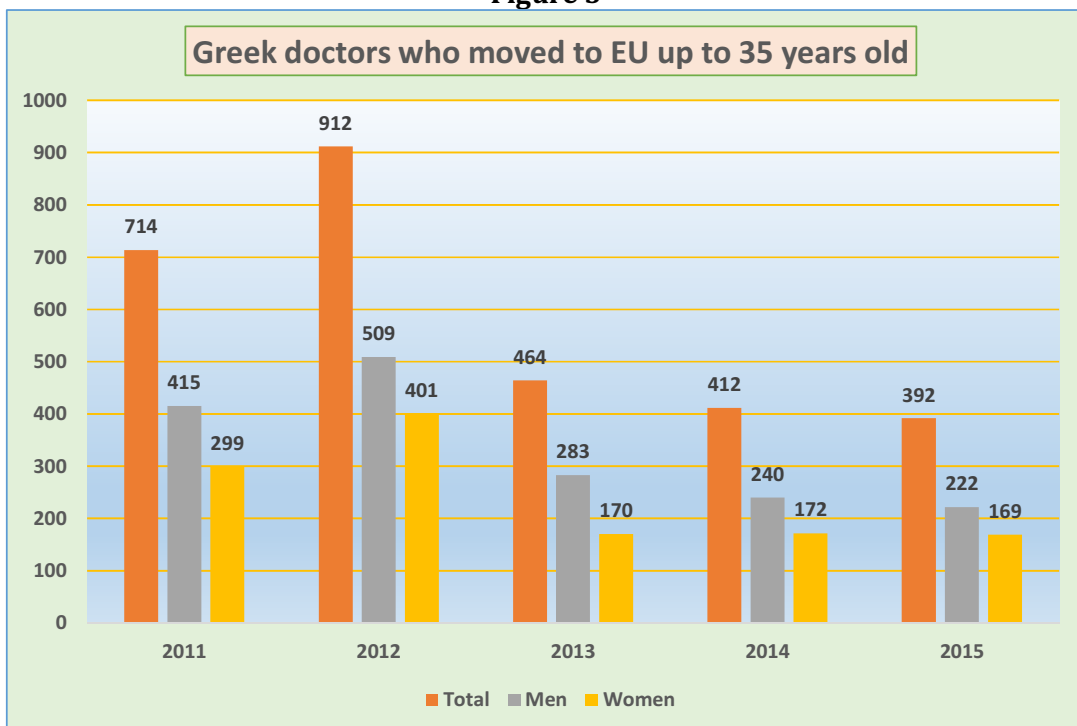
From the doctors registered at the Athens Medical Association who moved to EU countries, 2,894 were up to 35 years of age (Figure 2).

Figure 2



From the young doctors aged up to 35 years, 1,669 were male and 1,225 were female (Figure 3).

Figure 3



A.4. EU citizens residing in Greece

Although Greece is mainly a sending country, it is also a destination country for other Europeans. According to the 2011 national census data, in Greece there were 713,000 third country nationals and 199,000 EU citizens.

The largest groups resident in Greece were Albanians (480,000 citizens), Bulgarians (75,000), Romanians (46,000), Pakistanis (34,000), Georgians (27,000), Ukrainians (17,000) and Poles (14,000). According to the census of 2011 European citizens who constitute permanent population of Greece amounted to 1.8% of the total population, while citizens from other countries (outside the EU) amounted to 6.5% of the total population³⁰.

Concerning the non-nationals who are part of the economically active population, according to OEDC³¹ and to figures based on labour force survey for 2011, which includes EU citizens, Albanians is the largest group of foreigners in Greece, followed by Bulgarians and Romanians. Also around 15.000 citizens of the UK and an equal amount of citizens of Poland is recorded.

A.5. Interim findings

The economic crisis resulted in a sharp increase in unemployment rates and to an unprecedented shortage of employment opportunities for young people that clearly reinforced the movement of young people to other EU countries. More than 200,000 Greeks left Greece in recent years and the majority remains abroad and is economically active there.

With regard to the profile of free movers, EU countries seem to be the choice of 80% of Greeks who decide to move, especially Germany and the UK. The majority of free movers are university graduates who are highly skilled, including professionals like doctors and medical professionals.

³⁰Hellenic Statistical Authority

³¹ OECD (2015), International Migration Outlook 2015, OECD Publishing, Paris

Part B: Policies and legislation

Part B of the report describes the provisions in Greek law relevant to the right of free movement of EU citizens and also presents the competent authorities and the policies implemented in the country.

B.1. Legislation implementing Directive 2004/38/EC

Directive 2004/38/EC of 29 April was transposed in the Greek legal order by Presidential Decree 106/2007³² titled “Free movement and residence in Greek territory of citizens of the European Union and their family members” (Official Journal A/135/2007-06-21 as amended by article 42 of the law 4071/2012 (OJ 85 A’).

The Decree regulates the conditions concerning the exercise of the right of citizens of the European Union and their family members to move and reside freely within the Greek territory, their right of permanent residence, the limits placed on these rights on grounds of public policy, public security and public health (art. 1). It applies to all Union citizens and their family members, regardless of nationality, and to EEA and Switzerland citizens who move or reside to Greece and do not have Greek nationality. The Decree came into force on June 21st, 2007.

The right to free movement and residence applies for all the Union citizens who move to or reside in Greece and their family members who accompany or join them (art. 1 par. 1)³³. The term “family members” includes the spouse, the children under the age of 21 or older in case they are dependent and the dependent parents of the spouses regardless of nationality (art. 2 par. 2). Further, the Greek authorities examine and facilitate the entry or residence of any other family member, irrespective of nationality, who in the country of origin is dependent on members of the household of the Union citizen having the primary right of residence or where serious health grounds strictly require the personal care of the family member by the Union citizen. This provision applies to the partner with whom the Union citizen has a durable relationship (outside the context of marriage), duly attested (art. 3 par. 2). Any denial of entry or residence requires extensive examination of personal circumstances and justification (art. 3 par.3).

The necessary documents of proof include the identity card or valid passport for the Union citizens and valid passport for family members who are not nationals of a European Union member state. Family members who are not nationals of a Member State are only required to have an entry visa in accordance with Regulation (EC) No 539/2001 or, where appropriate, with national law. When an entry visa is required, is provided every facility and such visas shall be issued free of charge as soon as possible and on the basis of an accelerated procedure (art. 5 par. 1). No secondary legislation has been issued to specify what constitutes a facility.

³² Greece, Presidential Decree 106/2007 «Free movement and residence in Greek territory of citizens of the European Union and their family members» O.G. A/135; 21/06/2007, as amended by article 42 of the Law 4071/2012 (O.G. 85 A’).

³³ Par.1 replaced by par.2 of article 42, law N.4071/2012 (OJ A’ 85/11.04.2012).

Union citizens and their family members have the right of residence in the territory of Greece without any conditions or formalities for a period up to three months provided they hold a valid identity card or passport. This period is automatically extended for another three months in case the “movers” are seeking employment (art. 6. Par. 1³⁴). The three-month right of residence applies also to family members who are not nationals of a Member State but accompany or join the Union citizen and possess a valid passport (art. 6. Par.2). In any case, it is a prerequisite that they do not constitute an unreasonable burden for the social assistance system (art. 6 par. 3).

All Union citizens have the right of residence in Greece for a period longer than three months provided they are employed or self-employed in Greece; they have sufficient resources for themselves and their family members and health insurance; they are enrolled at an officially accredited private or public educational establishment provided that they possess sufficient financial resources for themselves and their family members not to become a burden on the social assistance system of Greece (art. 7 par. 1).

However, if someone loses his/her occupation, they do not lose their right, provided they are temporarily unable to work as a result of an illness or accident; he/she is duly recorded involuntarily unemployed after having been employed for more than one year and has registered as a job-seeker with the relevant employment office; he/she is duly recorded involuntary unemployment after completing a fixed term employment contract of less than a year or having become involuntary unemployed during the first twelve months and has registered as a job-seeker with the relevant employment office (in this case, the status of worker is retained for no less than six months); he/she embarks on vocational training related to the previous employment (art. 7 par.3).

In Greece, for Union citizens who stay in the country for a period longer than three months a registration certificate is required (art. 8 par. 1). The competent authority for registration is the police department responsible for aliens of the place of residence of the EU citizen. The Union citizens have the obligation to appear before competent police departments in person after the expiration of the three months period.

The documents necessary for the issuance of a registration certificate include: copy of a valid identity card or passport; a confirmation of engagement from the employer or other certificate of employment or proof that they are self-employed persons. In case of not employed outside the copy of a valid identity card or passport the necessary documents are: proof that they have sufficient resources and health insurance for themselves and their family members and that they do not pose a burden on the social assistance system of Greece or proof of enrolment at an accredited educational establishment and of comprehensive sickness insurance cover and a declaration that they have sufficient resources (art. 8 par. 2). The declaration does not have to indicate the specific amount of resources. However, for their calculation both the personal situation of the

³⁴Paragraph 1 has been replaced with par. 3 of art. 42, law 4071/2012 (OJ A' 85/11.04.2012).

person concerned and the size of the minimum pension in Greece are taken into account (art. 8 par.3³⁵).

For the registration certificate to be issued for family members of Union citizens, who are themselves Union citizens the necessary documents are: copy of a valid identity card or passport; a document attesting the existence of a family relationship or of a registered partnership; the registration certificate of the Union citizen whom they accompany or join; exact copy of birth certificate of the children of the Union citizen or his/her partner or spouse or corresponding age certificate for children older than 21 years; concerning the ascendants or other members of the household of the Union citizen document issued by the relevant authority in the country of origin or country from which they are arriving certifying that they are dependents or proof of the existence of serious health grounds which strictly require the personal care of the family member by the Union citizen; proof of the existence of a durable relationship with the Union citizen, in cases a marriage doesn't exist (art 8 par.4).

