

EUROPEAN SOCIAL CHARTER

17th GREEK REPORT

01/01/01 – 31/12/04

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Article 2

The right to just conditions of work

Paragraph 1: Reasonable daily and weekly working hours

Question A

The number of working hours per day and week and the duration of the daily rest shall be governed by those stated in our previous reports.

The following apply to the working hours in relation to the protection of persons with disabilities:

- Paragraph 4, Article 16, Law 2527/1997 (Official Gazette 206 A'), which provides for a reduction of the working hours by one hour per day for the permanent employees or for those who work under an open-ended private law labour relationship for the State, Public Law Entities or Local Government Organizations, and have children with a mental, psychic or physical disability exceeding 67% or a spouse with 100% disability supported by the employee;
- Paragraph 3, Article 8, Law 2880/2001 (Official Gazette 9 A'), according to which the provision of paragraph 4, Article 16 of the above Law 2527/1997 applies also to employees who by a court judgement have been entrusted with the custody of a person with special needs and to foster parents of a person with special needs during the fostering period;
- Provisions of paragraph 5, Article 16, Law 2527/1997 (Official Gazette 206 A'), which stipulate that the blind or paraplegic persons who are permanent employees or employees of the State, Public Law Entities or Local Government Organizations under an open-ended private law contract, are also entitled to reduced working hours by one hour per day with pay. More specifically, for the blind telephone operators of the above agencies the working hours shall be reduced by two (2) hours per day;
- Paragraph 3, Article 50, Law 2683/1999 (Official Gazette 19 A'), according to which employees with a disability percentage of at least 50% are entitled to a paid leave from their service of six (6) working days per calendar year in excess of their regular leave.

Moreover, the issue of establishing new hours of arrival and departure for the employees of public agencies is set now on a new basis and a draft law provision has been submitted to the parliament for adoption, which stipulates that the following flexible work schedule shall apply throughout the year and for the entire country to all public agencies, Public Law Entities and first-degree and second-degree Local Government Organizations:

- arrival time: 08:30 or 09:00; and
- departure time: 16:00 or 16:30 respectively.

The transfer of commencement of the work schedule from that currently in force is deemed necessary for the following reasons:

- It facilitates the citizens in their transactions with the public agencies, since it is combined with the work schedule of the private sector;
- It facilitates the communication and transactions between the agencies and the E.U. organs and agencies.

Additional information

▪ Concerning **the duration of the weekly rest** we wish to inform you that the 12-hour daily rest and the average of forty-eight (48) hours weekly, including overtime, constitute the minimum protection limits for the employees according to the European Union (Directive 93/104/EC). Greece by the Presidential Decree 88/1999 incorporated the said directive complying at the same time with the safety standards of the laws on employees of the European Union. Therefore, on condition that the average weekly work reaches a maximum of 48 hours in a reference period of 4 months, the weekly maximum work in an individual week may reach 60 hours (12 hours X 5 days), including always the hours of ordinary overtime ('yperergasia') and overtime exceeding the maximum working hours ('yperoria'), only in exceptional cases and always after the granting of a permission issued by the competent local services (local Labor Inspectorate).

▪ As regards **the Legislative Order 515/1970** on the extension of the work schedule beyond the statutory limits in case of emergency or State need, we hereto attach two examples of decisions of the General Secretary of the Ministry of Employment and Social Protection issued upon authorization by the Minister (see annex – only in written form).

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Article 2

The right to just conditions of work

Paragraph 2: Public holidays with pay

Additional information

- As mentioned in our previous reports, the Royal Decree 748/1966 ‘In respect of the codification, amendment and supplementation of the law provisions in force on weekly and Sunday rest and holidays’, Official Gazette 179, Bulletin A, concerns all employees of the private sector. As regards the employees of the public sector, Law 1157/1981 specifies the holidays and half-holidays and the issues related to the day of weekly rest and stipulates that the employees who work on those days shall have a substitute day of rest within the following week (as supplemented by Article 23, Law 1735/1987, Official Gazette 195 A’).

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Article 2

The right to just conditions of work

Paragraph 3: A minimum of 2 weeks' annual leave with pay

Question A - B

Concerning the private sector: according to paragraph 1, Article 1, Law 3302/2004 (see annex) every salaried employee shall, from the commencement of his/her employment at a liable enterprise until the completion of twelve (12) months of continuous employment, be entitled to a percentage of the annual regular leave with pay in proportion to the time of work he/she has completed at the same liable enterprise. Such a percentage shall be calculated on the basis of the annual leave of twenty-four (24) working days or, if the enterprise applies a system of a five-day weekly work, twenty (20) working days, excluding the day of the week on which the salaried employees do not work due to the applicable employment system.

The employer shall, until the expiry of the first calendar year within which the salaried employee was hired, grant the employee the aforementioned proportion of regular leave.

In the second calendar year the salaried employee shall be entitled to an annual leave with pay corresponding to the time of his/her employment at the liable enterprise and calculated in accordance with the second subparagraph of case (a), of article 1 of the said law. Such a leave shall be increased by one (1) working day for every year of employment after the first year up to twenty-six (26) working days or, if the enterprise applies a system of a five-day weekly work, up to twenty-two (22) working days.

For each one of the following calendar years the salaried employee shall, as from the 1st of January of every year, be entitled to a regular annual leave with pay calculated in accordance with the above mentioned subparagraph.

The annual leave with pay and the leave allowance shall, in addition to the provisions of this law, be governed by the other relevant provisions of the labour legislation.

Concerning the public sector: according to the provisions of Article 48, Law 2683/1999 (see annex), the civil servants completing an actual public service of one (1) year shall be entitled to a regular leave of absence with pay of twenty (20) working days, if a system of a five-day weekly work applies, or twenty-four (24) working days, if a system of a six-day weekly work applies. The time of regular leave is increased by one (1) working day for every year of employment until the completion of the maximum limit of twenty-five (25) or thirty (30) working days depending on whether a system of a five-day or six-day weekly work respectively applies (Question A).

In the event that due to an illness or injury the employee has been absent for the entire year and has not worked at all, he/she shall not be entitled to any regular leave for that year, because he/she has not established a right to a regular leave.

The provisions of the Code on Employees governing the permanent employees shall apply to the personnel employed under an open-ended private law work relationship by the State, Public Law

Entities or first-degree and second-degree Local Government Organizations in respect of the annual leave with pay.

The provisions of the labour legislation shall apply to the personnel employed under a fixed-term private law work relationship and to part-time personnel. More specifically, the Royal Decree 153/1972 provides for the granting of the full leave to salaried employees of seasonal enterprises, who have completed twelve (12) months of service having worked either for six (6) months at least in each of the two (2) previous years or for four (4) months at least in each of the three (3) previous years. However, according to the Judgement of the Plenary Session of the Supreme Court no 11/1991, the salaried employees of seasonal enterprises are not entitled to a full leave but to a leave compensation, exactly as it happens with the seasonal employees of enterprises operating throughout the year, as well as with the salaried employees, whose work relationship is terminated before the completion of twelve (12) months of service for the same employer. According to the said judgement, the Royal Decree 153/1972 that provided for the granting of a full leave to salaried employees of seasonal enterprises as foresaid, has been tacitly abolished by Article 16, Law 1082/1980 (and then by Law 1346/1983).

In addition to full-time salaried employees, those working daily for reduced hours are also entitled to a leave. The holiday pay and the leave allowance of salaried employees are determined on the basis of the reduced - due to their reduced employment - pay they receive.

In the event that the salaried worker is employed by more than one employer for reduced hours (part-time work), he/she is entitled to a leave from each of those employers. Such a leave, if, of course, the salaried employee requests so, shall be granted in the same period so that he/she can rest.

The salaried employee under a fixed-term contract shall also be entitled to a leave and leave compensation subject to the requirements of the law (Judgement of the Supreme Court 346/1997). If the work contract expired after the completion of the twelve (12) months but prior to obtaining the leave, then the salaried employee is entitled to a holiday pay and leave allowance.

Question C

The leave shall be granted until 31/12 of every year. The employee may not refuse to use his/her leave within the above period, since the provisions on the leave (Emergency Law 539/1945 as amended by Law 3302/2004) constitute an emergency law and are absolutely binding on both the employee and employer.

As regards the public sector, according to paragraph 2, Article 49, Law 2683/1999, the agency to which the employee belongs shall grant him/her within the second half of the year the regular leave he/she is entitled to, even if he/she has not requested it.

Question E

The said Law 3302/2004 applies to the employees under an informal work relationship, according to the actual days of work.

Additional information

- According to Law 3302/2004 all employees (full-time and part-time, fixed-term, etc.) are entitled to the same leave on the basis of the actual duration of work per week. Furthermore, they do not need to have worked for twelve (12) months in order to get a leave. The principle of proportional treatment constitutes equal treatment (Directive 97/1981 of the Council of the E.U. 'concerning the Framework Agreement on part-time work' as incorporated in our legislation by Law 2639/1998).

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Article 2

The right to just conditions of work

Paragraph 4: Reduction of working hours or additional paid holidays for workers engaged in dangerous or unhealthy occupations

Question A

As already mentioned in our previous reports, the following apply to the insurance treatment of those employed at professions, which have been characterized by a regulation as ‘particularly heavy and unhealthy’:

The second subparagraph of paragraph 5, Article 28, Emergency Law 1846/1951, as subsequently amended, provides for the preferential pensionary treatment of those employed for a long time at professions and specialities, which have been characterized as heavy and unhealthy professions.

The preferential treatment provided by the Social Security Institution pursuant to the above stipulations consists in the reduction of the retirement age limit by five (5) years, that is, men retire in the 60th year of age and women retire in the 55th year of age.

The Regulation prescribed by the above provisions was adopted by the Decision of the Minister of Labour no 101960/1-653/16-12-1963 (Official Gazette B’ 567/1963) and took effect on 01/01/1964. Since then, a great number of amendments and supplementations of the regulation has been made by decisions of the competent Ministers and its current form is as presented in Tables A and B of the annex (the tables are presented only in greek language and in written form).

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The right to just conditions of work

Paragraph 5: Weekly rest period

Additional information

- As to what the application of the *pro rata* principle to temporary and seasonal employees and part-time employees actually means, with respect to the right to an one-day rest per week, we wish to inform you that the provisions of the legislation establishing the maximum weekly employment apply to all employees (temporary, seasonal, and part-time employees). For example, Law 1892/1990 establishing a five-day work of employees in shops includes the part-time employees within its scope.

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Article 3

The right to safe and healthy working conditions

Paragraph 1: Issuance of safety and health regulations

Question A

During the period examined (from 01-01-2001 to 31-12-2004) the following statutes and regulatory deeds concerning safety and health matters were issued.

S/N	Title	Number	Official Gazette
1	Training of employers and employees in issues of safety technician's duties discharge - Programs of 2005	Ministerial Decision 133225	1919/B'/2004
2	Training of employers in issues of safety technician's duties discharge at their enterprises, provided that they fall within Category C according to Presidential Decree 294/1988 and they employ more than 50 workers - Programs of 2005	Ministerial Decision 133224	1919/B'/2004
3	Amendment of Presidential Decree 395/1994 'Minimum safety and health requirements for the use of work equipment by workers at work in compliance with Directive 89/655/EEC' (A' 220) as amended and currently in force, in compliance with Directive 2001/45/EC of the European Parliament and of the Council of 27 June 2001	Presidential Decree 155	121/A'/2004
4	Measures of confronting unemployment and other provisions [Article 4: Sanctions by the Labour Inspectorate - Article 29: Regulation of issues in occupational doctors' duties discharge - Article 25: Restructuring of the General Directorate of Working Conditions and Occupational Health]	Law 3227	31/A'/2004
5	Further training of safety technicians of Higher and Technological Education	Ministerial Decision 131784	1624/B'/2003
6	Part-time employment and services of a social character [Article 9, paragraphs 3 and 4: Secondment of employees during pregnancy, confinement and post-natal period in the Public Sector, Public Law Entities and Local Government Organizations]	Law 3174	205/A'/2003
7	Works, projects and activities where minors may not be employed	Ministerial Decision 130621	875/B'/2003
8	Social dialogue for the promotion of employment and social protection and other provisions [Article 4: Protection of minor employees - Article 9: Supplementation of provisions of Law 1568/1985 - Article 10:	Law 3144	111/A'/2003

	Comprehensive services network of the Social Security Institution - Labour Inspectorate - Manpower Employment Organization on islands - Article 11: Issues of the Labour Inspectorate]		
9	On minimum requirements for improving the safety and health protection of workers potentially at risk from explosive atmospheres in compliance with Directive 1999/92/EC of 16 December 1999 of the European Parliament and of the Council (E.U. L 23/57/28-01-2000)	Presidential Decree 42	44/A'/2003
10	Amendment and supplementation of Presidential Decree 399/1994 "On the protection of workers from the risks related to exposure to carcinogens at work in compliance with Directive of the Council 90/394/EEC" (221/A) in compliance with Directive of the Council 1999/38/EEC of 29 April 1999 (E.U. L 138/01-06-1999)	Presidential Decree 43	44/A'/2003
11	Amendment of Presidential Decree 176/1997 'Measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding in compliance with Directive of the Council 92/85/EEC' (150/A)	Presidential Decree 41	44/A'/2003
12	Amendment of decision 2/73692/0022 (1475/B/2000) 'Determination of the fees of employees' representatives and representatives of the Technical Chamber of Greece participating in mixed Control Committees of buildings under construction and site works and in Control Committees of the shipbuilding-repairing zone of Piraeus-Drapetsona-Keratsini-Perama-Salamina'	Ministerial Decision 2/14590/0022	399/B'/2002
13	Restructuring of the Manpower Employment Organization and other provisions [Article 33: Prohibition of minors' night work]	Law 2956	258/A'/2001
14	Protection of employees' health and safety at work against risks arising from chemical agents	Presidential Decree 338	227/A'/2001
15	Amendment of Presidential Decree 307/1986 'Protection of the health of employees exposed to specific chemical agents at work'	Presidential Decree 339	227/A'/2001
16	Ratification of the ILO Convention no 182 concerning the prohibition and immediate action for the elimination of the worst forms of child labour	Law 2918	119/A'/2001

The statutes mentioned apply to all enterprises, plants, undertakings and jobs of the private and public sector (industrial, agricultural, commercial, administrative, educational, cultural activities, activities of services rendering, recreation activities, etc.) and to all employees working under any work relationship.

The reference of certain exemptions within the scope of application of such provisions (domestic personnel) concerns specific activities whereto the provisions cannot eventually apply. Although the domestic personnel is not included in the definition of 'employee' under the labour legislation, article 1, paragraph 5, Presidential Decree 17/1996 provides that 'even in those cases, the safety and health of such personnel shall be safeguarded as much as possible, taking into consideration the relevant provisions'. The corresponding exemption for the uniformed personnel does not apply any longer, since more recent regulations (article 9, paragraph 4, Law 3144/2003) extended the application of the provisions to such category of employees.

Question B

The legislation on safety and health at work includes general provisions concerning all employees and special provisions that apply, in addition to the general ones, to specific fields of activities or special occupations. As an example, with regard to the said reference period examined, we mention Presidential Decree 155/2004 (use of work equipment), Presidential Decree 42/2003 (explosive atmospheres), Presidential Decree 43/2003 (carcinogens) and Presidential Decree 339/2001 (chemical agents).

Additional information

- Concerning the use of asbestos:

By decision of the Supreme Chemical Council no 82/2003 (Official Gazette 1045 Bulletin B) (see annex) our legislation was harmonized with the 6th amendment of Directive 1999/77/EC on prohibition of use and trading of asbestos.

As regards the application of that decision the Ministry for the Environment, Physical Planning and Public Works issued the relevant circular under ref. no 9857/21/4/05, whereby it informed on the above prohibition all agencies involved in the issuance of construction works building licences and controlling the pertinent studies required for the issuance of building licences (architecture, statics, heat insulation, fire safety, water supply and drainage, etc.) in respect of the fulfilment of building structural requirements as to the structural materials used. The circular stresses that those products containing asbestos fibres which are already installed in buildings, may be used until the completion of their lifetime, unless it is ascertained that they are dangerous for human health, in which case they shall be removed. The materials collected from the removal works shall be managed on the basis of the Joint Ministerial Decision 8243/1113/91 (Official Gazette 138 Bulletin B).

The Directorate of Public Health, Ministry of Health and Social Solidarity, has already communicated the relevant guidelines (ref. no DYG2 12931/24.1.2005) and a circular (ref. no DYG2 19028/20.7.2005) to the Health Region Administration (DYPE) and the Health Directorates of the Prefectural Self-administrations of the country with the aim to protect Public Health, employees' health and the environment from the exposure to asbestos.

At the same time, other statutes on the protection of employees' health and safety, such as Presidential Decree 70 A'/1988 (Official Gazette 31A') and Presidential Decree 175/1997 (Official Gazette 150A'), describe both the general and special prevention measures and specific obligations of the employers. The Occupational Health and Safety Council has prepared a draft Presidential Decree, whereby Greek legislation is harmonized with Directive 2003/18/EC (amendment of Directive 83/477/EEC) 'on the protection of workers from the risks related to exposure to asbestos at work'.

- Concerning the adoption of measures of information, training and medical grants for non-permanent employees:

In issues concerning the Health and Safety and, more specifically, the information, training and medical grants for employees, the Greek legislation does not make any distinction among the non-permanent employees (temporary or under a fixed-term contract). The provision of proper protection against dangers from a sequence of accumulated periods of employment for many employers can be ensured by the maintenance of a vocational danger personal booklet, which would contain the results

of medical and laboratorial tests every time the employee undergoes an examination and which, in any case of termination of employment, shall be handed over to the employee concerned.

The information and training of the employees in issues of occupational safety and health are prescribed by every legislative provision and concern all employees irrespective of the work relationship.

Article 10, Law 1568/1985 referring to the monitoring of employees' health stipulates that the occupational doctor assesses the adequacy of the employees for specific occupations and issues the relevant certification. Moreover, according to his/her assessment, he/she shall consent, in case of need, to the maintenance or change of work post.

Furthermore, the employees in mining and quarrying enterprises have, in issues of occupational health and safety, exactly the same treatment, irrespective of their work relationship (in addition, more favourable regulations apply to trainees and women in accordance with the international labour contracts).

Negative conclusion

With regard to the negative conclusion of the Commission for the insufficient coverage of the self-employed persons by the regulations on health and safety at work, we wish to point out the following:

All community directives on minimum requirements (e.g. 89/654/EEC 'concerning the minimum safety and health requirements for the workplace', 89/655/EEC 'concerning the minimum safety and health requirements for the use of work equipment by workers at work', 89/656/EEC 'on the minimum health and safety requirements for the use by workers of personal protective equipment at the workplace'), which have been incorporated in our national law, refer to the measures that have to be taken by the employer for the protection of workers, as they are defined in article 3 of the Framework Directive 89/391/EEC without the self-employed being particularly mentioned.

The sole express reference is made in paragraph 7, article 2, Presidential Decree 305/1996 'minimum safety and health requirements at temporary or mobile construction sites that have to be applied in compliance with Directive 92/57/EEC' (see annex), which defines the term 'self-employed', while article 9 of the same Decree stipulates expressly their obligations at the construction site.

Furthermore, Presidential Decree 17/1996, constituting a harmonization with the Framework Directive, provides, in paragraph 9, article 7, for the obligation of coordination of the activities, in case many enterprises co-exist in the same workplace, so as to ensure the effective protection of workers against occupational hazards.

The sole relevant regulation at the level of community law is the Recommendation 03/314/EC of the European Commission 'on the improvement of health and safety protection at work for the self-employed'.

Within the context of application of the provisions of the said recommendation with regard to the training of employers in issues of occupational health and safety aiming at the possibility of assuming duties of safety technician, we would like to mention that the relevant seminars may also be attended by the self-employed.

Moreover, extensive and reliable information on issues related to occupational health and safety (national, European - international law, bodies of training, education, rendering services, protection and prevention, statistical data, etc.) is instantly available on the website of the Ministry of Employment. At the same time, information is provided to all persons concerned through the annual information campaigns of the European Agency for Safety and Health at Work, which are organized at a European level and where our country participates actively.

On the basis of the above, we believe that the self-employed are sufficiently covered by the existing provisions and, in particular, with regard to the issues of information - awareness, wherefor equal opportunities are provided as to other employees and employers.

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Article 3

The right to safe and healthy working conditions

Paragraph 2: Measures of supervision of the enforcement of safety and health regulations

Question A

As we mentioned in our previous report, in September 1998 the Labour Inspectorate (S.E.P.E.) was established in the Ministry of Employment. Its operation commenced in July 1999 with clear references to the previous structures of the Labour Inspection Agency ('Epitehorisi Ergasias') but with manifest differentiations as to the patterns of organization, the targets and the perspectives.

The Mission of the Inspectorate is the enforcement of the labour legislation, the safeguarding of labour peace and continuous information of citizens (irrespective of their status, whether they are employees or employers) on their rights and the risks they face at workplaces.

Within the context of an extrovert analysis of the competencies, the main competencies are as follows:

- Free entrance to all workplaces of the private or public sector at any time during the day or night, even without any previous warning;
- Performance of any kind of necessary examination, control or investigation in order to ascertain whether the provisions of the labour legislation are complied with (in particular, with respect to the safety and health, special terms and conditions of work of sensitive groups of workers, such as the minors, women who are pregnant or have recently given birth, persons with special needs, etc.);
- Authorization of access to records, documents, registers, books and other data of the enterprise;
- Investigation of the causes of fatal and serious labour accidents, drawing up of on-the-spot inspection reports and forwarding thereof to the competent Prosecuting authorities;
- Investigation of the causes and circumstances of occupational diseases and provision of advice and instructions for the prevention thereof;
- Design and performance of samplings, analyses, measurements of physical, chemical and biological agents, taking of photographs, etc.;
- Temporary suspension of operation of an enterprise or its division, if it is deemed that there is an immediate risk for the safety and health of the workers or definite suspension of operation thereof, when violations have been ascertained despite the recommendations by the Labour Inspectors for compliance;
- Adoption of immediate administrative measures, imposition of administrative sanctions or appeal to justice for the imposition of criminal sanctions where violations are ascertained.

The Labour Inspectorate in its six-year existence, following the guidelines of the Political Leadership of the Ministry of Employment and Social Protection on the essential enforcement of the Labour Legislation, has exhibited an important work.

The results of its action, as depicted in the activities reports, confirm that the Labour Inspectorate through its everyday presence at the workplaces, performs an important work for the preservation and development of labour peace in all branches of economic activity. It is well-known that the operation of the Labour Inspectorate has a clear social character safeguarding, within the framework of sound competition of enterprises, the health, safety, pay, insurance, conditions, terms and rights of the workers.

The planning of the action of the Labour Inspectorate is carried out at the beginning of each year following consultation of representatives of employees and employers within the context of the Social Inspection Council of the Labour Inspectorate (S.K.E.E.E.) in connection with the conclusions drawn from the processing of the analytical statistical data for the previous year. Such a planning aims at the quantitative and qualitative improvement of the inspections and at a more efficient and effective use of the sanctions.

In particular, we mention the following:

The branches of Economic Activity of Enterprises, which are subject to an audit, appear in the attached tables for the financial years 2001 to 2004.

The **number of audits** conducted:

YEAR	AUDITS
1999 2nd semester	4.413
2000	18.141
2001	31.072
2002	30.044
2003	27.725
2004	26.161

The data related to the **proportion of employees covered by such audits**, as they are presented by the General Secretariat of the National Statistical Service of Greece, are as follows:

YEAR	SALARIED EMPLOYEES	AUDITS	EMPLOYEES PER AUDIT
2ο Εξάμηνο 1999	2.291.400	4.413	519
2000	2.418.100	18.141	133
2001	2.449.900	31.072	78
2002	2.557.600	30.044	85
2003	2.603.200	27.725	93
2004	2.742.700	26.661	102

At this point, we wish to point out that the self-employed persons with or without personnel and the assistants in a family enterprise do not fall within the audit jurisdiction of the Labour Inspectorate.

In addition, the following apply to the **ore or other mines and quarries**:

According to the legislation in force (Presidential Decree 17/1996), the Inspectorates of Ore Mines of the Ministry of Development are competent for the inspection in respect of the health and safety in the ore or other mines and quarries, in particular:

1. Inspectorate of Ore Mines of Northern Greece with territorial competence in the geographic regions of Macedonia-Thrace; and
2. Inspectorate of Ore Mines of Southern Greece with territorial competence in the rest of the Greek Territory.

The pertinent applicable legislation includes, in addition to the existing provisions of Law 1568/1985 and Presidential Decree 17/1996 and the relevant Ministerial Decisions, the most specialized Regulation on Mining and Quarrying Works [(Ministerial Decision II - 5th/F17402/1984 (Official Gazette 931/B/31-12-1984)].

The methods applied by both Inspectorates of Ore Mines, which aim at the enforcement of regulations on health and safety at work, are, inter alia, the following:

- Planning by the Inspectorates according to the availability of personnel and the priorities of the Agency;
- Provision of all necessary means and specialized equipment required for the proper performance of the controls (noise meters, dust counters, etc.);
- Performance of the controls of all relevant enterprises with emphasis (in terms of frequency) on small and medium-sized enterprises that do not employ a permanent scientific personnel (it is noted that the controls are conducted solely by specialized engineers staffing the two Inspectorates and assisted in their work by administrative employees);
- Detailed examination of the production procedure with regard to the safety and health conditions of workers;
- Provision of written orders related to the adoption of safety and health measures for the workers. Periodical monitoring of the implementation thereof;
- Imposition of pecuniary penalties for repeated or serious violations of the relevant legislation and the regulations on occupational health and safety.

In addition to the aforementioned regular preventive controls which are conducted in all enterprises, on-the-spot inspections are also carried out for the following reasons:

- (a) Serious or fatal labour accidents;
- (b) Construction sites of illegal mineral-extracting activities;
- (c) Complaints by workers, trade unions, collective bodies, etc..

Therefore, there are in total about 1,250 construction sites of ore or other mines and quarries in Greece, where approximately 17,500 workers are employed.

The number of controls - on-the-spot inspections conducted per year is as follows:

Year	Legal Construction Sites	Illegal Construction Sites	Accidents	Total
2001	555	162	37	754
2002	529	158	14	701
2003	551	205	17	773
2004	576	172	30	778
2005	463	160	26	649

Since the preventive controls conducted every year include both small construction sites (e.g. of 1-3 persons) and big ones (e.g. Lignite Centre of Ptolemaida where about 5,000 workers are employed), it is estimated that they cover approximately 50% of the workers every year, while all enterprises are inspected at least once per three (3) years.