Union citizens acquire a permanent right of residence in Greece after a five years period. As stated in the article 16 of the Presidential Decree 106/2007 *after the verification of the length of stay of Union citizens who are beneficiaries of a permanent residence, on presentation of the registration certificate, the police authorities of the place of residence responsible for handling issues of aliens, upon application in person, issue as soon as possible a document certifying the permanent residence.* No specific deadline of period of time within which the relevant requests need to be examined and processed are explicitly set in Greek legislation.

B.2. Other relevant legislation

Right to employment – Recognition of professional qualifications

Every EU citizen has the right to employment in Greece without formalities and requirements. The right of free movement and residence in Greece applies to employed and self-employed persons under the provisions of Presidential Decree 106/2007, while the three month stay in the country without formalities applies also to Union citizens who seek employment in Greece. After the period of three months everyone is required to register by contacting the competent authorities. However, Greek legislation includes no specific provisions for EU citizens who seek employment in Greece and have not found a job after three months.

According to article 22 par. 2 of Presidential Decree 106/2007 the deportation of an EU citizen or any family member (irrespective of nationality) who has the right of permanent residence in the Greek territory, can be ordered only for serious reasons of public order or public security. Paragraph 4 of the same article provides that that the recourse to the social assistance system does not automatically entail a deportation measure.

³⁵Par. 3 has been replaced with par.7 of art. 4, law.4071/2012 (OJ A' 85/11.04.2012).

Presidential Decree 38/2010 transposed in the Greek legal order the Directive 2005/36/EC on the recognition of professional qualifications. Under its provisions, any EU citizen who has acquired professional qualifications in any Member State may exercise a regulated profession in Greece, and his/her professional qualifications be recognized, on either a self-employed or employed basis, including liberal professions (art. 2 par. 1).

The recognition of professional qualifications allows the beneficiary to gain access to the same profession in Greece as that for which he is qualified in the home Member State and to pursue it in Greece under the same conditions as its nationals (art. 4 par.1).

The recognition of professional equivalence of a formal higher education title, obtained in a Member State to that awarded by the national education system, give the beneficiary the opportunity to gain access in Greece in order to practice a particular economic activity on an employed or a self-employed basis on the same terms and conditions as the holders of comparable diplomas awarded in the framework of national education system, except when higher academic qualifications are required and in particular for University professors, researchers and specialized research personnel (art. 4 par. 3).

In Greece, competent authority for receiving the relevant applications and for issuing decisions of recognition of professional qualifications and professional equivalence of higher education diplomas is the Professional Qualification Recognition Council (*Συμβούλιο Αναγνώρισεως Επαγγελματικών Προσόντων - Σ.Α.Ε.Π.*) (art. 54 par.1).

Regulated profession, within the context for the particular legislative framework applies to: a professional activity or group of professional activities, access to which, the pursuit of which, or one of the modes of pursuit of which is subject, directly or indirectly, by virtue of legislative, regulatory or administrative provisions to the possession of specific professional qualifications; in particular, the use of a professional title limited by legislative, regulatory or administrative provisions to holders of a given professional qualification shall constitute a mode of pursuit. Professions namely as doctor, dentist, therapist/nurse, midwife, physiotherapist, pharmacist, architect etc. (art. 3 par.1).

By law 3304/2005 “Application of the principle of equal treatment irrespective of racial or ethnic origin, religion or belief, disability, age or sexual orientation” has been transported in the Greek legislation the Directives 2000/43/EC of 29 June 2000 and 2000/78/EC of 27 November 2000 to ensure the application of equal treatment in employment and occupation.

In general, the Greek legislation does not place any restrictions on access to employment for European Union citizens. An exception however is the exercise of a public function, as according to art. 4 par.4 of the Greek Constitution, only Greek citizens shall be eligible to all public functions, subject to the exceptions provided by special laws.

Besides, according to art. 39 of the EC Treaty freedom of movement for workers within the Community is enshrined, however an exception is provided with regard to employment in the public service (par. 4).

The European Court ruled³⁶that the exclusion of employment in public service only applies when through these posts public power is exercised directly or indirectly and there is interference and functions aimed to protect the general interests of the State or other public authorities. Such posts conferred only to national of the State as their assignment presupposes the existence of a particular relationship of solidarity between the employee and the State which establishes a framework of obligations and rights based on the principle of reciprocity.

According to the Civil Service Code (art.4, para.1)civil servants can only be Greek citizens. Union citizens may be appointed to posts which do not fall with the exception of par. 4 art. 45 of the Treaty on the Functioning of the European Union, according to the provisions of special law (art. 4). The knowledge of Greek language is an essential qualification in order someone to occupy a civil service position.

B.3. Competent Authorities

The **Greek Police** is responsible for issues related to the free movement of EU citizens and members of their families who are Union citizens. The Aliens' Departments in the regions of Attiki and Thessaloniki and Security Subdivisions, Security Departments and Police Departments which handle affairs of foreigners in the rest of Greece are responsible for:

- Registration Certificate for paid employment – freedom to provide services
- Registration Certificate to undertake paid activity
- Registration Certificate for Union citizens family members who are also Union citizens
- Registration Certificate for study purposes
- Registration Certificate other reasons
- Certification of permanent residence

General Secretariat for Youth

The General Secretariat for Youth was established in 1982 as a governmental body whose main objectives are configuration, monitoring and coordination of governmental policy for young citizens and their connection with society and its institutions. In the last years the General Secretariat was merged with the General Secretariat of Lifelong Learning (<http://www.gsae.edu.gr/el/>) under the supervision of the Ministry of Education.

Manpower Employment Organization (OAED)

The **Manpower Employment Organization** is the competent body for the promotion of employment, unemployment insurance and social protection of maternity and family, vocational education and training.

Youth Information Centers

³⁶Case 149/79 Committee v Belgium

Youth Information Centers operate under the responsibility of local authorities in each prefecture. Their main goal is to promote contact of young people with the new information and communication technologies. They also organize joint activities and events. The Centers provide information on European programs for young people and offer access to information material.

European Employment Services - EURES

Greece participates in the EURES network (European Employment Services). The Manpower Employment Organization is the competent authority. There are 44 EURES points in Greece, operating in 28 cities.

EURES advisers have knowledge of the job market and their mandate is to help those seeking work in European Union or wishing to recruit. Also, exist an assistant advisers network which supports the work of EURES advisers and contributes to the provision of services information.

B.4. Policies / programmes addressed to young people

No specific policies and programmes relating to young people and especially to European young were recorded. The National Strategy for the Integration of Third Country Nationals (23/04/2013) refers exclusively to legally resident migrants from third countries rather than EU citizens.

Regarding programmes on employment and entrepreneurship, operating either by the General Secretariat for Youth or mainly by the Manpower Organisation, these are addressed to the persons that fulfil entitlement criteria, without discrimination on the grounds of nationality.

B.5. Interim findings

In terms of legislation, the right to free movement is fully applicable to Greece. Directive 2004/38/EC of 29 April was transposed in the Greek legal order by Presidential Decree 106/2007 "Free movement and residence in Greek territory of citizens of the European Union and their family members".

The Decree regulates the conditions for the exercise of the right of citizens of the European Union and their family members to move and reside freely within the Greek territory, and applies to all EU citizens and their family members, regardless of nationality, and to EEA and Switzerland citizens who move or reside to Greece and they don't have the Greek nationality.

No incompatibilities are identified at legislative level. However no concrete measures and policies are recorded to support or encourage the mobility of young Europeans.

Part C: Experiences of young people on free movement

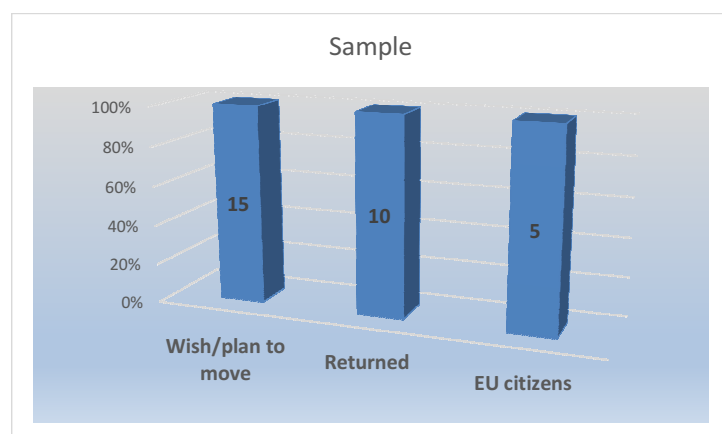
This section presents the experiences of young people when moving freely within the EU and the views of representatives of competent authorities.

C.1. Sample and method

The personal experiences of young people were collected through personal interviews, based on the interview guide developed by the project. The field research was conducted from May to September 2016. Interviewees were recruited through the personal and professional network of the researchers, a public invitation to participate in the research published on the website of the CECL, Facebook and social media groups, and calls for expression of interest circulated through mailing lists. Additionally, “snowball” techniques were used by asking interviewees to suggest other participants who met the eligibility criteria and were willing to participate in the research.

In total, 30 interviews were conducted with young people aged 25-35. The sample was composed of 15 Greek nationals who plan or wish to move, 10 Greek nationals who moved in the past and returned to Greece and 5 European Union citizens who currently live in Greece.

Figure 4

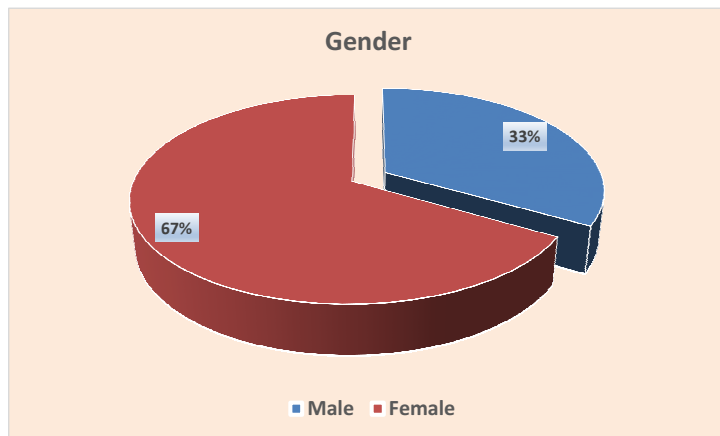


20 interviews were conducted face to face and 10 interviews were conducted through telephone, because interviewees resided outside Athens (5 of them) or were out of the city during the time of the interview or did not have time for a face to face interview. 27 interviews were recorded and transcribed. All data is anonymized.