Finally, the Greek Atomic Energy Commission (EEAE) conducts controls in all radiation laboratories of medical, industrial, research and educational applications on a periodical basis in order to ascertain whether the protective measures are strictly implemented at the workplaces, and it suggests the necessary protective measures in accordance with the Regulations on Radiation Protection.

The inspections conducted are based on the following:

- Radiation protection measurements for the control of the shielding of the laboratory areas;
- Control of safe operation and use of machinery and sources on the basis of work protocols of the Greek Atomic Energy Commission;
- Control of the methodology and practice applied by the users;
- Control of the measures applied for the radiation protection of workers;
- Control of records of personnel's dosimetry.

Furthermore, about 100 controls or investigations take place every year for possible overexposure of workers, which have been negative as to the result to this day.

Indicatively, the number of the controls conducted annually by the Greek Atomic Energy Commission per kind of laboratory is as follows:

- Radiation therapy laboratories: 100 annually (one control per laboratory per three years);
- Radiation diagnostic laboratories: 350 annually (one control per laboratory per five years);
- Nuclear medicine laboratories: 150 annually (one control per laboratory per two years);
- Industrial laboratories: 100 annually (one control per laboratory per two years);
- Research laboratories: 100 annually (one control per laboratory per two years).

The ratio of the occupationally exposed persons covered by such controls is 100% on the basis of the national records of dosimetry of the Greek Atomic Energy Commission.

Question B

Sanctions

(a) The data kept by the Labour Inspectorate show that the **number of the sanctions imposed** is continually increasing.

Year	1999	2000	2001	2002	2003	2004
Sanctions	98	899	2.247	5.260	6.299	5.719

ACTION	2001		2002		2003		2004	
CONTROLS	31.072		30.044		27.725		26.661	
ACCUSATORY STATEMENTS	892	1.429	1.608	1.490				
COMPLAINTS	2.247	5.260	6.299	1.991	5.719			
SUSPENSIONS	611	1.495	1.650	2.238				
FINES IMPOSED	744	2.336	3.041					
AMOUNTS	544.470 Eu		2.261.945 Eu		3.799.130 Eu		2.721.330 Eu	
ACCIDENTS DECLARED	5.155		6.021		6.235		3.333	
FATAL ACCIDENTS	188		153		145		127	

(b) The **branches of Economic Activity** of Enterprises, where violations were found during the audit, appear in the attached tables (see annex) for the financial years 2001 to 2004 (these tables are available only in greek).

(c) The imposition of sanctions (complaints, fines, suspension of activities) is the outcome of the actions of the Labour Inspectors, when serious violations of the labour legislation are ascertained or when the employers refuse to comply with their recommendations after follow-up controls.

The **actions undertaken each time by the Labour Inspectors** are as follows:

- Temporary suspension of operation of an enterprise or its division, if it is deemed that there is an immediate risk for the safety and health of the workers or definite suspension of operation thereof, when violations have been ascertained despite the recommendations by the Labour Inspectors for compliance;
- Adoption of immediate administrative measures, imposition of administrative sanctions or appeal to justice for the imposition of criminal sanctions where violations are ascertained.

Concerning the ore or other mines and quarries:

For the violations of the legislation and the regulations on occupational health and safety ascertained during an inspection, pecuniary penalties may be imposed, whose amount will range from 1,000 to 3,000 euro per violation.

Moreover, in case of illegal mineral-extracting activities the pecuniary penalties that may be imposed shall range from 16,000 to 160,000 euro.

As regards the number of violations, the **amounts of the pecuniary penalties imposed during the last years** are as follows (*amounts in euro*):

Year	Legal Construction Sites	Illegal Construction Sites	Total
2001	223.000	1.455.000	1.678.000
2002	248.000	1.851.000	2.099.000
2003	408.000	1.797.000	2.205.000
2004	358.000	2.321.000	2.679.000
2005	363.000	1.629.000	1.992.000

In all cases of accidents dealt with by the Inspectorates and in most cases of illegal constructions sites, the action taken, in addition to the administrative sanctions, is also legal (the relevant on-the-spot inspection reports are forwarded to the competent Public Prosecutor).

Question C

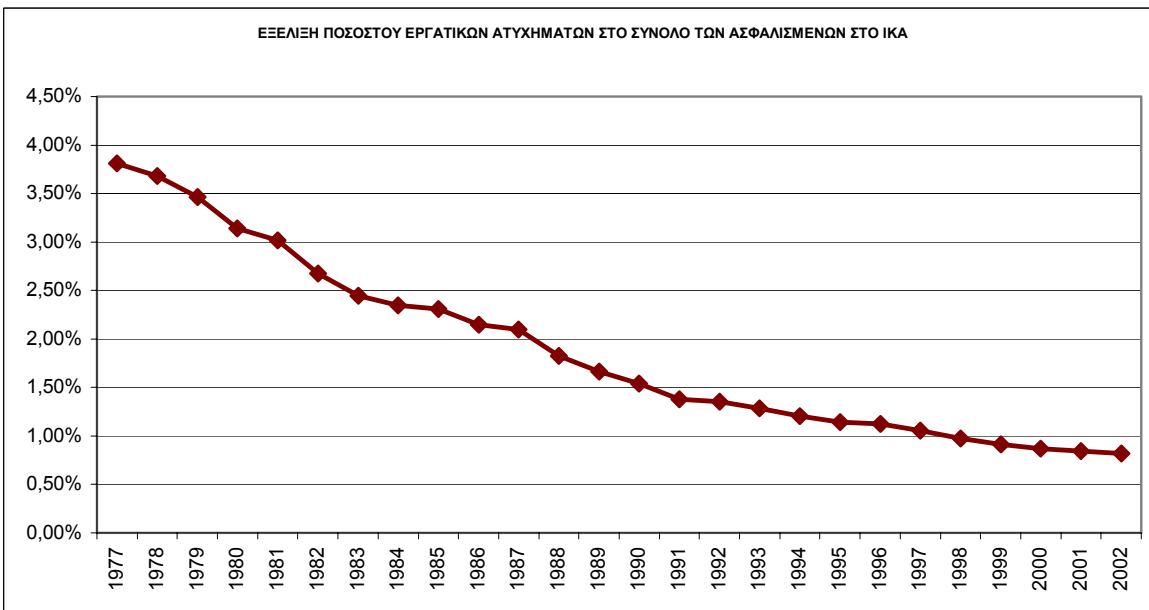
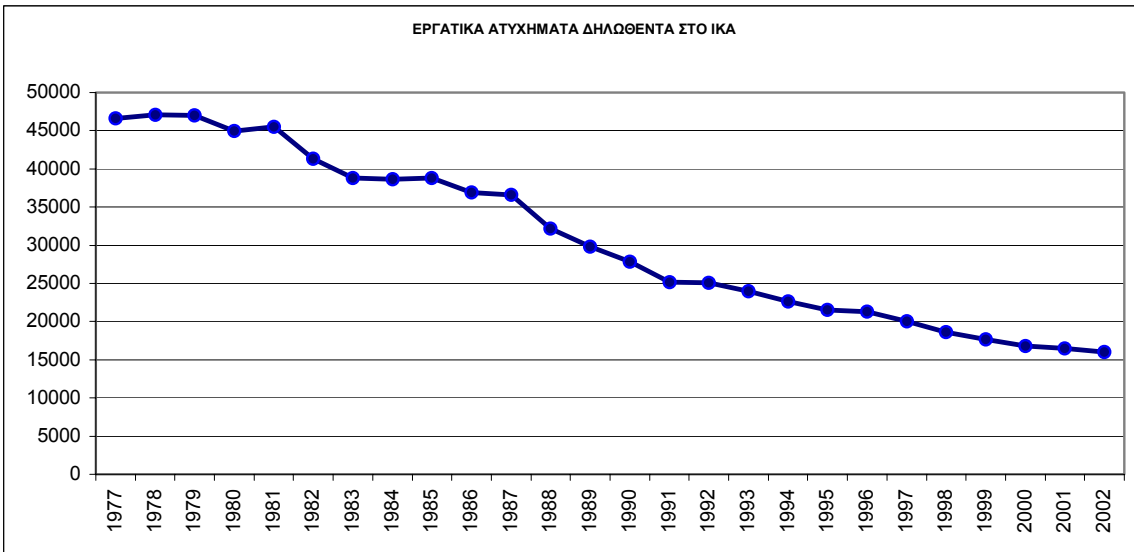
Occupational accidents

The employers must report all occupational accidents within twenty-four (24) hours to the competent Labour Inspectorates. The reported accidents are entered in a special book of accidents and investigated as to their causes by the Labour Technical Inspectors.

The aim of causes investigation is to clarify the factors and the circumstances that led to the accident and how this could have been prevented, so that the appropriate measures are taken in order that the accident does not happen again. At the same time, the statistical registration and evaluation of the results of the investigation of occupational accidents may lead to conclusions useful for the planning of the Labour Inspectorate's action and determination of priorities, as well as for any necessary improvement of the existing legislation. In particular, an on-the-spot inspection or investigation report is drawn up on the fatal or serious occupational accidents following the investigation thereof, which is submitted to the Prosecuting authorities.

As it appears from the statistical data at the disposal of the competent agency of the Social Security Institution (IKA) which concern the insured persons therewith, although the workforce presented a continuous increase during the last twelve (12) years, 1990-2002, the occupational accidents show a continuous decrease.

Occupational Accidents declared to the Social Security Institution



Progress of the percentage of the occupational accidents on the total insured persons with the Social Security Institution

The Labour Inspectorate has during the last years as its primary target to conduct more frequent inspections focused on specific branches of economic activity on the basis of the degree of risk they present. A particular emphasis is given also to the quality of the inspections carried out and to their repetition in branches of high delinquency or greater frequency of serious and fatal occupational accidents.

The results of the aforementioned policy are depicted in the statistical data showing that in the last years there is a decrease in the fatal occupational accidents. More specifically:

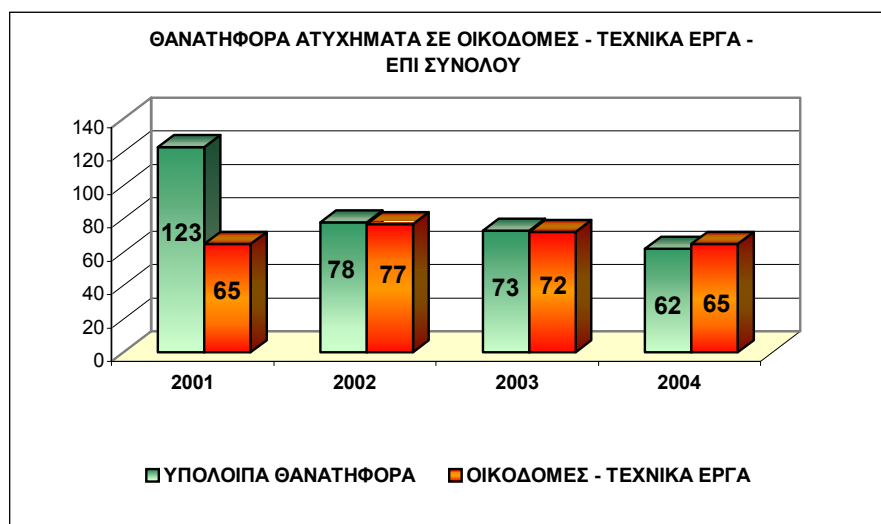
Fatal Accidents reported to the Labour Inspectorate



The statistical analysis of the occupational accidents shows that the branch of constructions and technical projects presents the greatest frequency of fatal accidents.

FALL - BUILDINGS UNDER CONSTRUCTION	35	40	40	39
ELECTRIC SHOCK - BUILDINGS UNDER CONSTRUCTION	12	13	9	11
PROJECT MACHINERY - BUILDINGS UNDER CONSTRUCTION	0	0	7	10
MISCELLANEOUS - BUILDINGS UNDER CONSTRUCTION	18	24	16	5
FALL - ENTERPRISES	10	11	9	8
ELECTRIC SHOCK - ENTERPRISES	9	4	4	5
PROJECT MACHINERY - ENTERPRISES	0	0	6	6
EQUIPMENT - MISCELLANEOUS - ENTERPRISES	25	29	27	10
SHIPBUILDING/REPAIRING ZONE	8	3	2	2
TRAFFIC ACCIDENTS	24	6	11	13
PATHOLOGICAL	19	14	14	18
NOT FALLING WITHIN THE COMPETENCE	18	3	0	0
SELF-EMPLOYED PERSONS	10	6	0	0
TOTAL	188	153	145	127

Fatal accidents at buildings under construction – Technical Projects –
on the Total



For this reason the Labour Inspectorate has during the last years given particular emphasis to inspections and actions in this branch. More specifically:

- Particular emphasis was put on the organization and coordination of works, as well as on the compliance with the measures for the protection of workers' safety at construction sites. The essential function of the Institutions, such as the Safety Technician and Coordinator or Occupational Doctor, as well as the preparation of a Plan and File of Safety and Health, were priorities of the Agency and this fact contributed essentially to the general compliance by the involved parties with their basic obligations. At the same time, specialized programs took place for the protection against electric shock at buildings under construction and safe practices during the use of project machinery.
- In addition, the Labour Inspectorate focused the controls on the big technical projects in progress (Attiki Odos, Egnatia Odos, Rio-Antirrio Bridge, etc.) and on the great number of projects implemented in view of the Olympic Games of 2004. Such coordinated controls and the imposition of sanctions on the offenders resulted in the almost full compliance by the big construction companies with the provisions of the Labour Legislation, which is reflected in the significant reduction of the sanctions (fines, complaints, accusatory statements, suspension of activities, etc.). Certainly, the time required for the performance of an overall and quality control in the big technical projects conducted to the reduction of the total number of controls conducted by Technical and Health Inspectors. We point out that a much longer period of time is required for a thorough and deep quality control in big construction and technical units of work production.

Analytical tables for the number of accidents per branch of economic activity and for the fatal accidents are given in the annex (all the available tables are in greek).

Since, however, the role of the Labour Inspectorate is informative, in addition to controlling, its agencies carried out many programs of citizens' information on health and safety at work.

More specifically:

The agricultural sector and the sector of constructions are also sectors where the Labour Inspectorate had an important action during the last four years within the framework of relevant European campaigns. In particular, during 2001-2002 our country implemented a major informative campaign in issues of safety and health of workers in the agricultural sector.

The actions of the program included the issuance of four handouts and one poster about the prevention of accidents in agricultural activities, as well as various informative actions at local level aiming at the awareness and information of farmers and their families on the dangers inherent in agricultural activities.

Moreover, in 2002 there was an advertising campaign on television concerning the accidents at work and the adoption of protective measures, which highlighted the value of human life in connection with the insignificant cost of taking safety measures.

Finally, during 2003-2004 there was a big informative campaign within the context of the European campaign on safety and health of workers in the sector of constructions with targeted controls and the issuance of informative material. Particular emphasis was given to information on the avoidance of falls from a height, because this category of accidents has the highest percentages.

In addition, the Labour Inspectorate organizes jointly with the bodies involved and workers' unions, informative one-day seminars in the capitals of prefectures throughout the country, in order to inform the directly concerned parties (employees and employers) on issues of the labour legislation. Indicatively, we mention that in 2003 totally 70 one-day seminars of a general and special interest were held in collaboration with the local bodies throughout Greece.

The aim of the Labour Inspectorate is still the quality improvement of the controls, a more effective use of the sanctionary tools of compliance with the provisions of the labour legislation, as well as the continuous improvement of the citizens' information and service procedures.

Concerning the fatal accidents in the areas of ore or other mines and quarries we present the following table:

YEAR	FATAL ACCIDENTS
2001	12
2002	03
2003	09
2004	07
2005	06
Average of all five years: 7 per year on the total 17,500 workers	

Occupational diseases

As regards the occupational diseases we wish to advise you as follows:

Prevention, control and treatment of the occupational diseases have always been one of the basic pillars of health and safety at work.

The field of occupational diseases is, however, the biggest thorn in the implementation of the targets for the promotion of health and safety at work in Greece.

It is worth mentioning that many other countries faced or still face this problem.

The economically developed countries having a developed health system have adopted mechanisms prescribing the criteria for the recognition of several diseases as occupational diseases and the required infrastructure for the prevention, control and treatment thereof.

In our country, the Social Security Institution, which is the biggest insurance body, has a list of occupational diseases and has established a procedure for their recognition.

The relevant list, which is considered as outdated, concerns only the procedure of recognising a compensation right due to an occupational disease.

Despite all efforts made by the Labour Inspectorate so that enterprises fulfil in practice their obligation to report the occupational diseases to the Labour Inspectorate, this has not been made possible except for a few cases.

The problem is complex, concerns a significant number of agencies in addition to the Labour Inspectorate (Social Security Institution, Insurance Funds, Nursing Institutions, Educational Institutions, etc.) and Ministries (Ministry of Employment and Social Protection, Ministry of Health and Ministry of Education) and besides an understanding among all the above, the collaboration among employers, employees and scientific bodies is necessary.

The Labour Inspectorate, in one of its many attempts to deal with the problem of occupational diseases and identify the situation with respect to issues of workers' health, implemented in 2003 a broadened project of health controls aiming exclusively at the control of enterprises in connection with the immediate and long-term impact on workers' health of physical, chemical and biological agents. The results of the controls and the analysis of the qualitative data of the research showed that there has been a good start, but a great effort needs to be made so that we reach a satisfactory level of dealing with workers' health issues.

Specific statistical data of occupational diseases for the years of 2003 and 2004 and an analysis of the sample are included in the informative leaflet issued by the Social Security Institution (General Directorate of Economic Technical Services, Directorate of Actuarial Studies and Statistics), which is attached hereto in a bilingual version (see annex). We advise you that the ratio of directly insured persons to the workforce is 40-45%.

Additional information

- Concerning the areas of ore or other mines and quarries in respect of the scale of the imposed administrative fines, we inform you that the fines are imposed per violation and no differentiation is prescribed according to the size of the enterprise. With regard to the imposition of criminal sanctions (that is, accusatory statements and complaints) we refer you to the statistical data given in our reply to Question B (see relevant table in the annex)
- The work group for the elaboration of a new List of Occupational Diseases was formed on the basis of the Ministerial Decision no 94800/04-10-2000 and has not still completed its activities.

- Concerning the ratio of violations - visits of Inspectors we refer you to the latest data that we cite in this report.
- With regard to information on the number and ratio of the audited enterprises we also refer you to the latest data that we cite in this report.

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01/01/2001 - 31/12/2004

Article 3

The right to safe and healthy working conditions

Paragraph 3: Consultation with employers' and workers' organizations in safety and health issues

Question

As we have mentioned in our previous reports, every legislative regulation on issues of health and safety is completed following a social dialogue among representatives of employers and employees within the framework of the Occupational Health and Safety Council (S.Y.A.E., Law 1568/1985, article 15). Moreover, the consultation and participation of employees and/or their representatives in issues of health and safety at the enterprise is a steady provision in every statute issued during the period examined (2001-2004) pursuant to article 10, Presidential Decree 17/1996 (see annex). Indicatively, we mention the relevant article 11, Presidential Decree 338/2001 'Consultation and participation of employees' which refers to the abovementioned Presidential Decree for these issues.

Within the context of consultations and cooperation with the social partners, the actions of the European Week for Safety and Health at Work are implemented, which for the said period are summarized as follows:

- European Week for Safety and Health at Work (22-26 October 2001)
Subject: '*Success is no accident*'
Actions: Organization of 2 one-day seminars in Athens and Thessaloniki - Re-issuance of a leaflet entitled 'Safety and health signalling at workplaces'

- European Week for Safety and Health at Work (21-25 October 2002)
Subject: '*Work without stress*'
Actions: Organization of 2 one-day seminars in Athens and Patra - Issuance of a technical manual entitled 'Sources of work stress'

- European Week for Safety and Health at Work (20-24 October 2003)
Subject: '*Dangerous substances? Be very careful!*'
Actions: Organization of an one-day seminar in Thessaloniki - Issuance of a technical manual entitled 'Dangerous chemical substances at workplaces' - Issuance of a relevant informative leaflet

- European Week for Safety and Health at Work (18-22 October 2004)
Subject: '*Building safety*'
Actions: Organization of an one-day seminar in Larissa - Issuance of a technical manual entitled 'Safety at construction sites' - Issuance of a relevant informative leaflet.

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Article 4, paragraph 1: The right to a remuneration such as will give a decent standard of living

Referring to our previous reports, we wish to additionally inform you of the following:

In Greece, the general minimum wage is set by the **National General Collective Labour Agreement** which is concluded between the most representative tertiary union organizations of employers and employees. The National General Collective Agreement sets the minimum limits, i.e. a safety wage for all the workers in the country irrespective of profession or specialisation. Apart from the National General Collective Agreements, collective labour agreements are concluded at sectoral, professional or enterprise level. The monthly and daily wages that are set by these agreements may be more favourable but in no case lower than the amounts set by the National General Collective Labour Agreement.

As concerns the negative conclusion under this provision the following should be noted:

- A. The national average wage that was declared in the 13th report includes the insurance contributions of the employer, while this is not the case for the minimum wage.
- B. The national average wage includes benefits for marriage and previous employment record (in three-year periods), while this is not the case for the minimum wage.
- C. The worker that receives the minimum wage ends up with an income that is not taxed, as it is lower than the relevant income limit.

In view of the above, the percentages 35% and 34% cited in the formulation of the negative conclusion are derived from a comparison effectuated between non-comparable figures.

For the period 2000-2004 we cite the following figures on which the necessary processing has been performed (deduction of tax and insurance contributions):

Year	Average Monthly Wage (Euros)	Minimum Monthly Wage of Employee in Euros (NGCLA)	Percentage of min. Wage of employee in relation with the Average monthly wage (%)	Min. Monthly earnings of manual worker in Euros (NGCLA)	Min. Daily wage for Manual Worker (NGCLA)	Percentage of min. Monthly Earnings of manual worker in relation with the average monthly wage (%)
2000	869,04	387,77	45	451,79	17,38	52
2001	915,79	400,68	44	466,82	17,95	51
2002	934,42	429,02	46	499,75	19,22	53
2003	1003,33	447,09	45	520,76	20,03	52
2004	1047,66	481,58	46	559,22	21,51	53

Source: National Statistical Service and Ministry of Employment and Social Protection

Important Observations:

1. The monthly wage of an employee and a manual worker on the basis of the NGCLA has been calculated after the deduction of the IKA contributions and concerns a single worker with 0 years of employment record.
2. Despite the processing that has been carried out, the figures continue to be non comparable, since the national average wage (as given by the National Statistical Service) contains all kinds of benefits (e.g. family benefits, 3yr employment-record benefits, etc.) that are not included in the minimum wage. Despite the fact that the extraction of the said benefits from the average wage is not possible, it is clear that if these amounts are taken into account the percentages in the 4th and 7th columns in the above table are further increased.
3. The monthly earnings for a manual worker are calculated as follows: daily wage X 26 .
4. For the years 2000, 2001, 2002, 2003, 2004 the income tax has been deducted from the average wage and is, respectively (in Euros): 66.62, 71.34, 71.90, 71.84, 90.83.

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Article 4, paragraph 2: The right to an increased rate of remuneration for overtime work

No change.

EUROPEAN SOCIAL CHARTER
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Article 4, paragraph 3: The right of men and women to equal pay

Questions A and B

General Secretariat for Gender Equality

Greece, as presiding country of the European Union (first semester of 2003), in a crucial historic moment for the respect for human rights because of the drafting of the **European Constitution**, intensified its efforts so that the Constituent Assembly includes in the principles and values to be the foundations of the Union, the promotion of gender equality and elimination of **any kind of inequality (including salary inequality)** in all its policies, as well as provisions, which will be used as the basis for the issuance of legal rights and will promote the essential equality.

Important provisions for the promotion of gender equality are also contained in the Greek Constitution 75/86/2001.

Article 116, paragraph 2 stipulates explicitly the obligation of the State to take **special positive measures for the elimination of any kind of discriminations (including the economic discriminations) mainly against women**, for the purpose of the effective application of the said principle to all fields. **Article 4, paragraph 2** of the Constitution expressly provides that Greek men and women have **equal rights**. **Article 22, paragraph 1, subparagraph 2** states in particular that ‘all working people, irrespective of gender or other distinctions, shall be entitled to **equal pay** for work of equal value rendered’. The next **paragraph 2** stipulates that ‘the general working conditions shall be determined by law, supplemented by **collective labour agreements** contracted through free negotiations and, in case of failure of such, by rules stipulated by arbitration’.

The principle of equal pay for work of equal value is also protected by Law 1414/1984 ‘Implementation of the principle of gender equality in work relations and other provisions’, as in detail set out in the 13th Greek Report on the Implementation of the European Social Charter. This principle governs also article 35, Law 2956/2001 ‘Restructuring of the Manpower Employment Organization and other provisions’ (abolition of provisions that bring about an unequal treatment among workers) and Presidential Decree 87/2002 issued in compliance with Directives 96/97/EC and 86/378/EEC.

The Greek collective negotiations system, as regulated by Law 1876/1990, ensures a solid protection of the salaries against the market forces. The obligatory participation of social partners in the negotiations, as provided for by the law, in conjunction with the mediation and arbitration procedure, in case of disagreement among the parties, the legal effect of the collective agreements and the possibility of administrative extension of their effect to all salaried workers of one occupation or branch, when they cover at least 51% of the workers, are characteristics of a regulated legal - labour system.

Another manner of protecting the salaries of working women against possible pressures by the forces of work supply and demand is the **subsidy of employers for hiring persons who are inferior as to the qualifications and social characteristics**.

The **General Secretariat for Gender Equality** acknowledges, through a comprehensive strategic intervention, the political, **economic**, social and developmental **significance of equality**

between men and women (National Priorities and Action Axes for Gender Equality 2004-2008', General Secretariat for Gender Equality, November 2004).

It is stressed that the General Secretariat for Gender Equality, within the context of **reinforcement of the position of women in connection with the labour market and their economic strengthening in work field**, participates in the design of actions for gender equality in the Operational Sectoral and Regional Programs, while it seeks the acceleration of implementation of all measures and actions of the Third Community Support Framework that concern women within the framework of the Operational Programs:

♦ **'Employment and Vocational Training'** [Measure 5.3 **'Integrated Interventions in favour of Women'** in cooperation with the Manpower Employment Organization: (a) Subsidy Program for 1,000 unemployed women as Young Self-employed Persons - **Y.S.P.** - (b) Enterprises Subsidy Program for the creation of 2,500 New Jobs for unemployed women - **N.J.** - (c) Program for Gaining Work Experience (**Stage**): 1,500 posts]. The target of the project is the strengthening of women, their preparation for their integration in the labour market, their support for assuming entrepreneurial initiatives.