Gender

The majority of participants 67% (20 respondents) were female and 33% (10) were male.

Figure 5



Family situation

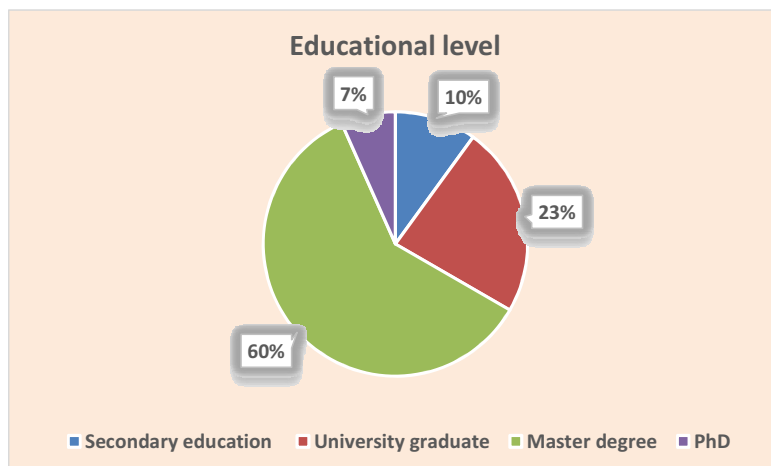
7 respondents were married, co-habiting or in civil partnership; 6 had dependent members and 23 were single. Within respondents who plan to move, 4 (out of 15) were married with children and 11 were not. Within respondents who returned to Greece 8 (out of 10) were not married, and 2 were. From the EU citizens who live in Greece 1 was married and 4 were not.

Education

The majority of respondents were higher education graduates. In a total of 30 respondents, 3 were secondary school graduates, 7 were university graduates, 18 held postgraduate degrees and 2 held PhD degrees.

In specific, within the sub-group of respondents who plan to move 4 were holders of a university degree, 9 of a postgraduate degree and 2 had concluded secondary education. Within the sub-group of those who returned to Greece, 1 respondent was a secondary school graduate, 1 was university graduate, 6 held post graduate degrees and 2 held PhD degrees. Within the sub-group of EU nationals who live in Greece, 2 had a university degree and 3 held postgraduate degrees.

Figure 6



Employment situation

With regard to the employment situation of the respondents, the majority of respondents were employed or self-employed. Within the sub-group of those planning to move 8 respondents were self-employed, 5 were employed (1 in the public sector) either permanently or part time (2). Within the sub-group of those that returned to Greece, 5 were self-employed, 4 were employed (1 in academia) and 1 was unemployed. With regard to the EU citizens who live in Greece 1 respondent was unemployed, 2 were working in the private sector and 2 were self-employed.

C.2. Greeks who wish/plan to move

In the framework of the project, 15 interviews were conducted with Greek citizens who wish or plan to move to another European country.

C.2.1. Previous experience and information about free movement

Overall, respondents felt well informed about the right to free movement and considered themselves in possession of sufficient information on the issue. All of them claimed to be aware of their right to move freely within the EU, including the possibility to work and reside in any member state without restriction. They shared the belief that this opportunity offers to them *more perspective and options* (AGR 12, female, 34, GR).

However at least ten of them were familiar with the general aspects of the right to free movement and not the specific requirements and administrative procedures that apply.

I know that I can travel without a passport... But I haven't really put myself in the process to learn more... if this right means something else.... Actually, I don't know what else I need to know... (AGR 13, female, 35, GR)

I know that now we can move to other countries easily... Concerning employment, I don't know... I think that there must be some procedural issues... (AGR6, female, 25, GR)

All respondents mentioned that they would appreciate more detailed and specific information on certain issues.

In total, 15 respondents planned or wished to move abroad. Most of the respondents had previous experiences of free movement. Namely, 10 out of 15 had previous experiences of free movement through studies, mobility opportunities or training seminars. In specific, 4 respondents had obtained a Master Degree from a University in another EU country, 4 had participated in Erasmus mobility programmes in the course of their studies and 2 had attended training seminars in other European countries.

C.2.2. Drivers

For the majority of respondents (13 out of 15) employment opportunities were the main reason for planning or considering to move. Most of the respondents (13 out of 15) mentioned that job opportunities, better job and career opportunities relevant to their qualifications and higher wages were the main factor that motivated them to leave Greece. Participants referred to the limited opportunities to find stable jobs now and in the close future, the negative perspectives and the limited opportunities to evolve professionally (especially in professions related to IT, communications, marketing and digital marketing, international studies and political sciences, human rights, consultancy etc.) in comparison to other countries.

In two cases where employment was not the main reason for moving, family was. One respondent (*A GR12, female, 34, GR*) was preparing to move together with two minor children to reunify with her husband who had been working abroad for two years and this despite the fact that she had a stable job in Greece. For the second respondent, who was single, the main reason for moving was to be together with her partner. As mentioned, the partners had agreed that if one of them found employment abroad the second one would follow and seek job opportunities there (*A GR6, female, 25, GR*). In these two cases where employment was not the main reason for wanting to move, it was still an important factor.

Although employment appeared to be the main driver behind free movement, it was not unconditional. Several respondents (9) mentioned that they would not choose to leave the country in order to do something they are not familiar with or any job. As one respondent (who now works part time at a cafeteria while searching for employment in the field of international studies) mentioned how challenging it is to find an interesting job in Greece. A job related to her interests would be a motive for movement, while moving in order to work as a waitress or in a low paid job would not be sufficient (*A GR7, female, 25, GR*).

Almost half of the respondents (8) wanted to move in order to improve their employment prospects, their CV and acquire professional experience that would improve future opportunities. In this respect moving was not always a result of the crisis but was linked to the need to acquire *specialised professional experience* (*A GR1, female, 29, GR*) or *better opportunities and prospects for professional evolution* (*A GR24, male, 32, GR*). One respondent who feels demotivated in his current employment without opportunities to be productive and without prospect, experienced this as a dead-end situation. He mentioned *"I have come to a point where you say now I either move forward or I have zero at everything..."* (*A GR21, male, 35, GR*).

The majority of respondents mentioned that they would not move without having found employment or, in case of couples or partnerships, if at least one had not found employment (*A GR13, female, 35, GR*).

Education was often seen as a "transitional" solution for potential movers, especially those who had not found employment. Several participants referred to their intention to pursue further education abroad in order to ensure they have better future employment prospects or in order to deepen their knowledge and skills. One respondent mentioned that he started looking for opportunities for doctoral studies, as this would allow time to make his programme (*A GR15, male,*

29, GR) while others considered postgraduate studies as a first step towards moving (A GR26, female, 29, GR).

More than half of the respondents (9) explicitly mentioned the financial crisis as a more or less important push factor. One respondent mentioned that if it were not for the financial crisis and the extreme difficulties in professional life she and her husband would never consider leaving the country (A GR13, female, 35, GR). She works as an English teacher at an English language school, her husband owns a tavern and they have two minor children. The main family income is from the tavern but the revenues are significantly reduced while taxes and contributions to the social security funds are increasing, as she recounted.

Another respondent mentioned that the deterioration of the family standard of living reversed the choices of the family and led them to follow the family member who was already working abroad (AGR12, female, 34, GR). Another respondent highlighted the impact of the crisis on the depreciation of effort and professions. In his words:

"It is not so much the financial aspects of the crisis as with regard to professional depreciation... of the work you are trying to do. Our whole profession is depreciated, so you have to look in order to see how to make use of what you know and what you can do in other areas... You reach a point where you want to capitalize what you have done and have some recognition and instead of this you get the opposite... not just the financial... also the moral part is very important (AGR21, male, 35, GR).

Other drivers for movement included the need to experiment, gain new experiences and live in different environments (AGR1, female, 29, GR) and the need to improve living standards, especially when children were involved. In the words of one respondent "... I am doubtful whether my children will get what they want by staying in the country the way that things evolve in the social and political domain...» (AGR21, male, 35, GR).

However, quality of life was mentioned as both a push and pull factor that would lead some respondents to return, if things did not evolve as expected. One respondent mentioned that she would not move only in order to gain enough to pay expenses and have no life (AGR6, female, 25, GR). Another respondent mentioned that if they cannot have a good life they would rather return (A GR13, female, 35, GR).

C.2.2.1. Expectations

The main expectation of respondents was to find a job, have a better salary and financial security. The wish to feel satisfied with their job, to feel productive and to have their skills and work acknowledged were also mentioned. In their majority, respondents felt that better job opportunities would offer them better prospects to improve their quality of life.

C.2.2.2. Choice of destination country

Although most respondents were open to the perspective of moving to any European country, the most popular destination countries were the UK and

Mediterranean countries³⁷. The choice of the UK as a favourite destination was due to the language, while in the case of the Mediterranean countries the main pondering factor was the climate and the similarity in lifestyle and culture. Several respondents mentioned that the climate was important (*A GR5, male, 27, GR*) as well as proximity in life styles (*AGR6, Female, 25, GR*).

Among the destination countries mentioned by respondents were Germany and Belgium. Several respondents mentioned that they wouldn't consider moving to northern and Scandinavian countries, because of the weather but also because of the perception they have about the way of life and the mentality of people. As one respondent said *"I do not think I could live in northern countries... the weather and the lack of sunshine are more important factors than one that has never lived abroad would imagine (Male, 29, GR)*. Another respondent noted that *"it is not only because of the cold, but I feel I would not fit in the way of life (A GR6, female, 25, GR)*.

About half of the respondents mentioned that they would move to any country provided they could find a job. A small number of respondents (4) referred to the existence of a support network of relatives or friends that plays an important role in their choice of destination country. As one respondent said, *«I do not know if I would go somewhere where I know no one, where there is no base... I did it in the past and it is very tiring ...» (A GR19, female, 35, GR)*.