♦ **'Competitiveness'** (Measure 2.8 in cooperation with the Hellenic Organization of Small and Medium-sized Enterprises and Handicraft: 'Support for Women Entrepreneurs'), which have been mentioned in the 14th Greek Report on the European Social Charter.

It is also noted that **K.E.TH.I. (Research Centre for Gender Equality)**, a body supervised by the General

Secretariat for Gender Equality, organized the **European Conference 'Equal Pay - Mind the Gap'** with the aim to inform and sensitize the public on the issue of inequality of remuneration and its impact on the social rights of women.

Within the framework of the above National and European Policy Priorities and Actions for Gender Equality, the General Secretariat for Gender Equality considers as **inalienable the right of working women to receive an equal pay with men for work of equal value rendered on terms of equal rights, obligations and opportunities with those of men**. In those cases the General Secretariat for Gender Equality promotes positive actions, within the meaning of article 116, paragraph 2 of the Constitution, this should be made on condition that equality is restored and no discrimination is imposed.

As regards this matter, the General Secretariat for Gender Equality, orientated towards the guidelines of the European Union, supports its strategic intervention in the dialogue (social, interparty dialogue with the Non-Governmental Organizations), which (dialogue) is in any case considered by it as a method of strategic planning and monitoring of the social and economic policies¹.

¹ 'National Policy Priorities and Actions Axes for Gender Equality', Ministry of the Interior, Public Administration and Decentralization, General Secretariat for Gender Equality, November 2004, pages 5-6.

The narrowing of the gap of remunerations between the two sexes requires, in principle, the **multi-dimensional handling** of the issue.

The **information** on the inequality of remunerations between the two sexes by presenting the true dimensions thereof, as well as the public **awareness** that may be implemented through conferences, as it has already happened, are essential.

Moreover, it requires the facilitation of women, so that **they do not discontinue their professional activity**, and the improvement of the perspectives of their **promotion and professional progress**.

The General Secretariat for Gender Equality, as aforesaid, has undertaken actions towards this direction following, inter alia, a policy of:

- ◆ moderation of the distinction of the professions in male and female;
- ◆ support for the (re)integration of women into employment; and
- ◆ facilitation of their professional progress.

More specifically, with respect to the attempt made by the General Secretariat for Gender Equality for the overcoming of the distinction of occupations on grounds of sex, it is mentioned that within the context of the Operational Program E.P.E.A.E.K. (Operational Program ‘Education and Initial Vocational Training’) officers of the Secretariat carried out relevant, informative visits to schools of the country.

In addition, a target of **Measure 5.1 ‘Positive Actions for the Equality of Opportunities between Men and**

Women in the SME and Big Enterprises’ of the Operational Program ‘Employment and Vocational Training’, whose final beneficiary is the General Secretariat for Gender Equality, is exactly the professional progress and facilitation of working women in the private and wider public sectors. It offers the possibility to women to benefit from actions of further training adapted to their professional needs, while it gives them the opportunity to obtain even a postgraduate degree. At the same time, it provides the enterprises with the motives to facilitate working women in their family obligations by subsidizing the operation of Day Nurseries at workplaces.

Finally, it should be mentioned **that the General Secretariat for Gender Equality is in the process of consultation with Employers’ Unions** (Social Partners) for the joint elaboration and signature (estimated to take place within February 2006) of a **Memorandum of Cooperation** with the ultimate aim to fight inequality in labour relations through the enrichment of the agenda of the collective negotiations and the conclusion of collective labour agreements, which will be more concentrated on essential measures for the promotion of gender equality at workplaces.

Question C

Concerning the protection provided to workers in case revenge measures are taken, according to **article 662 of the Civil Code** the employer is bound to make such arrangements concerning the matters of work, preserve in good condition the workplace and space where the workers live, as well as the facilities according to the technical requirements, the machinery, the tools, etc.. In addition, the general provisions of the labour legislation stipulate the following obligations of the employer:

- (a) Accept the work agreed to be provided by the salaried workers, that is, employ the salaried workers actually in the work wherefor they have been hired;
- (b) implement the provisions of the public law aiming at the more special protection of workers;

(c) comply with the so-called principle of 'equal treatment' of workers provided for in articles 200 and 280 of the Civil Code, that is, fulfil his/her obligations in good faith and according to good moral values;

(d) show respect for the personality of the workers, that is, his/her behaviour must be proper and not insulting (article 57, Civil Code); and

(e) fulfil his/her obligations arising from the collective agreements and arbitration awards.

On the basis of the above, in case of a relevant violation a complaint may be lodged for inspection by the competent Labour Inspectors or a labour dispute may be dealt with.

The right of men and women to equal pay for work of equal value is protected by the Labour Inspectorate (S.E.P.E.), whose tasks include, inter alia, the supervision and control of application of the provisions of the labour legislation, the investigation, the discovery and prosecution of the offenders of the labour legislation and the provision of information, advice and recommendations to employers and employees in respect of the most effective means for the compliance with the provisions in force. The Labour Inspectorate safeguards the above by its controlling powers, which consist in the control of enforcement of the labour legislation and the power to impose sanctions in case of violations, as well as by its authority for conciliatory intervention in labour disputes arising between employees and employers. More specifically, according to paragraph 1, article 7, Law 2639/1998 'Regulation of labour relations, formation of the Labour Inspectorate and other provisions' (Official Gazette 205/A), the Labour Inspectorate is competent to:

- 'inspect all enterprises and in general every private or public workplace or place where there is a suspicion that workers are employed, unless stipulated otherwise by special provisions' (*subparagraph a*);

- 'carry out any necessary inspection, control or investigation in respect of ascertaining whether the provisions of the labour legislation, the laws on terms and conditions of work, especially the time limits of work, the remuneration or other benefits, safety and health of workers, special terms and conditions of work of sensitive groups of workers (such as the young people, women who are pregnant or have recently given birth, persons with special needs), as well as special categories of workers, are complied with and implemented' (*subparagraph b*);

- 'take immediate administrative measures, impose the prescribed administrative sanctions or appeal to justice for the imposition of criminal sanctions or, in its opinion, grant a reasonable period of time for the compliance with the pertinent provisions' (*subparagraph e*);

- 'examine every complaint and request submitted to the Agency in respect of the correct enforcement of the Labour Legislation' (*subparagraph m*);

- 'intervene in a conciliatory manner for the settlement of any personal or collective labour dispute' (*subparagraph n*).

Since article 6, Law 1414/1984 'Implementation of the principle of gender equality in labour relations and other provisions' (Official Gazette 10/A), which stipulates that the termination of the labour relationship is prohibited when it is made on grounds of sex or as employer's reaction against a (judicial or other) action by the employee aiming at gender equality in labour relations, is included in the labour legislation, the Labour Inspectorate deals with the compliance with the said provision and accordingly advises the employer or, in case of violation, punishes his/her informing at the same time the employee on his/her right to appeal to the competent courts.

From the conjunction of the above competencies of the Labour Inspectorate that show its dual role, both Prosecuting and counselling or guiding, it appears that the Labour Inspectorate contributes to the protection of the workers, whose employer reacts against a complaint lodged against him/her. This is based on that the Labour Inspector conduces to the smoothing out of the relationship between the two parties enlightening them, during the conciliatory procedure or procedure of personal labour

dispute settlement, on their rights and obligations, as well as on the measures to be taken by the employer so that no sanctions are imposed on him/her.

Additional Information

Right to equal pay in the public sector

Besides article 22 of the Constitution, we wish to mention that the provisions of **Law 3205/2003** ‘Salary arrangements for functionaries and officers of the State, Public Law Entities and Local Government Organizations, permanent officers of the Armed Forces, Hellenic Police Force, Fire Brigade and Harbour Guard, and other pertinent provisions’ (Official Gazette 297 Bulletin A), provide for the remuneration of the civil servants without making any salary discrimination between working men and women.

Consultation with social partners

The General Secretariat for Gender Equality is **in the process of consultation with Employers’ Unions** (Social Partner) for the joint elaboration and signature (estimated to take place within February 2006) of a **Memorandum of Cooperation** with the ultimate aim to fight inequality in labour relations through the enrichment of the agenda of the collective negotiations and the conclusion of collective labour agreements, which will be more concentrated on essential measures for the promotion of gender equality at workplaces.

Other consequences for the employer in addition to the payment of a fine

Besides the imposition of a fine, there are other consequences that may be imposed on the employer who violates the principle of equal pay for work of equal value, such as to pay the remuneration difference applying thus the favourable regulation on pay both to working men and women who are unjustifiably exempted therefrom. In case such violation constitutes an insult to personality, the right to claim the cessation of the insult and the non-recurrence thereof in the future as well as to a pecuniary satisfaction for moral harm suffered by working men and women (see article 57-60, Civil Code) is substantiated.

Finally, as regards the party that bears the burden of proof in case of dispute as to the matter of equal pay, we mention Presidential Decree 105/2003 whereby our internal law was adapted to the provisions of Directive 97/80 on the burden of proof in cases of discrimination based on sex. Article 4 of the said Directive provides that the salaried worker who considers himself/herself a victim of discrimination, must present before a court the true facts, according to which the discrimination is presumed, and then the employer will be under the obligation to prove that there was no violation of the principle of equal treatment or equal pay.

Concerning part-time employment

According to paragraph 7, article 2, Law 2639/1998 that replaced article 38, Law 1892/1990, the pay of part-time workers may not be less than the pay prescribed by the provisions in force for employees working for the regular schedule at the same work, which corresponds to the hours of part-time work.

Moreover, according to paragraph 14, article 2, Law 2639/1998, all provisions of the labour legislation apply to part-time workers. Therefore, part-time workers are entitled to the benefit paid for many-year employment pursuant to the requirements stipulated by the pertinent collective arrangements, in proportion to the hours of their employment, of course.

EUROPEAN SOCIAL CHARTER
17TH GREEK REPORT
01/01/2001 - 31/12/2004

Article 4, paragraph 4: Reasonable notice periods

The article stipulates the following:

With a view to ensuring the effective exercise of the right to a fair remuneration, the Parties undertake:

To recognize the right of all workers to a reasonable period of notice for termination of employment. 'The exercise of this right shall be achieved by freely concluded collective agreements, by statutory wage-fixing machinery or by other means appropriate to national conditions'.

[The Appendix to the Charter stipulates explicitly that this provision shall be so understood as not to prohibit immediate dismissal for any serious offence.]

Question A

1. TABLE OF COMPENSATION OF EMPLOYEES
(Pursuant to Law 2112/1920 and Law 3198/1955)

	Termination without notice	Termination upon notice	
Period of employment at the same employer	Amount of compensation	Period of notice	Amount of compensation
	Regular pay		Regular pay
2 months completed up to 1 year	1 month	1 month	½ month
Over 1 year	2 months	2 months	1 month
4 years completed up to 6 years	3 months	3 months	1 ½ month
6 years completed up to 8 years	4 months	4 months	2 months
8 years completed up to 10 years	5 months	5 months	2 ½ months

	Termination without notice	Termination upon notice	
Period of employment at the same employer	Amount of compensation	Period of notice	Amount of compensation
	Regular pay		Regular pay
10 years completed	6 months	6 months	3 months
11 years completed	7 months	7 months	3 ½ months
12 years completed	8 months	8 months	4 months
13 years completed	9 months	9 months	4 ½ months
14 years completed	10 months	10 months	5 months
15 years completed	11 months	11 months	5 ½ months
16 years completed	12 months	12 months	6 months
17 years completed	13 months	13 months	6 ½ months

18 years completed	14 months	14 months	7 months
19 years completed	15 months	15 months	7 ½ months
20 years completed	16 months	16 months	8 months
21 years completed	17 months	17 months	8 ½ months
22 years completed	18 months	18 months	9 months
23 years completed	19 months	19 months	9 ½ months
24 years completed	20 months	20 months	10 months
25 years completed	21 months	21 months	10 ½ months
26 years completed	22 months	22 months	11 months
27 years completed	23 months	23 months	11 ½ months
28 years completed and over	24 months	24 months	12 months

2. TABLE OF COMPENSATION OF WAGE-EARNERS - DOMESTIC SALARIED WORKERS

(Pursuant to Royal Decree 16/18.7.1920, Law 1849/1989 and National General Collective Labour Agreement as of 24.5.2004)

Period of employment at the same employer	Amount of compensation
From 2 months completed to 1 year	5 day-wages
From 1 year completed to 2 years	7 day-wages
From 2 years completed to 5 years	15 day-wages
From 5 years completed to 10 years	30 day-wages
From 10 years completed to 15 years	60 day-wages
From 15 years completed to 20 years	100 day-wages
From 20 years completed to 25 years	120 day-wages
From 25 years completed to 30 years	140 day-wages
From 30 years completed and over	160 day-wages

Article 4, Law 3198/1955 stipulates as follows: ‘if by the termination the period prescribed by article 1, Law 2112/1920 is fixed, only in case of employees, the employer shall pay to the person dismissed upon the expiry of such period half of the compensation provided for by the said law in the event that the labour contract is terminated without notice. Entitled to receive such a compensation shall also be the employees who resign from their job with the consent of their employer during the period of notice’.

From this provision it appears that the employees who resign from their job without the consent of their employer during the period of notice shall not be entitled to receive such a compensation. The giving of the consent by the employer, as an exercise of a right, shall be subject to the restrictions of article 281, Civil Code. We believe that the refusal to give the consent could be considered as abusive, when, for example, the employee, despite the objectively existing great difficulty, has found another job and has to assume duties for the new employer. We point out that the difficulty in finding a job is indirectly recognized by the legislator, who, on the one hand, provides for a bigger compensation for employees in comparison with the wage-earners (who can easier find a job) and, on the other hand, has stipulated in article 677, Civil Code, employee’s possibility to abstain from work for some hours during the period of notice in order to find a job. Besides, salaried employee’s resignation during the period of notice results in employer’s release from the payment of the remaining amount until the expiry of the period of notice and also employer’s being relieved of a salaried employee, who due to his/her imminent dismissal has, as it is natural, a reduced performance.

Question B

The termination of the labour relation is a causeless legal transaction whose validity does not depend on the existence of a legal cause. According to Judgement of the Appeal Court of Athens 9543/1996, solely the lack of a serious reason does not make the termination abusive. A different interpretation would overrule the system of causeless termination by the employer. However, employer's right is subject to the restrictions of article 281, Civil Code. The courts have found as abusive and therefore invalid some dismissals made in revenge or for other personal reasons of the employer or due to the trade union activities of the salaried employee and also due to the choice of termination (stricter measure) instead of another milder measure.

In addition, we wish to inform you of the following statistical data kept by the Directorate for Planning and Coordination of Social Inspectorates:

	2001	2002	2003	2004
Labour disputes due to termination of the labour contract	3,144	3,505	3,343	2,977

The Greek Government, acknowledging the need of harmonization with the European Social Charter with respect to the compensation received, instead of a notice, before the dismissal by the wage-earners who have a previous service of up to 10 years (insufficient), intends to **submit the issue for discussion to the National Committee for Employment.**

EUROPEAN SOCIAL CHARTER

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Article 4, paragraph 5: Limitation of deductions from wages

No change.

EUROPEAN SOCIAL CHARTER
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Article 9: THE RIGHT TO VOCATIONAL GUIDANCE

Question A

National Centre for Vocational Orientation (E.K.E.P.)

The **National Centre for Vocational Orientation** is a private law entity established by Law 2525/1997. It operates since 2000 under the supervision of the Ministry of Labour and Social Security and the Ministry of National Education and Religious Affairs.

As a coordinating and executive organ of the State it aims at contributing, along with the other jointly competent bodies, to the formulation of a unified strategy with regard to the content, targets and directions of the Vocational Guidance system in Greece.

At **national level**, the National Centre for Vocational Orientation is a body of coordination, support, certification, educational and vocational information and strengthening of the action of those offering services of Counselling and Vocational Guidance in education, training and employment.

At **European level**, the National Centre for Vocational Orientation, within the framework of the Community Program *Leonardo da Vinci*, has been designated by decision of the jointly competent Minister of Education and Minister of Labour (now Minister of Employment and Social Protection) as the National Information Centre for Vocational Guidance of our country in the European network (*Euroguidance*). It is financed for the development of actions that concern the support of the exchange of

qualitative information among the European countries on issues pertaining to Counselling and Vocational Guidance, education, training systems and employment, with the aim to promote the European dimension in Counselling and Vocational Guidance and to introduce, in the national systems of Counselling and Vocational Guidance, issues regarding international mobility and international developments and perspectives in Vocational Guidance.

The National Centre for Vocational Orientation focuses its work on targeted actions, which are compatible with the strategic target of the Lisbon European Council, for a viable economic development with more and better job posts and greater social cohesion. In addition, all planned actions of the National Centre for Vocational Orientation until the end of 2006 have been designed in accordance with the guidelines of the European Union for the formulation of common principles, targets and guidelines on the institution of *Counselling and Vocational Guidance* in Europe, so that the targets set forth be achieved pursuant to the Resolution of the Council of Ministers of Education of the European Union for Counselling and Vocational Guidance (28 May 2004).

In particular, the following are clarified:

- The services offered by the National Centre for Vocational Orientation are rendered gratis to all bodies and users.
- The activities of the National Centre for Vocational Orientation focus on the **support of the work of the Counselling and Vocational Guidance agencies and functionaries of the public**

sector and, in particular, in the field of education and employment. Within the context of initiatives it undertakes in accordance with its statutory role for the enactment of the certification of bodies and officers rendering Counselling and Vocational Guidance services, it dealt with the determination of Requirements and Procedures of Operation of Private Offices and Centres for Rendering Counselling and Vocational Guidance Services and the drafting of the pertinent Joint Ministerial Decision, which regulates issues of Counselling and Vocational Guidance provision in the private sector (Law 3227, Official Gazette 31/Bulletin A/9-2-2004) and which shall enter into force upon the forthcoming issuance of the Joint Ministerial Decision on the certification of Counselling and Vocational Guidance functionaries. The support of the bodies rendering vocational guidance services is provided regardless of their legal status.

- The access to **information services** rendered by the National Centre for Vocational Orientation is open to everyone, whether Counselling and Vocational Guidance bodies or functionaries, and to all citizens concerned. In particular, **it is specially provided both at the level of electronic information and printed information that all persons concerned, whether Greek or not, shall have access to the information provided, that is why all information tools created by the National Centre for Vocational Orientation are available also in English.**

The National Centre for Vocational Orientation has created a **webpage** (www.ekep.gr) continually enriched according to the European standards and demands and its statutory role. The webpage contains important data on issues regarding the National Centre for Vocational Orientation, the Bodies of the Ministry of Education and Ministry of Employment, which are interesting for the Counselling and Vocational Guidance Counsellors and the citizens in general.

The National Centre for Vocational Orientation, aiming at the improvement of the information services, designed and completed recently, with the financing by E.P.E.A.E.K. II (Operational Program 'Education and Initial Vocational Training'), the project '**Development of the database and networking of the National Centre for Vocational Orientation**'. The Database of the National Centre for Vocational Orientation will start operating officially in December 2005. It will provide information on issues of Vocational Guidance, Counselling, Education/Training, Employment, Career Development and Lifelong Learning, a list of the bodies and agencies of Vocational Guidance in Greece and the activities they develop. Its characteristic advantage is the introduction of a question by the use of a natural language by the user who searches for the information he/she is interested in. In the current stage, the system contains 207 questions with the answers that are available on the Internet and 172 webpages of bodies - sources. The database will be accessed through the webpage of the National Centre for Vocational Orientation.

By the financing by *Leonardo da Vinci*, the National Centre for Vocational Orientation as National Information Centre for Vocational Guidance - member of the *Euroguidance* Network **participated in the creation of the European Information Portal on Learning Opportunities 'PLOTEUS' (Portal on Learning Opportunities Throughout the European Space)**, whose official commencement of operation was in March 2003. The National Centre for Vocational Orientation as a member of the European Network of Information Centres on Vocational Guidance (*Euroguidance*) participated in the creation of this portal in collaboration with the other centres of the *Euroguidance* network under the supervision of the Education and Culture Directorate-General of the European Commission. The role of the National Centre for Vocational Orientation in this project was to introduce in PLOTEUS the links on all learning opportunities in Greece, as well as other important information that will help the European citizens who are interested in moving to our country for educational and training purposes. PLOTEUS is a project of great significance for the promotion of mobility for educational purposes in Europe and provides every European citizen with information on learning opportunities at all levels of education and training, information on the structure of the

educational systems, as well as general information on every country. For the first time, only one all-inclusive information system for the whole Europe offers support to those wishing to study in another European country assisting them in finding the relevant information on subjects and courses, the structure of educational and training systems, scholarships, accommodation, living expenses, social security, etc..

Moreover, the National Centre for Vocational Orientation participated in the multilateral program '**Fit for Europe Enlargement**' (LdV), which is the internet tool for the support of mobility and will provide information in nine languages on issues of Education, Training and Employment from 31 European countries. The National Centre for Vocational Orientation introduced in the website of the program the information related to Greece and Cyprus. The tool has been completed and the English version of the system is available from the webpage of the program www.fit-for-europe.info. The texts are currently being translated in the other languages.

- The National Centre for Vocational Orientation participated by its representative in the work group for the development of the **National System to Link Vocational Education and Training with Employment (E.S.S.E.E.K.A.) (Law 3191, Official Gazette A 258-7/11/2003)**, which exhibits considerably the strategic role of the Vocational Guidance Counselling system, with National Centre for Vocational Orientation being the executive body. The system of investigation of the labour market needs will provide data and information on a continuous basis to the National Centre for Vocational Orientation, while in the same manner the systems of Vocational Education of Initial and Continuous Training will continually provide to the National Centre for Vocational Orientation the quantitative and qualitative characteristics of their graduates. Thus, the framework is formed, within which the National Centre for Vocational Orientation will manage, in cooperation with the agencies of the Ministry of Education and Ministry of Employment, reliable and quality information aiming at the improvement of the services rendered to the student and to any other person who is in the labour market.

Within the context of interconnection, coordination and cooperation of the National Centre for Vocational Orientation with other bodies in the sector of education, training and employment, both in Greece and abroad, a cycle of meetings has started with the management and officials of various jointly competent bodies aiming at the creation of a **National Network of Counsellors**. More specifically, the Counsellors of the Counselling and Guidance Centres (KESYP), of the School Vocational Guidance Offices (GRASEP), of the Offices of Linking to the Labour Market and Vocational Guidance (GRASY), of the Centres for Promotion to Employment (KPA), of the Offices of Interconnection with the Higher Educational Institutions and Technical Educational Institutions, as well as Counsellors of other bodies from the fields of education, training and employment will participate in this network with the aim to inform and exchange opinions on issues concerning them.

The National Centre for Vocational Orientation has developed initiatives for making a list of the needs and problems of its Counselling and Vocational Guidance services, has carried out actions for the development and dissemination of theoretical views and empirical methods and techniques and is designing projects for assuring the quality of the services rendered at all levels of the institution implementation.

It established in 2002 (11-03-2002) an ad hoc committee for the preparation of a study on the formulation of criteria for the certification of the adequacy of qualifications of Counselling and Vocational Guidance functionaries through the compilation of a register and the determination of the operation requirements of the relevant bodies. The draft Joint Ministerial Decisions required for the **Certification of Counselling and Vocational Guidance Functionaries** were forwarded to the

competent Ministry of Employment and Ministry of Education and are expected to enter into force. The certification procedure of the Counselling and Vocational Guidance officers, on the basis of criteria for the evaluation of the adequacy of their qualifications, ensures the quality of the structures offering Counselling and Vocational Guidance services with the aim to essentially provide assistance to the citizens for their integration in the labour market and their information on issues of education, training, lifelong learning and employment.

Within the context of implementation of the project with the financing by E.P.E.A.E.K. II, the National Centre for Vocational Orientation has planned the **preparation of a study of international systems of Counselling and Vocational Guidance services (structures and procedures) quality assurance and management**, the preparation of the relevant curriculum and the implementation of a program of further training in international systems of Counselling and Vocational Guidance services (structures and procedures) quality assurance and management. The study will function as an educational tool and will be made available to instructors, trainees, Counselling and Guidance Centres and other competent agencies and/or bodies of the Ministry of National Education and Religious Affairs and Ministry of Employment and Social Protection. Both the study and the program of further training will be utilized by the National Centre for Vocational Orientation during the application of the certification system of officers and bodies rendering Counselling and Vocational Guidance services and will contribute to the satisfaction of the needs of the National System to Link Vocational Education and Training with Employment (E.S.S.E.E.K.A.) on the part of the National Centre for Vocational Orientation.

Within the framework of support of Counselling and Vocational Guidance functionaries in their work for the upgrading of the services rendered by them, the National Centre for Vocational Orientation has planned the **creation of a library**, with the aim to become in the near future a source of specialized bibliography in the field of Counselling and Vocational Guidance, which will function as a supplement to the libraries of other bodies, such as of the Pedagogic Institute, Manpower Employment Organization, Universities or Interconnection Offices of the Higher Educational Institutions and Technical Educational Institutions. The library of the National Centre for Vocational Orientation has already been enriched with 420 Books in Greek language, while within 2006 the procurement of Books in foreign languages, Greek and Foreign Audiovisual Material will be completed and subscriptions to Greek-language and Foreign-language Journals and Databases will be ensured. In addition, when the library enrichment procedure is completed, it will be accessible by professionals of this field and any person concerned, either through a visit to the area of the library or through the webpage of the National Centre for Vocational Orientation, which will contain the list of the available titles.

At the same time, the National Centre for Vocational Orientation deals with documentation and information issues, as they arise from the needs of the users of corresponding services.

It organizes **further training one-day seminars at a regional and central level**, with the aim to support the work and improve the services rendered by the Counselling and Vocational Guidance functionaries who work in the field of education, training and employment.

It participates in several domestic and foreign **bodies networks** or through collaborations within the framework of programs aiming at the improvement of the services rendered and at the strengthening of its role. It also promotes the improvement of the information networks in Greece and in the European Union through its participation in the European Network, *Euroguidance*.

- The National Centre for Vocational Orientation reinforces systematically the interconnection with other bodies that are active in the field of Counselling and Vocational Guidance and, in particular, in the field of sensitive social groups, such as the Bodies of Accompanying Supportive Services, Development Companies of the Municipalities, Vocational Training Centres providing services of employment promotion. It has also established a Sensitive Social Groups Team from among its scientific personnel, which has undertaken the collection of the relevant material and the interconnection and cooperation with the aforementioned bodies.