C.2.3. Barriers

Finding accommodation was commonly mentioned as a difficulty. Many expressed concern about the rent and the choice of a place in the right area to move in. Another related concern was that landlords who rented accommodation at "reasonable" prices might be selective as to the choice of tenants.

Almost all of the respondents mentioned that they would try to find a place to stay before moving and would conduct research through the internet. Also, almost all of the interviewees said that someone they know would probably host them during the initial period. As was clear through the interviews, all respondents had friends who lived abroad.

For several participants language was a barrier, but not an insurmountable one. Seven interviewees mentioned that language is a factor that guides them to look for opportunities in specific countries, and not in those whose language they are not fluent in. Language is clearly a factor that affects the choice of destination but is not deterring. As one respondent mentioned *"I would prefer a country where, at least initially, I could use a language I am familiar with... because if you do not know the language, things are even more difficult (AGR6, female, 25, GR)*. However, most respondents affirmed that they would not mind learning a new language, provided they had a satisfactory job. As one respondent mentioned *"you can learn the language if you want to achieve something" (AGR5, male, 27, GR)*.

Cultural differences, adaptation to living conditions and socialisation aren't perceived as barriers, as most of the participants did not seem particularly anxious about them. According to one respondent such barriers are temporary

³⁷It is worth noting that most of the interviews conducted before the UK Brexit Referendum.

and especially in the initial period until one settles in a new job and a new neighbourhood etc. (AGR24, male, 32, GR).

Information on paperwork or cooperation with authorities was not perceived as a barrier either. Most respondents expressed their worries but all of them were confident that they would be able to identify all information by navigating the internet or through friends in the destination country. The same applied to factors such as cost and conditions of living, finding friends, or collecting information about bureaucracy, welfare and healthcare system etc.

The interviews pointed in the direction that once someone has decided to move few obstacles can make them change their decision. An additional mitigating factor was the fact that most respondents had prior experiences in living abroad, especially in the course of their studies. Further, respondents were not afraid of feeling discriminated, although their previous experiences show that in some cases stereotypes about Greek people exist and especially after the economic crisis. Several respondents referred to the negative image that people have about Greeks. One respondent mentioned that she was constantly reminded not to be late, while she was asked whether she has any money (AGR7, female, 25, GR). Another respondent noted the difference between her previous experience in moving and a more recent one. In her words *“the first time I went to the country they heard I was Greek and threw a party... the second time, after the crisis has started, they treated me as if I was a burden... (AGR19, female, 35, GR).*

C.2.3.1. Challenges when planning to move

Referring to the challenges faced when preparing to move, the majority of respondents referred to the need to learn as much as possible about the new country of residence. The main sources of information were the internet and friends or acquaintances who already lived in the country of destination, or people from their social environment with similar experiences.

Family and friends were not a factor that would dissuade them from moving, as all respondents mentioned. Indeed, several participants mentioned that their parents support their decision to move in order for them to have a better future. However, one respondent who was ready to move with her minor children said that it was difficult to make them accept this decision. She mentioned *“it is very difficult to convince the children that we need to leave our home for another country, that they cannot see their grandparents every day, that they cannot see their friends, that they will have to speak another language“ (AGR12, female, 34, GR).*

Some interviewees said they will try to prepare themselves and sort out the necessary paperwork, looking for information through internet, but they are not sure if they will manage to find everything before they move and that they would have with them all the necessary documents. They also mentioned that they will look for information on the way of life and the cost of living mostly through the internet.

C.2.4. Practices that promote or hinder the right to move freely

Almost all participants who had previous experience of moving as university students mentioned the Erasmus programme as the only practice they know that promotes mobility. However, with regard to moving outside the framework of a university, they had nothing to say. It is worth noting that none of the participants was aware of EURES and its role.

Addressing problems related to information, respondents mentioned the internet as the main route to accessing the necessary information. However, all mentioned that they would address potential problems by asking advice from relatives or friends who live in the destination country, or through others who have similar experiences.

C.2.5. Suggestions

The respondents who plan to move from Greece acknowledged that information on what they are expected to deal with is crucial in order to effectively exercise their right to free movement. In their experience, this was collected through personal research on the internet or through friends with relevant experience. The main recommendations and ideas expressed in the interviews evolved around the necessity to improve the quality and the accessibility of this information. In the words of one respondent *“as far as bureaucratic requirements are concerned, you must leave the country feeling sure, there must be a service that can tell you what you will need in each country ...”* (AGR6, female, 25, GR).

An important point raised concerned the provision of information on all requirements and aspects of moving. As one informant mentioned *“it would be good to have a central point of information... or to have everything one would need or would have to know for each country concentrated somewhere on the internet. Or a webpage where one could submit questions and get some answers”* (AGR13, female, 35, GR). Along the same line, another respondent suggested an internet platform with a map of EU countries where information on what is required for each country would be available (AGR17, female, 33, GR). Another suggestion related to awareness activities organized by the Ministry of Foreign Affairs or the different embassies providing information material (AGR24, male, 32, GR). Last but not least, a hotline where one could address questions and get information and advice before leaving (AGR24, male, 32, GR) was another suggestion.

C.3. Greeks who moved and returned

10 interviews were conducted with Greeks who lived and worked in another EU country and have returned to Greece.

C.3.1. Previous experience and information about free movement

In their majority (7 out of 10), the respondents had moved to another European country before working there for educational reasons, namely undergraduate studies (2 respondents), postgraduate studies (4 respondents) or doctoral studies (1 respondent).

The experiences of this sub-group originated from the UK, Germany, Italy, Austria, Cyprus, Bulgaria, and France. Nine respondents had a university degree (6 had a Master and 2 a PhD) and one was a secondary school graduate. Eight respondents were aged 30-35 and two were aged 25-29.

Greek people having exercised their right to free movement feel sufficiently informed about it. When preparing to move, the internet was the main source of information. However, as most respondents mentioned, they really found out and collected the necessary information only after having moved to another country.

C.3.2. Drivers

For this sub-group, as for Greeks who plan or wish to move, the main reason for movement was employment. All respondents mentioned that their motivation for moving to another European country was the wish to find a “proper” job. Four respondents said that they decided to move in order to work in the field of their expertise and in a job they really wanted, while another four said that they were looking to gain professional experience that would improve their career prospects. In the words of one respondent who returned from Germany, *“the work there would improve my professional experience on the specific topic and I would then be able to find better opportunities (BGR2, female, 31, GR).*

The lack of promising prospects in Greece was an important reason for accepting a job abroad. One respondent who moved to Bulgaria to work for an international NGO mentioned that if she had found something equally good and interesting in Greece, she would probably not have left *(BGR16, female, 35, GR).*

The economic crisis was not presented as the main reason for moving, but the incentive for pushing pre-existing reasons. Three respondents who found themselves unemployed in Greece started seeking their future abroad without having exhausted opportunities in Greece.

One respondent who returned from Germany said that *«in the summer of 2015 the company where I was working during the last years in Greece, due to the financial crisis and the capital controls, practically closed down its offices. My contract, due to expire at the end of August, would not be renewed. The conditions at that time were not promising with regard to finding a job, everything was frozen...» (B GR2, female, 31, GR).*

Another participant, who had moved to London explained the factors that played a role in his decision to move: «...I had a difficult time, I was at a personal shock... I was unemployed... my financial situation was tough... To be honest, I could not see any light ahead... any hope... I really couldn't figure out what I could do in Greece”(B GR25, male, 35, GR).

C.3.2.1. Destination countries

The experience of this sub-group of movers covers a broad spectrum of countries. Respondents had resided and worked in Germany (2), France (2), UK (2), Austria (2), Cyprus (2), Italy (1) and Bulgaria (1).

In most cases (8 out of ten), respondents did not select the destination country but moved where they had a job offer. Exceptions were two cases where respondents selected these countries (France and Italy) after having studied there.

This group mentioned the following factors that influenced the decision to move to a specific country: knowledge of the language (BGR 3, female, 29, GR), feeling familiar with the labour market, having friends (BGR25, male, 35, GR), reluctance to start again in an unknown country (BGR8, male, 35, GR). Only one respondent in this group left Greece for UK without having found a job prior to this movement. But even in this case, a personal network was in place. As he explained “I had two friends who invited me to come... they explained how one can find work in London ...it was the easiest solution ... I had two people who could put me up ...”(BGR25, male, 35, GR).

C.3.3. Barriers

Finding accommodation and settling were the main difficulties mentioned by respondents when moving. Respondents who moved to France (Paris), UK (London), Austria (Vienna) and Germany (Munich and Berlin) mentioned the high rent prices and the compromises they had to make. “... It is not easy to find (a house) in Munich (as you want it)... and rents were quite expensive... after being disappointed several times, I made compromises and found some place I could stay in for the start (BGR2, female, 31, GR). Another respondent described her experience in Vienna by saying “... living alone is expensive ... I wanted to be close to work at the centre so it was expensive ... I had to limit my expenses...”(BGR10, female, 29, GR).

With regard to residence, high rent prices were not the only barrier mentioned. Additional difficulties were mentioned in being considered by the owner as a reliable tenant, especially if recommendations were not available, and proving that sufficient income is available. As one respondent who returned from France explained “It is difficult to rent a house, more difficult than in Greece. You have to prove your income... Some might ask for recommendations... and in some cases their expectations are quite high, your income must be three or four times bigger than the rent ... (BGR14, male, 35, GR).

Interaction and relations with authorities in the host country received contradictory assessments, and were very different for different host countries. The experience from the authorities in the UK was overall positive for both respondents who moved to London. They praised the professionalism, the

kindness, the mentality of the officials and the multitude of services and e-services available to citizens.

Two respondents who moved to Germany mentioned as main barrier the difficulty or “the unwillingness” of German officials to communicate in English. One respondent mentioned *“I had to spend several days and with some difficulty I managed to communicate (in English) and finish my work ... It was not that the employee did not speak English, but he was unwilling to use it ...”* (BGR2, female, 31, GR). However, they both managed to overcome difficulties with the help of other colleagues. However once things were settled there was no need to go back to the authorities again (BGR11, male, 35, GR). After the initial difficulties, both respondents praised the completeness and the clarity of the information provided by German authorities.