More specifically, the National Centre for Vocational Orientation has planned through its actions to gradually cover the following fields of activities:

- Collection of material pertaining to the groups-targets, registration of the agencies, which are active in the field of vocational guidance, and promotion to employment of such groups;
- Collection of information on the ongoing national and European programs for the sensitive social groups;
- Preparation of publications for Counselling and Vocational Guidance Functionaries in issues concerning the said population groups;
- Integration of the relevant thematic subjects in the one-day seminars and the educational activities organized by the National Centre for Vocational Orientation;
- Organization of specialized training programs for the counsellors, which are orientated towards the particular features of the specific sensitive social groups.

Manpower Employment Organization (O.A.E.D.)

The Employment and Unemployment Insurance Organization (O.O.A.A.) was formed by Legislative Order 2961/1954 and was renamed Manpower Employment Organization (O.A.E.D.) by Legislative Order 212/1969. The Organization is the main organ for the implementation of the Government Policy on employment for the purpose of fulfilment of the necessary requirements for the speedy adaptation of work supply to demand in harmony with the Economic Development Program of the Country from time to time and the pertinent guidelines and instructions by the Minister of Employment and Social Protection.

In particular, the Organization is responsible for:

- the Vocational Guidance of the workforce;
- the Technical Vocational Education and Training of the workforce;
- the facilitation of the interaction between work supply and demand; and
- various grants, such as conditional subsidy of the unemployed persons, the supplementation of the pregnancy and maternity benefits provided by the Social Security Institution, etc..

In order to carry out its mission, the Organization implements a great number of activities, such as the

- Linking between Work Supply and Demand;
- Employment Programs (Subsidy of enterprises for the creation of New Job Posts);
- Subsidy of Young Self-employed Persons (EURES, etc.);
- Insurance Benefits (Unemployment, Family, Building and other Benefits);
- Special Social Groups Employment Programs;
- Private Enterprises Personnel Education Programs;
- Vocational Guidance.

The operation of the Manpower Employment Organization is governed by the regime of the Public Law Entity and is under the supervision of the Ministry of Employment and Social Protection. It is administratively autonomous and is managed by the Governor and the Board of Directors. The formation of the Board of Directors is based on the principle of three-party representation.

Concerning vocational guidance, in addition to those already stated in previous reports, we wish to clarify the following:

1. The access to Vocational Guidance services offered by the Manpower Employment Organization is gratis.

2. The provision of advice in matters of vocational guidance is effectuated by services of the public sector. The persons benefited from the Vocational Guidance services offered may come from the public or private sector.

3. The information on job selection is provided to all persons who visit the Centres for the Promotion to Employment through the Labour Counsellors serving therein. In order that everybody receives sufficient information, informative leaflets have been printed and distributed and announcements in newspapers and informative spots on television have been presented.

4. Specific measures for the introduction of Vocational Guidance in the Centres for Promotion to Employment throughout the period 2001-2004 have been taken so as to ensure a close relationship between the Vocational Guidance and Vocational Training and Employment. For this reason, 2 Vocational Guidance Counsellors were seconded from the Model Vocational Guidance Centre in order to staff 2 pilot Centres for Promotion to Employment and deal with issues of Vocational Guidance within those Centres for Promotion to Employment. At the same time, in 2001 more organized procedures started in the Centres for Promotion to Employment (individualized intervention by the Labour Counsellors) with frequent training of the Labour Counsellors by the Vocational Guidance Directorate, so that they become more skilled in carrying out activities in those fields. Procedures for the staffing of the Centres for Promotion to Employment with Labour Counsellors specialized in Counselling and Vocational Guidance have already been initiated. The Vocational Guidance Agencies of the Manpower Employment Organization provide supportive information to the persons concerned in respect of the possibilities of their vocational training.

5. The vocational guidance is implemented as a core counseling service in a certain number of Centers for Promotion to Employment aiming to expand to all Centers by 2007. More particularly, the vocational guidance services are being applied in 20 Centers for Promotion to Employment that are distributed throughout the country. The application of the said services is effectuated by specially trained Labor Counselors (the OAED implemented two special training programs 240 hours each for the years 2005 and 2006 with a third program scheduled for 2006). As regards the Centers that do not have specialized Labor Counselors in vocational guidance the following are provided for:

- In the Attica area the unemployed are referred to the Model Center of Vocational Guidance.
- In the Salonica area the unemployed are served by 2 specialized Labor Counselors.
- In the remaining region, the unemployed are served by specialized Labor Counselors that are "borrowed" from neighboring Centers.

6. The Vocational Guidance Directorate of the OAED, has proceeded to the following steps in the direction of enhancing the offered services in the field of vocational guidance: 1) Training material from countries that have a large experience in actions of Vocational guidance has been received and is used for the training programs for the Labor Counselors that have manned the Centers for the Promotion of Employment, 2) Training of 86 Labor Counselors (holders of higher

education degrees in Psychology, Sociology, Social Work) in matters of job search counseling (job search techniques) in 2001.

7. In addition to the Special Offices, the provision of Accompanying Supportive Services to the Centres for Promotion to Employment has been prescribed for the persons with special needs. Particularly, in respect of vocational guidance issues a number of the Labour Counsellors trained in the said subject shall be channelled to the Special Social Groups Offices.

Counselling and Guidance Centres (KESYP) - School Vocational Guidance Offices (GRASEP)

The services rendered within the context of School Vocational Guidance in our country, wherefor the

Counselling Vocational Guidance and Educational Activities Directorate (whereunder the School Vocational Guidance Department comes now) is competent, are as follows:

(A) The implementation of School Vocational Guidance in the School Units of Secondary Education, in particular, in the Third Grade of the Junior High School (one hour per week throughout the school year) and in the First Grade of the Comprehensive Senior High School (one hour per week during the second half of the school year). The implementation is undertaken, by virtue of the relevant Ministerial Decisions, by the teachers who have the best qualifications in terms of studies, instruction or further training in issues of Counselling and School Vocational Guidance.

(B) Personal and Group Counselling Services in Counselling and Guidance Centres (KESYP) that operate in the seats of the prefectures and in big cities of the country, as well as in the School Vocational Guidance Offices (GRASEP) that operate in school units of the country.

The implementation of the School Vocational Guidance in school units is included in the school program and aims at the counselling support of **all** students of the country during the various stages of their personality development, in conjunction with the reliable and many-sided information thereof on the offered educational and vocational alternatives in our country, in Europe and the world in general, as well as at their harmonious and active integration in social process.

The School Vocational Guidance Offices offer counselling support and additional information to the students (of the local and neighbouring school units) and to their parents.

The Counselling and Guidance Centres support at a prefectural level the implementation of the School Vocational Guidance in school units, assist the School Vocational Guidance Offices in counselling and information issues, offer services similar (to those rendered by the School Vocational Guidance Offices) through a more specialized personnel, provide counselling and information services to the persons concerned (pupils, parents, students, workers, unemployed persons, etc.).

The School Vocational Guidance Offices aim mainly at helping pupils and their parents. The Counselling and Guidance Centres, in addition to the pupils and their parents, aim at helping the young people and the teachers. However, in both cases the persons served thereby are significantly more, since many young people appeal to the local School Vocational Guidance Offices, even if they are not pupils, while the persons served by the Counselling and Guidance Centres belong to all ages.

It is pointed out that the general framework, with regard to the School Vocational Guidance, remains as described in the 13th National Report but with important improvements. The most significant changes are summarized as follows:

▶ Foundation of the ‘Counselling Vocational Guidance and Educational Activities Directorate’ with main target to improve the activation of the Ministry of Education in Vocational Guidance issues;

▶ Determination of the package of criteria for the personnel that renders vocational guidance services at the specialized structures, the Counselling and Guidance Centres (KESYP) and the School Vocational Guidance Offices (GRASEP). We must stress that according to the said criteria, candidate teachers’ knowledge of foreign languages, who are interested in staffing the aforementioned structures, gives extra points;

▶ Increase of the number of the Counselling and Guidance Centres and School Vocational Guidance Offices;

▶ Implementation of diverse Counselling and Vocational Guidance programs.

In addition, the following should be clarified:

- The access to all services is provided gratis.

- Concerning the implementation of the School Vocational Guidance in school units, it takes place both in the public and the private sectors. The Counselling and Guidance Centres and the School Vocational Guidance Offices operate only in the public sector.

- In the school units the information on job selection is provided through the text-books and the material sent by the competent Counselling and Guidance Centres. There is in fact a collaboration of the Counselling and Guidance Centres and the School Units, since the Vocational Guidance Counsellors working at the Counselling and Guidance Centres are responsible for the proper implementation of the institution in the schools of the area of their jurisdiction. The Counselling and Guidance Centres and the School Vocational Guidance Offices collect the material in cooperation with other bodies (e.g. Manpower Employment Organization, Vocational Chambers, etc.), while for this purpose the Counselling and Guidance Centres are also staffed with Information and Documentation Specialists. Furthermore, the duties of the officers of the School Vocational Guidance structures include: the implementation of further training and informative programs in issues of self-information, of search for and critical consideration of information, the use of new technologies and the Internet, the provision of printed, audiovisual or electronic training and informative material and mainly the communication and cooperation of all officers among them and with all educational, professional and social bodies considered useful and necessary to this end.

- In our country there is a National Centre of Vocational Guidance that aims at the more effective implementation of the national policy on Vocational Guidance through the coordination of actions of all the agencies involved regardless of the Ministry to which they belong.

- As regards the implementation of the School Vocational Guidance in school units, the writing of new text-books has been completed for the Third Grade of the Junior High School (within the context of the relevant program included in the Second Operational Program ‘Education and Initial Vocational Training’, Third Community Support Framework), while further training one-day seminars are organized on an annual basis by the local Counselling and Guidance Centres for teachers who implement the School Vocational Guidance in the class.

- The Ministerial Decision no 140178/C7/11/12/2003 provided for the increase of the structures by 11 Counselling and Guidance Centres and 370 School Vocational Guidance Offices. 7 Counselling and Guidance Centres and 270 School Vocational Guidance Offices have already started operating (see documents of our agency no 123160/C7/2-11-2004 and no 44698/C7/6/5/2005) and the procedure for the commencement of operation of the others is in progress.

- With respect to the teachers staffing the Counselling and Guidance Centres and the School Vocational Guidance Offices, medium-term and short-term programs aiming at the further training of young officers and supplementary training of the current officers have been designed and are at the final preparation stage.

- The continuous support of the implementation of the E.P.E.A.E.K. Programs in diverse Counselling and Vocational Guidance subjects and the promotion of Career Education Programs within the context of the school activities promote also the Vocational Guidance services at the level of pupils and teachers and the awareness of the society.

- A fixed policy of the Ministry of Education for the operation of the Counselling and Guidance Centres (KESYP) and the School Vocational Guidance Offices (GRASEP) is the selection of those areas that ensure the access by persons with special needs. As far as the Special Education units are concerned, they have always priority when new School Vocational Guidance Offices are established and a branch of Vocational Counsellors has been created, while the Special Education Directorate has been formed within the Central Agency of the Ministry of National Education and Religious Affairs. Moreover, the officers of the School Vocational Guidance structures and the teachers implementing the institution in the school class gather all the supportive materials necessary for such persons, collaborate with all competent bodies, inform the public and provide individualized counselling services.

Finally, for a better coordination of the actions:

At a central level, the competent organ for the implementation of the School Vocational Guidance in the Central Agency of the Ministry of National Education and Religious Affairs is the School Vocational Guidance Office of Department A of School Vocational Guidance, Counselling Vocational Guidance and Educational Activities Directorate. In the same Department (Department A of School Vocational Guidance), the Coordinating Counselling and Guidance Centre coordinates the action of the Counselling and Guidance Centres and the School Vocational Guidance Offices. Moreover, there is one Counselling and Guidance Centre in the Section of School Vocational Guidance of the Pedagogic Institute for the scientific support in issues of research, etc..

Question B

National Centre for Vocational Orientation (E.K.E.P.)

The National Centre for Vocational Orientation, acting, on the one hand, within the context of its statutory role for the formulation of a comprehensive national strategy on the Counselling and Vocational Guidance system and, on the other hand, through the extension of the coordination actions and scientific support of the Counselling and Vocational Guidance bodies of education, training and employment and their officers, supports the actions of vocational and social promotion implemented by the competent bodies, and the attempts for the broadening and improvement of the services of the Educational and Vocational Guidance bodies in education, training and employment, both in the wider public and private sectors.

Manpower Employment Organization (O.A.E.D.)

The Manpower Employment Organization ensured the staffing of the Centres for Promotion to Employment with Labour Counsellors who are graduates of Tertiary Education. The Guidance Directorate designed and carried out the training of a team of social sciences Labour Counsellors (86 persons) in issues of job search counselling (Job Search Techniques). The outcome of this effort was the change in the manner of approaching the unemployed persons in job search matters. In the said period (2001 - 2004) the Vocational Guidance services were provided at 2 Centres for Promotion to

Employment staffed with 2 seconded Vocational Counsellors and at the Model Vocational Guidance Centre in a limited manner. A relevant fund in the Fourth Community Support Framework was requested for the training of 300 Vocational Counsellors during the next six years.