Respondents who interacted with French authorities complained about bureaucracy, being sent back and forth, being provided with unclear and inadequate information and instructions and, in several cases, problems with documents. One respondent mentioned that French authorities would not accept a birth certificate officially translated in Greece *“but required a paid translation from their own translators”* (BGR10, female, 29, GR). The same respondent mentioned facing delays with health services. Although she initiated the process immediately after she moved to the country, five months later she still had not received the health card (BGR10, female, 29, GR). Both respondents mentioned that it is difficult to go around in France without a passport as ID card is not sufficient.

The insufficiency of identity card for interaction with the authorities was also mentioned by respondents who moved to Austria.

Language was not mentioned as an unsurmountable barrier both by those who spoke the language of the host country and by those who did not. Despite eventual difficulties, English was overall sufficient for fulfilling official or work related obligations. However, the lack of knowledge of the language was a more important barrier in relation to everyday reality and in establishing relations with locals. As one respondent who moved to Bulgaria mentioned *“the fact that I did not learn Bulgarian well was always a problem ... there were not many people there who spoke good English ... there were more (in the professional environment) who spoke French and this helped in having some company ... but the fact that I did not speak Bulgarian was a problem during my stay ... even in work meetings I needed to have an interpreter with me, I could understand but I could not express my views* (BGR16, female, 35, GR).

Living conditions, both with regard to the cost of living and daily life and interactions were mentioned as a challenge for half of the respondents. However, they mentioned that with some compromises they managed to adapt. A respondent who lived in Vienna noted how she had to reduce expenses in order to make ends meet (BGR10, female, 29, GR) while another respondent who moved to Bulgaria transferred her experience as follows: *“I lived in a small place ... there were not many people for company and social life ... in addition to the adverse weather conditions ... life was not a rose garden ... but my remuneration was good, it allowed me to have a good living standard and this was a motive to make my life easier* (BGR16, female, 35, GR).

C.3.3.1. Integration in local society

All respondents mentioned that they did not feel cut off from the communities where they lived. However, they mentioned that they did not have close interaction at social level with local people. Their social environment was mainly composed of colleagues, other movers or Greeks who lived there. The reasons for these were not due to isolation but to the fact that it was easier to liaise with others who were in the same position. As a respondent who moved to France mentioned *"...when you move to Paris, Parisians who have been there for 20 plus years already have their friends ... they have their own life ... they will not easily engage with you. They do not need to ... Initially all foreigners would hang out together ... with the French less, we had some but not particularly strong friendships.."* (BGR14, male, 35, GR).

Two respondents who lived in Germany and Austria also noted that they had very limited interactions with locals. Another respondent who returned from Germany highlighted not only the importance of the language but also of age. The mentioned that *«social life is more difficult when you do not speak the language and you leave your country at an older age and not when you are 18 as a student when you can integrate easier ... integration is not so easy* (BGR 11, male, 35, GR). Another respondent who lived in Bulgaria mentioned that the fact that she did not speak Bulgarian was *a hardly for her residence at social level*(BGR16, female, 35, GR).

C.3.3.2. Discriminatory attitudes

Concerning the attitude of host communities towards Greeks, overall the respondents did not report feeling discriminated against at personal level. However, several respondents (6 out of 10) mentioned that negative comments were addressed to them concerning Greece and Greeks in general. One respondent who returned from Germany said *"... people were formal, rigid and cold... however, I cannot say that I felt discriminated against ... although sometimes there were side looks or discontent or comments about Greece ... I consider however that these were due to the situation of the country at that period* (BGR2, female, 31, GR).

Respondents explained this behaviour in relation to the economic crisis in Greece and the "noise" concerning the country. The majority stated that stereotypes about the Greeks were reproduced, for example being noisy, not being punctual etc.

Negative experiences were more noted for respondents who resided in France. According to one of them *"...France has a sense of underlying discrimination, you understand that... you feel that because you are not French you will have to try more to prove your worth ...* (BGR14, male, 35, GR). This view was shared by another respondent who reported that *"...even if I speak very good French ... the French would not accept me ... maybe because I did not have their accent In general it is difficult to be integrated»* (BGR3, female, 29, GR). She also mentioned

discriminatory behaviour from the authorities: *“we were treated in a weird way ... with Greeks procedures were delayed, with others not so much ... (BGR3, female, 29, GR).* She also referred to the difficulties she faced when looking for housing as owners were reluctant to rent their houses to Greeks. The same difficulty was mentioned by a respondent who lived in Italy (*BGR8, male, 35, GR*).

An exception with regard to discriminatory experiences, was the respondent who lived in Bulgaria and reported a very friendly attitude and positive treatment and effort to communicate. The same positive feedback was provided by respondents who had lived in London.

C.3.3.3. Reason for moving back to Greece

The main reasons for which 8 respondents decided to return to their home country included the lack of adaptation to living conditions in the destination country (the weather, social life, way of life) and fatigue from the compromises they had to make.

A respondent who lived in Germany said that *“the truth is I had different expectations ... or different expectations from myself After six months I decided to return ... I could not adapt to the living conditions. I did not like the city, the environment, the people, I did not like anything. Maybe I was too negative. A major factor was the fact that I did not like my work environment ... however, I am sure that Germany is not for me. Even if I found a perfect job I would not live there (BGR2, female, 31, GR).* Another respondent who lived in Bulgaria mentioned that conditions were hard and that after two years she had enough (*BGR16, female, 35, GR*). The termination of the employment contract was sufficient reason for two respondents to move back to Greece without making any effort to see if they could find another job abroad. And that was due to the fact that they missed Greece and their friends and families.

Thoughts to move again

The return to Greece does not appear to be a definite choice for the respondents. 5 out of 10 interviewees who returned to Greece explicitly mentioned that they are considering moving again. They all said that this time they feel readier to face eventual problems. The main question was to find suitable employment as they consider that the conditions in Greece do not allow this.

With regard to the choice of a new destination, most respondents mentioned that employment is the main driver and they would not hesitate to go where the best offer takes them. Only one respondent mentioned that after his previous experience in London he would now choose Berlin that would allow him to combine work and specialized studies.

Two respondents mentioned that they do not want to leave Greece again. Three more respondents were negative but could not exclude the possibility of moving if things become hard in Greece.

C.3.4. Practices that promote or hinder the right to move freely

Addressing difficulties – source of information

Addressing problems related to information, respondents mentioned that they accessed the necessary information through the internet or addressed colleagues or friends to ask for help or advice including their assistance to overcome language barriers.

The establishment and existence of social networks was mentioned as the main way of assistance and support to deal with any kind of difficulties and barriers in everyday life but also in communication with authorities.

C.3.5. Suggestions

The main recommendations for effective exercise of the right to free movement evolved around the availability of information. Respondents mentioned that any problem can be overcome if one knows what they are up against in the destination country. There is a need to have comprehensive, accessible information on procedures, the cost of life or to have this information from a central information point with specialized staff. A hotline was also mentioned. It was highlighted that the information should not only be available in the national language but also at least in English.

C.4. EU citizens in Greece

5 interviews were conducted with EU citizens who reside in Greece. One of them is from Cyprus, 1 was Cypriot -Italian, one from Bulgaria, one from Romania and one from Portugal.

C.4.1. Previous experience and information about free movement

Although only 5 EU citizens were interviewed, the sample provided diverse and detailed insight of how and why EU citizens move and stay in Greece, the problems they face and how they feel in the country.

Four of the EU citizens who participated in the research had previous experience of movement. Two had studied or worked in other European countries, while three had no previous experience in moving. Of those three, two came to Greece as students (one in the framework of Erasmus programme when he met his future wife and one in the course of post graduate studies) while the third moved to Greece due to the need to leave her country.

All respondents felt well informed about their right to free movement. However, they mentioned that they really “understood” the content of their right in practice, once they had already moved and had to deal with practical issues. All of them felt “lucky” that such a right exists for Europeans. As one participant mentioned *“We Europeans, we are very lucky to have such a right... A right that gives to one more job perspectives... I had colleagues who weren't European and I have seen how much more difficult all the procedures are for them...”* (CGR30, female, 26, GR, CR/IT national).

C.4.2. Drivers

The reasons for moving to Greece differed significantly between the respondents. Two respondents chose Greece because they found employment opportunities in their areas of expertise and interest. Also, they both wanted to live and work outside their country of nationality. In the words of one respondent from Cyprus, *I always had in mind that when growing up I would leave, I took it for granted... In Cyprus I had no opportunities to work on what I wanted* (CGR29, female, 33, CR national). Another respondent reported that she initially came as a volunteer and then found a job (CGR30, female, 26, GR, CR/IT national).

For one respondent, love was the reason for moving to Greece. He met his future wife there and decided to move to Greece. He now has his family here, he works as a language teacher and he considers himself a Greek citizen. The family decided to live in Greece because for his wife “it would have been impossible to find a job relevant to her studies” in his country. At any case he stated that he *liked Greece* (CGR4, male, 35, GR, PT national).

For another respondent *“Greece was the nearest and the cheapest choice”* (CGR28, female, 35, GR, BG national) once she decided to leave her country. Her mother was living in Greece for several years and she had acquaintances here. She moved to Greece after having finished her university studies and then settled here permanently.

The fifth interviewee (*CGR20, female, 35, GR, RO national*) came to Greece for postgraduate studies. She was looking for an opportunity to leave her country and applied to a Greek and an Italian university at the same time. *"I could have landed in Italy but the answer from Greece came first"* she said, indicating how chance is always a factor.

C.4.3. Barriers

Three respondents did not speak Greek before moving. For them, language was a barrier at the beginning especially in interaction with authorities. All of them relied on help from others (Greek friends, compatriots etc.) to address this challenge. In everyday life, language wasn't a problem, as it was easy to communicate with Greeks in other languages (mainly English) and they were positive to communicate with them and help them. All respondents took language lessons and eventually learnt the Greek language.

A major issue, beyond the language barrier, was the bureaucracy, the lack of information or the incorrect or incomplete information received from officials. Most negative experiences of respondents were particularly associated to tax authorities. As one respondent said *"I had some problems to issue my VAT number ... I was asked to provide several documents that were finally not needed The officers thought I wanted to open a business, while I just wanted to issue the VAT number Even though I was together with my wife, that spoke Greek, the information was wrong...."* (*CGR4, male, 35, GR, PT national*). Another respondent reported that interaction with tax authorities and social security organisations took several months. Although she was already working she had to go back and forth for two months to settle issues (*CGR20, female, 35, GR, RO national*). Similar was the experience of a Bulgarian respondent: *I was sent from one to the other ... but these are common problems, not just for foreigners ...* (*CGR28, female, 35, GR, BG national*). Another problematic factor in the relations with the authorities was the fact that some officials were not informed about EU matters. This was noted by interviewees from Bulgaria, Romania and Portugal, who dealt with officials who were unaware whether their country was an EU member state. The respondent from Portugal mentioned that he had to address mistakes, which obliged him to go two or three times to the same office to get the paper he needed. He reports how he was mistakenly registered as Polish and how his four names were written completely wrong. However, evaluating his experience he states that none of the difficulties he faced was unsurmountable. But time and patience were required to overcome them (*CGR4, male, 35, GR, PT national*)

Finding accommodation and, generally, settling was mentioned by two respondents as a slight difficulty mainly for people who originated from Balkan countries. Both referred to the reluctance of landlords to rent their properties to foreigners from Balkan countries. However, this was not the general rule, and they finally managed to find accommodation.

Concerning employment, four respondents were satisfied with the jobs they have in Greece, mentioning that it was their choice and, in general, they have a job in a sector of their interest. The exception was an interviewee from Romania, who did not use her university degree, and had to have jobs irrelevant and inferior to her qualifications. But as she said she didn't even try to find a job on the subject

of her studies because “*it was impossible to work as a social worker without knowing the language*”.

C.4.3.1. Everyday life

EU citizens living in Greece reported positive experience from everyday life in Greece. Greek people were reported to be friendly, open and easy-going, warm and welcoming. All of them had friends and acquaintances in the country and did not feel isolated or alone. As they mentioned, maybe it took them sometime to broaden their social circle but they did not find it hard to feel integrated in the society.

With regard to discriminatory behaviours, the interviewees mentioned that they did not feel discriminated. Only two interviewees reported some isolated incidents of abuse against them mainly because they were from Bulgaria and Romania. *Sometimes they didn't call me by my name but “the Bulgarian”... (CGR28, female, 35, GR, BG national)*. Another respondent reported that often once you speak the language you are not so alien any more (*CGR20, female, 35, GR, RO national*).

Regarding their future in Greece, only one respondent said that has no intention to leave the country, because his family is there. Other three are open to new opportunities and said that if they find a suitable job in any other country, they will not hesitate to move there, but at the moment they have no intention to return to their country of origin. Only one participant, from Romania, said that she is ready to move back to her country, because she is “*tired*” and thinks that the time has come to return to her origins and try to settle her life there.

C.4.4. Practices that promote or hinder the right to move freely

All respondents in this subgroup were not aware of any practice at national level to facilitate their free movement. Regarding their everyday problems, as well as the issues they had to deal with concerning Greek authorities, they relied on friends and acquaintances to address them.

C.4.5. Suggestions

EU citizens who live in Greece encountered difficulties mainly in dealing with authorities. Recommendations concerned the provision of clear and substantive information on procedures and its availability in other language beyond Greek. Also they talked about information accessible through the internet and the possibility of the operation of a central service where any European citizen can address to solve any issues related to one's rights for movement.

C.5. Viewpoints of representatives of authorities

4 interviews were carried out with representatives of authorities competent of issues related to youth or free movement. The scope of these interviews was to explore their views about the trends, the motivation for movement, the barriers and difficulties which EU citizens/people on the move have to face and also to show some of the ways in which relevant authorities deal with the issues identified by the young people themselves. Also, we tried to identify existing support measures and good practices for the facilitation of the exercise of the right to free movement. The sample of the representatives of national authorities is shown in the table below:

Sample Table			
Representatives of national authorities / NGOs –		Country: Greece	
Interviewee No	Authority / NGO	Position	Years of relevant professional experience
R.GR1	Youth and Lifelong learning Foundation (Erasmus+ National Agency for Youth in Greece) - <i>INEΔΙΒΙΜ</i>	Youth program coordinator	12
R.GR2	Europe Direct information Centre – Athens Chamber of Commerce and Industry <i>EBEA</i>	Coordinator	5
R.GR3	EURES	Head of national coordination office	11
R.GR4	General Secretariat for Lifelong Learning and Youth (Γενική Γραμματεία Διά Βίου Μάθησης και Νέας Γενιάς) – Ministry of Education, Research and Religious Affairs	General Secretary	1

C.5.1 Information about free movement

In general terms, the officials interviewed noted that Greek people are not well informed about the substance of their right to free movement. Especially people with lower educational level, or people who during their studies did not participate (or they weren't informed about) in exchange programmes. As they said, the information exists and is accessible mainly through electronic sources, however is not directly offered completed and someone has to look and search for it.

It was noted that someone would not easily search for this information, unless circumstances obliged them to do so. But circumstances and “motives” differ and the pressure is not the same if someone is forced to move out of necessity to find a job or if they just look for better options. That means that mobility can be both a necessity as well as a possibility to improve existing options and living conditions.

The representatives of authorities interviewed confirmed that the interest of Greeks about movement has grown, and that the number of people asking for information about other countries has increased.

C.5.2. Drivers

In general terms, the experts' experiences coincide with the experiences of the EU movers in terms of drivers and barriers. They acknowledge that the economic crisis is a key factor in the recent years, however they confirm that it is not the only factor or the only reason behind movement.

They confirm the experiences of the young people who wish or plan to move and of those who have exercised their right to free movement when it comes to the drivers of movement. They mention job opportunities, education and personal life/love as the main motivations behind movement.

They also confirm the change in the profile of the movers. According to one official... *"The last years the quality and identity of those who move, especially young people changes constantly... while we were moving away from the identity of the labour immigrant we moved towards immigrant by choice... the educational level was higher and the qualifications... After the financial crisis, movement has two distinct poles, people who seek employment and might not have tertiary level education and people with very high qualification and skills and look for opportunities to maintain the level of income they previously had in Greece, which is continuously shrinking, through other alternatives... Highly paid professions are the ones that received pressure in Greece and seek to move abroad, as they have more confidence in themselves and their capacities..."* (R.GR4). Another official noted the changes before and after 2010. *"Before 2010 and the financial crisis, the intention to move was limited and usually was matched with studies... After 2010 the picture changed... many people are searching..."* (R.GR3).

An official representing EURES office in Greece confirmed that during the years of the crisis, not only "young people" but also people aged 40 or above decided to move with their families.

According to all officials interviewed, language is a key factor for choosing the country of destination. However, they noted that the young generation has bigger opportunities and choice because, in general terms, they speak foreign languages (R.GR3) and are willing to learn a new language when they decide to move (R.GR3).

The official representing EURES office in Greece referred in particular to the fact that many Greek doctors (and generally medical professionals) choose to move. Also, according to her, mobility doesn't only concern high educated and qualified persons but it concerns all skills, all sectors, all ages. In the latter case, because they have less qualifications, mainly concerning the language, they try to be better prepared (usually getting language lessons) before moving.

Officials also confirmed that the existence of a familiar person in a country influences someone's decision to move to a specific country as *"it creates a sense of security... especially to people who don't have experience of moving abroad... though that the result isn't always what one has in mind"* (R GR3).

C.5.3. Barriers

Concerning the main barriers young people have to deal with when exercising their right to free movement, officials referred to settling in the host country, familiarisation with the procedures required and the interaction with authorities as the main barriers, and language as a barrier not insuperable in most cases. It was also mentioned that in some cases Greek people moving abroad face difficulties to adapt in the new environment and feel homesick. *Although they do not come back if one country does not suit them, they look for other choices (R.GR3).* It was also noted that *the differences in mentality can be overcome with understanding and good will (R.GR1).*

It was also mentioned that people who have been unemployed for long are a target group that makes the biggest mistakes. *"...they do not give themselves time to prepare properly, either by looking for the proper communication networks or by using the proper contact tools with the market or by having properly investigated all conditions for work and residence in the country and having covered all information they need to have in order to know whether they are ready to face the situation ..."* (R.GR3).

Another factor that hindered the exercise of the right to free movement was 'the culture of Greek family' and the fact that families have close ties, parents support their children and vice versa and young people do not decide to move easily. Additional barriers were the uneven certification of qualifications and of licenses for specific professions that might be required. Especially for technical professions, craftsmen and handymen, people who do manual jobs (laborers and construction workers such as carpenters, plasterers, house painters, tile layers etc) belong to unskilled labor, as in Greece is not obligatory to attend a relevant school but instead such jobs are taught in practice and such workers don't have any certification paper.

The climate was also identified as a barrier (as well as a criterion for the selection of the destination country). *"One cannot bear the cold, or continuous rain, or humidity... Especially for the Greeks, because we are a bit spoiled with the weather of our country... From my experience I have realized that they exclude countries a priori because of the weather conditions..."* (R GR 3).

The legislation of each state, the tax system, the social security system may constitute a barrier for movement. Another barrier mentioned was the structure of the country, of an area, even how the transportation works, what compromises one has to make in everyday life, especially for people with families. For example, how much time and money is needed to travel for and from work, school, kindergarten etc.

C.5.4. Practices that promote or hinder the right to move freely

The support provided by Greek authorities is limited. The EURES office in Greece can provide to those interested the information they need, but few people know about its existence and its role. Europe Direct offices do not have substantive responsibilities and knowledge and access to the required information about EU citizens' rights.

Another problem is the fragmentation of competences of the ministries, the lack of cooperation between the institutions that can create only problems

(*R.GR2*).Further, information is accessible through electronic means but is not easily offered, one has to look for it. Especially for programmes addressed to young people, their right is known by only specific groups mostly those in tertiary education (*R.GR4*).

C.5.5. Suggestions

The main suggestions concern the following:

- Policy measures to enhance information
- Activation of more EU projects to benefit more people through mobility
- Awareness and information programmes in MS
- One stop shop to cover all issues related to free movement
- Awareness events for people to know the programmes and authorities
- Information at schools
- Education and training of officials on EU matters

C.6. Interim Conclusions

Greeks who wish/plan to move

The conclusions drawn from the interviews conducted with young Greeks who wish or plan to move in another European country can be summarised as follows:

Motivations and reason for movement

- The main reason mentioned was job related. In particular:
 - ✓ To find a job on a topic of interest
 - ✓ Job related to their qualifications
 - ✓ Acquisition of job experience on a specific field
 - ✓ Improving career perspectives
 - ✓ Better wages
 - ✓ They would not leave if they hadn't already found a job
- Family reunification
- Personal relationships
- Acquisition of experiences
- Improving quality of life

Destination countries

- The United Kingdom (due mainly of the English language) and the Mediterranean countries (mainly because of the climate and the similarity of the lifestyle) constitute the most popular potential destinations for those who want to move.
- A significant number of participants mentioned that they would try to avoid the north, the Nordic countries mainly due to climate and the way of life.
- The existence of an acquaintance in another country would count positively for the selection of the destination country.

Perspective barriers

- Respondents, in majority, indicated that they would try to gather all the necessary information about the country and the city where they would move before their departure from Greece. Mainly through the internet and by asking people they know, who live in the destination country.
- Family and friends is not a factor that would dissuade them from moving, that would make them change their decision.
- Finding a place to stay is barrier they believe they will find. As mentioned, they would try to solve this issue before their departure, searching mainly through the internet.
- Language is not considered as an insurmountable barrier. For about half of the participants the selection of the country of destination will be based on the languages they are fluent at, and as they claimed they would not look for opportunities in countries whose language they are not fluent in it. However, language would not stop them from moving, once a language they know would be sufficient for their job.

- Social inclusion, adaptation to living conditions aren't perceived as barriers.
- Contact and cooperation with authorities might make them worried a bit, but is not considered as an obstacle that would make someone change decision.

Ways to address difficulties

Trying to address possible barriers and finding solution to any problem met, respondents will research for information mainly through the internet and through friends and acquaintances in the destination country.

As is clear from the interviews, once someone has decided to move are few obstacles can make them change their decision

Greeks who moved and returned

The key findings from the interviews with young Greeks who have exercised their right to free movement, they have lived and worked in another European country and now they have returned to Greece can be summarised as follows:

Grounds for movement

- The main reason for movement is job related. Specifically, as mentioned, working in the field of expertise, gaining specialised professional, experience, employment according to someone's qualifications.
- The economic crisis was not presented as the reason per se, but the incentive for pushing preexisting reasons.

Selection destination country

As shown by the research, in most cases the selection of the destination country was made on the basis of the professional opportunities and respondents moved where they had the best job offer. Exceptions were the selection of France and Italy, from respondents who chose them for having studied there.

Barriers and difficulties

- Finding accommodation was the main difficulty mentioned primarily due to the high prices of rents and, in some cases, because of the required "references" in order for someone to be considered by the owner as a reliable tenant.
- Communication with authorities
 - ✓ Participants with experiences from the UK and Germany (with the exception of the language barrier) mentioned that they didn't encounter any problems.
 - ✓ The insufficiency of identity card for interaction with the authorities was also mentioned by respondents who moved to Austria.
 - ✓ Respondents with experience from France complained about bureaucracy and unclear and inadequate information.
- Language

Not knowing the language of the host country was indicated as a minor barrier, since language was not a problem in the work environment.

- Living conditions
To a considerable extent, participants had to make compromises in order to adapt.

Social life

A common finding is that at social level didn't have close interaction with nationals of the host country but with other "foreigners" or Greeks who lived there.

Ways to address difficulties

The way to address any problems met was by gathering information through the internet, or addressing to colleagues or acquaintances.

Discriminatory attitudes

- The respondents, in general, did not feel discriminated at personal level.
- To a small extent, they had to cope with negative comments addressed to them concerning Greece and Greeks in general, mainly because of the economic situation of our country. Also, they talked about reproduction of stereotypes about Greeks. .
- Respondents with living experience in France mentioned negative experiences and a general discriminatory attitude by French nationals.
- For completely friendly attitude and positive treatment spoke the respondents with living experience in UK and Bulgaria.

Reasons for moving back to Greece

The main reasons mentioned were as follows:

- Lack of adaptation to living conditions in the host country.
- Fatigue.
- Termination of employment contract.
- Nostalgia for Greece, family and friends.

Move again

It's worth mentioning that half of the respondents who returned to Greece stressed that they are considering the possibility to move again.

EU citizens in Greece

The key findings from the interviews with young Europeans who have exercised their right to free movement and live to Greece can be summarised as follows:

Main drivers

- Employment opportunities
- Personal relations
- Desire to leave their country of nationality

Barriers / difficulties

- Language, especially in interaction with authorities. However it was not mentioned as a particular problem in everyday lives. At any case, all of the EU residents resided to Greece took language lessons.

- Bureaucracy, lack of information, incorrect or incomplete information received from officials.
- Mistakes by officials
- Unawareness of some officials on European matters.
- Finding accommodation and, generally, settling mainly for people from Balkan countries.

Concerning everyday life and integration in the society not particular difficulties were mentioned. Also, it was not noted widespread discriminatory behavior, except isolated incidents.

Ways to address difficulties

The main way to address difficulties was to seek the help and advice from friends and acquaintances in Greece. In addition, the internet was named as a basic information source..

Representatives of authorities

The experience and the views of professionals representing authorities largely confirm the main experiences of young people who exercise their right to free movement, concerning the motivation and the barriers they face.

The key motivation for movement of young people is to find a job and especially one that suits their qualifications or wishes. The economic crisis has been a major push factor for young Europeans but also for “older” people. Language appears to be a key factor for choosing the destination country. In the recent years there are upward trends and also a lot of high skilled people decide to move.

The culture and the unity of the Greek family acts as a pull factor for movement.

Lack of information and especially centralised information is also noted.

Additionally, young people who wish to move cannot find substantial support from authorities, cause there aren't enough or well-known programmes or measures.

Part D: Analysis and recommendations

At this part the results and finding of research, the conclusions they lead to and the main recommendations are presented.

It's worth mentioning that desktop research, legal analysis and field research give a different point of view on what it exists and what is perceived as barrier for Europeans who move freely.

D.1. Synthesis of results and Conclusions

Official data on the number of Greeks moving to other European countries do not exist, however relevant researches record an upward trend in recent years. Especially increasing are the trends of movement of Greek graduates of tertiary education, with specialised knowledge, who seek better employment opportunities abroad.

In terms of legislation, the right to free movement is fully applicable to Greece. Directive 2004/38/EC of 29 April was transposed in the Greek legal order by Presidential Decree 106/2007 "Free movement and residence in Greek territory of citizens of the European Union and their family members". However no concrete measures and policies are recorded to support or encourage the exercise of this right.

The United Kingdom and the Mediterranean countries are the most desirable potential destinations for those who want to move. However, in fact Germany is recorded as the main destination is recorded followed by the UK and Central European countries.

The field research was conducted from May to September 2016, with in total, 30 interviews. The target group was consisted of young people aged 25-35. Specifically, the sample was composed by 15 Greek nationals who plan or wish to move, 10 Greek nationals who moved in the past and returned to Greece and 5 European Union citizens who live in Greece. Additionally, 5 face to face interviews were carried out with representatives of competent and relevant authorities, in order to explore their views about the trends, the motivation for movement, the barriers and difficulties.

The conclusions from the research are, to a considerable extent, common for all the target groups. However, certain differences are recorded, to a lesser extent, showing the diversification of views among those who wish or plan to exercise their right to free movement and those who already have relevant experience.

Specifically, the findings are as follows:

Information on the right to free movement

Young people seem to be informed about their right to free movement within the European Union.

However, to a considerable extent, those who haven't exercised their right seem to understand the central idea of this right and not all the parameters that contribute to its effective and complete exercise.

Drivers for movement

Employment opportunities on their field of expertise or on a topic of interest and gain professional experience was the main reason for moving recorded for those who wish to move and the only reason for those who have already exercised their right. The financial crisis was presented as a push factor more or less important.

Secondary reasons raised are related to personal and family relationship and the acquisition of experiences generally.

Regarding European citizens who live in Greece, the motivations vary. Apart from the reason of employment in specific fields of interest and personal reasons, it was also recorded the desire to leave their country of origin – specifically for respondents from Balkan countries- and in that case Greece was the most convenient and the nearest choice.

Barriers

The perceived barriers and the real barriers are largely coincided.

Specifically, the main barriers concern:

- Finding accommodation and settlement
- Lack of concentrated and complete information

Language is not considered as an insurmountable barrier, perceived or real. Basic criterion for the selection of destination is finding a job for which the language they know would be sufficient. Thereafter young correspondents are willing to learn the language of their destination country –if different- in order to facilitate their everyday lives. However, about half of the participants who wish or plan to move, recognise that they would not focus their attention in countries whose language they are not fluent in and they would look for opportunities in other countries, and concerning those who moved and returned to Greece, as recorded by the research, they focused mainly on countries whose language they were fluent in.

Different social conditions and everyday habits are perceived as difficulty for those who wish or plan to move. For this reason, a several proportion of them express their desire to move in a country which is “similar” to Greece in weather or in lifestyle. However they wouldn’t say no to an opportunity in a “different” country.

However, in fact, the fatigue from different way of life, and homesickness were the main reasons for those who were living abroad and now have returned to Greece. Although, almost half of them are considering the possibility to move again.

Communication and interaction with authorities does not particularly worry those who want to move, as they believe that somehow they will find the necessary information about the required procedures. Regarding those who already moved is noted that the difficulties differ depending on the country of destination.

Regarding European citizens who live in Greece, the main barrier they had to address was the communication with authorities and the procedures they had to follow in different situations (issuance of VAT number, registration to social security organisations etc.) due to lack of information and mistakes by officials of competent authorities, but also because of heavy bureaucracy.

Discrimination

No specific discriminations are recorded by Greeks who have experience of living in other countries. Mostly they mentioned general negative comments addressed to them related to the bad economic situation of Greece and stereotypes about Greek people (e.g. they aren't consistent, they are loud etc.)

Negative experiences and a general discriminatory attitude were more noted for respondents who resided in France

Accordingly, from Europeans who live in Greece it was not noted widespread discriminatory behavior, except isolated incidents.

Practices that promote or hinder the right to move freely

The participants in the research didn't really identify any practice at national level to facilitate their movement. Only Erasmus programmes were mentioned either by young Greeks and Europeans interviewed or also by representatives of authorities. As it came out the support provided by Greek authorities is quite limited.

The EURES office in Greece can provide to those interested the information they need, but few people know about its existence and its role, since only representative of authorities mentioned it and none of the young interviewees. Also, Europe Direct offices do not have substantive responsibilities and knowledge and access to the required information about EU citizens' rights.

Addressing problems related to information (about procedures, interaction with authorities and also everyday life issues), respondents mentioned that they access the necessary information through the internet or addressed colleagues or friends or acquaintances with related experiences to ask for help or advice including their assistance to overcome language barriers.

D.2. Recommendations

The key recommendations are recorded as follows:

- Concentrated and complete information on any issue relating to each EU country, both on required procedures and everyday life.
- One stop shop / central information point with specialized staff in each EU country to cover all issues related to free movement
- An internet platform where information on what is required for each country would be available

- A hotline where one could address questions and get useful information and advice
- Information available not only in the national language but also at least in English.
- Policy measures to enhance information
- Activation of more EU projects to benefit more people through mobility
- Awareness and information programmes in MS
- Information at schools on European issues
- Education and training of officials on EU matters

ANNEX

Sample tables

Young Europeans – Sample Table			Organisation: CECL				Country: GREECE				Other information
Interviewee No	Gender (M: Male F:Female N/A: Prefer not to say)	Age group (A:25-29, B:30-35)	Family situation		Level of education	Employment status	Country of residence – place of residence	Country of birth	Interview conducted face to face	Date of interview	
			Married/ Co-habiting/ Civil Partnership? Y/N	Dependent children Y/N		Employed? - Profession - Job Title/Function Unemployed? Self-employed			yes/no (how)		
A.GREEK CITIZENS WHO WISH – PLAN TO MOVE											
A.GR1	F	A (29)	N	N	Master	Self employed	Greece - Thessaloniki	Greece	telephone	12/05/2016	<i>Ready to move to Italy</i>
A.GR5	M	A (27)	N	N	Secondary – School of tourism professions	Self employed	Greece - Galaxidi	Greece	Telephone	10/06/2016	
A.GR6	F	A (25)	N	N	University	Part time	Greece/Galaxidi	Greece	Y	14/06/2016	
A.GR7	F	A (25)	N	N	University	Part time	Greece/Athens	Greece	Y	14/06/2016	
A.GR12	F	B (34)	Y	Y (2)	Master	Employed	Greece / Athens	Greece	Telephone (no recording)	13/07/2016	
A.GR13	F	B (35)	Y	Y (2)	Λύκειο	Self employed	Greece /	Greece	Y (no	17/07	

Young Europeans – Sample Table			Organisation: CECL				Country: GREECE					Other information
Interviewee No	Gender (M: Male F:Female N/A: Prefer not to say)	Age group (A:25-29, B:30-35)	Family situation		Level of education	Employment status Employed? - Profession - Job Title/Function Unemployed? Self-employed	Country of residence – place of residence	Country of birth	Interview conducted face to face yes/no (how)	Date of interview		
				Married/Co-habiting/Civil Partnership? Y/N	Dependent children Y/N							
								Volos		recording)	/2016	
A.GR15	M	A (29)		N	N	Master	Self employed	Greece/Athens	Greece	N (telephone)	21/07/2016	
A.GR17	F	B (33)		N	N	Master	Self employed	Greece/Athens	Greece	Y	25/07/2016	
A.GR18	F	B (35)		N	N	Master	Employed (IT)	Greece/Athens	Greece	N (telephone)	26/07/2016	
A.GR19	F	B (35)		N	N	Master	Employed (seasonal)	Greece/Mitilini	Greece	N (telephone)	26/07/2016	<i>Thinking for Spain or England</i>
A.GR21	M	B		Y	Y (2)	Master	Self employed (consultant)	Greece/Athens	Greece	Y	28/07/2016	
A.GR22	M	B		Y	Y (2)	Master	Self employed (consultant)	Greece/Athens	Greece	Y	28/07/2016	
A.GR23	F	A (29)		N	N	Master	Self employed (lawyer – consultant)	Greece/Athens	Greece	Y	28/07/2016	
A.GR24	M	B (32)		N	N	Universit	Employed	Greece/Athe	Greece	N	29/7/	

Young Europeans – Sample Table			Organisation: CECL				Country: GREECE					Other information
Interviewee No	Gender (M: Male F:Female N/A: Prefer not to say)	Age group (A:25-29, B:30-35)	Family situation		Level of education	Employment status Employed? - Profession - Job Title/Function Unemployed? Self-employed	Country of residence – place of residence	Country of birth	Interview conducted face to face yes/no (how)	Date of interview		
				Married/ Co- habiting/ Civil Partnership? Y/N	Dependent children Y/N							
						y (international studies)	(communications)	ns		(telephone)	2016	
A.GR26	F	A (29)		N	N	Univercity (Panteio)	Employed – Social worker (NGO)	Greece/Athens	Greece	N (telephone)	29/7/ 2016	
B. GREEK CITIZENS MOVED AND RETURNED												
B.GR2	F	B (31)		Y	N	MASTER	Employed – Mechanic/energy	Greece/Athens	Greece	Y	18/05 /2016	Returned from Germany
B.GR3	F	A (29)		N	N	MASTER	Employed - Journalist	Greece/Athens	Greece	Y	24/05 /2016	Returned from France, Cyprus
B.GR8	M	B (35)		N	N	UNIVERSITY	Self employed (insurance sector)	Greece/Athens	Greece	Y	29/06 /2016	Returned from Italy
B.GR9	F	B (32)		N	N	MASTER	Self employed (lawyer)	Greece/Athens	Greece	Y	05/07 /2016	Returned from Austria
B.GR10	F	A (29)		N	N	MASTER	Self employed (lawyer)	Greece/Athens	Greece	Y	8/7/2 -16	Returned from Austria

Young Europeans – Sample Table			Organisation: CECL				Country: GREECE					Other information
Interviewee No	Gender (M: Male F:Female N/A: Prefer not to say)	Age group (A:25-29, B:30-35)	Family situation		Level of education	Employment status Employed? - Profession - Job Title/Function Unemployed? Self-employed	Country of residence – place of residence	Country of birth	Interview conducted face to face yes/no (how)	Date of interview		
				Married/Co-habiting/Civil Partnership? Y/N	Dependent children Y/N							
B.GR11	M	B (35)		N	N	PHD	Employed / economics	Greece / Ioannina	Greece	Telephone	11/7/2016	Returned from Cyprus / Germany
B.GR14	M	B (35)		N	N	PHD	Self employed (lawyer)	Greece/Athens	Greece	Y	20/07/2016	Returned from France
B.GR16	F	B (35)		Y	Y (1)	MASTER	Employed (NGO)	Greece/Athens	Greece	Telephone	25/7/2016	Returned from Bulgaria
B.GR25	M	B (35)		N	N	Secondary	Employed	Greece/Athens	Greece	Y	25/7/2016	Returned from UK
B.GR27	F	B (30)		N	N	Master	Unemployed	Greece/Athens	Greece	Y	2/8/2016	Returned from UK
C. EUROPEAN CITIZENS												
C.GR4	M	B (35)		Y	Y (1)	UNIVERSITY	Employed	Greece/Athens	Portugal	Y	31/05/2016	
C.GR20	F	B (35)		N	N	Master	Unemployed	Greece/Crete	Romania	N (telephone)	27/07/2016	
C.GR28	F	B		N (divorced)	N	University (social worker)	Employed	Greece/Athens	Boulgaria	Y	(3/8/2016)	

Young Europeans – Sample Table			Organisation: CECL				Country: GREECE				Other information	
Interviewee No	Gender (M: Male F:Female N/A: Prefer not to say)	Age group (A:25-29, B:30-35)	Family situation		Level of education	Employment status Employed? - Profession - Job Title/Function Unemployed? Self-employed	Country of residence – place of residence	Country of birth	Interview conducted face to face yes/no (how)	Date of interview		
				Married/Co-habiting/Civil Partnership? Y/N	Dependent children Y/N							
C.GR29	F	B (33)		N	N	Master (law and music)	Self employed	Greece	Cyprus	Y	31/08/2016	
C.GR30	F	A (26)		N	N	Master (european studies)	Self employed	Greece	Cyprus (Cyprian / Italian)	Y	05/09/2016	

Representatives of national authorities / NGOs – Sample Table		Country: Greece		
Interviewee No	Authority / NGO	Position	Years of relevant professional experience	Date of the interview
R.GR1	Youth and Lifelong learning Foundation (Erasmus+ National Agency for Youth in Greece) - INEΔΙΒΙΜ	Youth program coordinator	12	18/05/2016
R.GR2	Europe Direct information Centre – Athens Chamber of Commerce and Industry	Coordinator	5	25/05/2016
R.GR3	EURES	Head of national coordination office	11	26/05/2016
R.GR4	General Secretariat for Lifelong Learning and Youth	General Secretary	1	8/06/2015

	(Γενική Γραμματεία Διά Βίου Μάθησης και Νέας Γενιάς)			
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