Counselling and Guidance Centres (KESYP) - School Vocational Guidance Offices (GRASEP)

The increase of the School Vocational Guidance structures (KESYP and GRASEP) has been prescribed for the further promotion of Vocational Guidance. In addition, within the framework of the Second Operational Program 'Education and Initial Vocational Training', Third Community Support Framework, various programs are implemented, as aforesaid, that aim at more effective actions of vocational guidance. More specifically, the programs of the Operational Program 'Education and Initial Vocational Training' addressed to the school community have subjects based on and connected directly with vocational guidance and aim at the information, education and personal development of pupils and at the training of the teachers implementing such programs. Those programs are included in Measures 2.4 entitled 'Vocational Guidance and Linking to the Labour Market' (Priority Axis 2 entitled 'Promotion and improvement of education and vocational training within the context of lifelong learning') and 4.1 entitled 'Programs for the Support of the Initial Vocational Training and Education of Women' (Priority Axis 4 entitled 'Improvement of women's access to the labour market'), Second Operational Program 'Education and Initial Vocational Training', Third Community Support Framework. The budget of those measures was 117,672,357 euro for Measure 2.4 and 58,127,446 euro for Measure 4.1 according to the details announced by the Management Agency of the Operational Program 'Education and Initial Vocational Training', while the State participation is 25% of the total amount. It is noted that during the personal and group counselling, emphasis is given to all aspects necessary for the vocational and social promotion (self-knowledge, encouragement of personal inclinations and abilities, promotion of self-esteem and self-efficacy of the individual, broadening of horizons, objective information and support and encouragement of persons belonging to sensitive social groups, e.g. persons with special needs, economic immigrants, minorities, etc..

It is pointed out that the cooperation with all bodies involved has proven to be very fertile also in this issue.

Question C

National Centre for Vocational Orientation

The National Centre for Vocational Guidance as a quality information dissemination body in issues of Counselling and Vocational Guidance has developed the following types of information:

- Electronic information:

- through the creation of a webpage operating as a portal of information for every person interested in issues of Counselling and Vocational Guidance, education, training, employment and mobility and about the actions of the Centre. The visitors of the webpage can send queries, which are answered by the personnel of the National Centre for Vocational Orientation and whose content concerns mainly the referral to the competent bodies from time to time depending on the query;
- through the creation of the Information System of the National Centre for Vocational Orientation (Database), which constitutes a source of information on the possibilities of

Education/Training, Lifelong learning, Vocational Guidance services rendering and other issues related to mobility in Greece;

- through the participation of the National Centre for Vocational Orientation in the creation of the European Information Portal on Learning Opportunities 'PLOTEUS';

- through the participation of the National Centre for Vocational Orientation in the creation of the 'Fit for Europe Enlargement' (LdV), which is an Internet tool for the support of mobility and will provide information in nine languages in issues of Education, Training and Employment from 31 European countries.

The National Centre for Vocational Orientation by immediate actions reinforces the electronic information services it renders at national level creating a network and an electronic platform of communication among the Counselling and Vocational Guidance bodies and functionaries of the Secondary and Tertiary Education and Employment with the aim to inform the officers of the National Centre for Vocational Orientation on the activities of the bodies, the development of common actions, the information of the Counselling and Vocational Guidance functionaries on the successful Counselling and Vocational Guidance actions implemented, the dissemination of opportune and innovative Counselling and Vocational Guidance actions. In addition, it designs the study on and the development of an information system - database of the Counselling and Vocational Guidance agencies (Counselling and Guidance Centres, School Vocational Guidance Offices, Centres for Promotion to Employment, Local Government Organizations structures, Accompanying Supportive Services structures, etc.), where the user will have the opportunity to search for structures either on the basis of the location of residence or on the basis of a request (e.g. search for work, vocational guidance, placement of persons with special needs in work, etc.).

- Printed information:

The National Centre for Vocational Orientation has issued since 2003 the following printed informative material:

- Issuance of informative leaflets by the National Centre for Vocational Orientation in Greek and English languages that present the role, the mission and the actions of the National Centre for Vocational Orientation at national level and at bilateral level as member of the European Network of Information Centres on Vocational Guidance (*Euroguidance*);

- Issuance of a leaflet in Greek and English languages especially for the targets and activities of the *Euroguidance* Network;

- Issuance of a leaflet for the PLOTEUS Portal, which describes in detail the background of its creation and gives instructions to the users with respect to the information search procedure on issues of Learning Opportunities, Educational Systems, Exchanges, Bodies for the Communication and Establishment in another country within the framework of the European Union;

- Issuance of Papers Summaries of the Panhellenic Conference with the subject: 'Counselling and Vocational Guidance' organized in November 2002 jointly by the National Centre for Vocational Orientation and the Greek Association of Counselling and Guidance (ELESYP);

- Issuance of an information guide entitled 'Guide on the communication with Organizations and Agencies in the field of Education and Employment' as an attempt to collect and disseminate the necessary communication and information data on bodies that are active in Greece in the sectors of Education, Training, Employment, Counselling and Vocational Guidance (published in 2004);

- Issuance of an information guide entitled ‘Studies and Work in the United Kingdom’ that contains information on issues of mobility, education, training and employment in the United Kingdom (published in 2004);
- Issuance of the proceedings of the one-day seminar entitled ‘Intercultural Counselling’ held by the National Centre for Vocational Orientation in Athens on 6 December 2003 (published in 2004);
- Issuance of the annual informative bulletin on the actions of the National Centre for Vocational Orientation in Greek and English languages with the aim to publicize its work at national and European level.

The informative bulletins of the National Centre for Vocational Orientation are made available to the Counselling and Vocational Guidance bodies and functionaries in the field of education/training and employment.

At the same time, the National Centre for Vocational Orientation, by the financing by the Second Operational Program ‘Education and Initial Vocational Training’, designed the ‘Compilation of Guides on Counselling and Vocational Guidance’, one on education and one on employment, as well as it has designed the ‘Compilation of *Monographs of 30 occupations*’, which are expected to be completed in May 2006.

- Provision of information by word of mouth to the Counselling and Vocational Guidance functionaries and any party concerned:

- through the organization of informative regional and central one-day seminars on the information of Counselling and Vocational Guidance functionaries in issues related to the upgrading of their services;

- through the participation of the scientific personnel of the National Centre for Vocational Orientation and members of the Board of Directors, either as speakers or as participants, in conferences, one-day seminars, meetings, study visits and events that concern the mission and the targets of the National Centre for Vocational Orientation in this country or abroad for the collection of informative, scientific material that has been developed or is used in the provision of Counselling and Vocational Guidance services and the transfer into this country of the experience and good practices of other countries. The material collected through the participation of the National Centre for Vocational Orientation in such events is at the disposal of every person concerned at the library of the National Centre for Vocational Orientation, while the relevant information is disseminated to the professionals in the field of Counselling and Vocational Guidance during the one-day seminars of the National Centre for Vocational Orientation and on the webpage and the annual informative bulletin issued by the National Centre for Vocational Orientation;

- through the participation since 2003 in the annual International Fair of Thessaloniki and the annual International Fair on Education by the presentation of the actions and the work produced by the National Centre for Vocational Orientation to the general public.

Manpower Employment Organization (O.A.E.D.)

The information is provided both in printed and electronic form (informative leaflets, circulars, Internet, television, etc.).

Counselling and Guidance Centres (KESYP) - School Vocational Guidance Offices (GRASEP)

The information available (through the school text-books and the informative material available at the Counselling and Guidance Centres and the School Vocational Guidance Offices) is related to the educational and vocational opportunities existing in our country. In particular, the Counselling and Guidance Centres and the School Vocational Guidance Offices facilitate the persons concerned in searching for information on studies in other countries.

The information types at the disposal of the vocational guidance agencies and the media adopted for the dissemination of such information are presented below:

- ▶ Use of new technologies and the Internet (teleconferences, ideas forum, etc.);
- ▶ Creation of webpages by officers of the School Vocational Guidance structures;
- ▶ Use of the electronic network NESTOR that operates in the School Vocational Guidance Sector of the Pedagogic Institute with communication between the officers in Greece and officers in Cyprus;
- ▶ Keeping of archives containing supportive School Vocational Guidance and library material in the School Vocational Guidance structures and in the school units;
- ▶ Writing of new School Vocational Guidance books and dissemination of the ideas of such institution in all school subjects;
- ▶ Implementation of events, informative and training programs on a scientific basis;
- ▶ Use of the mass media aiming at the information and awareness of society;
- ▶ Experiences in the school environment and visits of groups of pupils to workplaces with interviews taken from professionals;
- ▶ Career Days within the framework of educational activities and visits of professionals to schools;
- ▶ Communication among pupils from different schools during the implementation of programs;
- ▶ Production and issuance of printed material (informative leaflets, journals, compact discs, etc.);
- ▶ Participation in big events (e.g. International Fair of Thessaloniki);
- ▶ Cooperation with domestic and foreign bodies.

Question D

National Centre for Vocational Orientation

Expenses

TOTAL ANNUAL EXPENSES OF THE NATIONAL CENTRE FOR VOCATIONAL ORIENTATION INCLUDING LEONARDO - OPERATIONAL PROGRAM 'EDUCATION AND INITIAL VOCATIONAL TRAINING'

2001: 539,577.45€

2002: 571,808.05€

2003: 905,980.98€

2004: 1,022,730.57€

Expenses of the National Centre for Vocational Orientation for the implementation of Counselling and Vocational Guidance actions with the financing by the Operational Program 'Education and Initial Vocational Training'

2002: 10,754.68€

2003: 89,908.85€

2004: 71,742.84€

Expenses of the National Centre for Vocational Orientation for the implementation of Counselling and Vocational Guidance actions as Euroguidance Centre in Greece with the financing by *Leonardo da Vinci*

Reference period	Leonardo da Vinci	National Participation 50%
From 1/7/2000 to 30/6/2001	90,000€	45,000€
From 1/7/2001 to 30/6/2002	124,155.26€	62,077.63€
From 1/7/2002 to 31/12/2003	166,188.66€	83,094.34€
From 1/1/2004 to 31/12/2004	156,744.34€	78,372.17€

Staffing

The National Centre for Vocational Orientation currently employs 22 officers of different specializations (Vocational Guidance Counsellors, Psychologists, Sociologists, etc.).

Beneficiaries

The number of the beneficiaries of the actions of the National Centre for Vocational Orientation or the demographic characteristics of the population benefited cannot be specified with accuracy, because the National Centre for Vocational Orientation does not serve the users individually, but it has an executive, coordinating and supportive character in connection with the Counselling and Vocational Guidance Agencies.

The National Centre for Vocational Orientation must achieve three basic targets: (a) perform its coordinating role and be able to contribute to the improvement of the basic qualifications of the workforce and to the filling in of vacancies of specialized personnel in the labour market; (b) reinforce the role of Vocational Guidance at all levels; and (c) provide full and reliable information on the education, training, lifelong learning and employment possibilities, as well as on the agencies providing Counselling and Vocational Guidance both at national and European levels. For the achievement of the above targets the following are deemed necessary: (a) it should be connected through a network with all involved bodies for a better inflow and outflow of information; (b) it should collect the necessary material in order to identify the vacancies existing in the field; (c) it should develop databases available on the Internet with material concerning the Vocational Guidance Officers in Greece, as well as details of the bodies that constitute information sources of educational and employment opportunities in Greece and Europe; (d) it should, finally, carry out studies that will contribute to a better coordination of the actions of relevant bodies involved.

Direct beneficiaries from the work of the National Centre for Vocational Orientation are the following:

- (a) Bodies cooperating with the National Centre for Vocational Orientation through the cooperation network;
- (b) Vocational Guidance Counsellors working at all levels of education, training and employment;
- (c) Every citizen concerned (pupils, students, parents, unemployed persons, professionals, etc.) who searches for information on learning and employment opportunities.

Indirect beneficiaries are all members of the Greek society at local and national levels through services of scientific support and quality upgrading rendered by the National Centre for

Vocational Orientation to all Counselling and Vocational Guidance bodies and functionaries at all levels of the institution implementation, in the public and private sectors.

Moreover, the actions of the National Centre for Vocational Orientation are very important both within the context of the system of certification of officers and bodies rendering Counselling and Vocational Guidance services and as regards the satisfaction of the needs of the National System to Link Vocational Education and Training with Employment.

Geographic and institutional distribution of vocational guidance agencies

The scope of the actions of the National Centre for Vocational Orientation covers the whole Greece and is also connected with the vocational guidance structures of the European Union.

Manpower Employment Organization Expenses - Staffing

The following are noted:

1. The expenses of the Manpower Employment Organization for Vocational Guidance, in addition to the salaries, during the years 2001 - 2004 are as follows:

- Expenses for the procurement and translation of educational material: 23,000€
- Training of Labour Counsellors for the years 2000 - 2001 for the staffing of the Centres for Promotion to Employment. The expenses amount to 102,714.6€, which were however charged entirely to year 2000.

2. The officers during that period comprised in total 13 Vocational Guidance Counsellors (graduates of social sciences faculties with a specialization degree in Vocational Guidance), 2 Psychologists (graduates of Psychology departments) and 2 Vocational Guidance supervisors (graduates of the Senior High School, who have attended a training program in Vocational Guidance subjects).

3. The beneficiaries in all 4 years are estimated to be approximately 8,500.

The Vocational Guidance Directorate, in respect of the Vocational Guidance services provided by the Model Centre for Vocational Guidance of Athens, has at its disposal the following statistical data only for the period considered:

Cases of simple information: 30,379

Referral to a psychologist: 107

Psychologist's cases: 79

Total psychologist's cases: 186

Counselling and Guidance Centres - School Vocational Guidance Offices

The following are noted:

1. The entire expenditure from the Public Fund for the vocational guidance services during the period 2001-2004 was 142228.71 Euros. This amount concerns the public participation in the implementation of works in the frame of the Second Operational Program 'Education and Initial Vocational Training' which amounts to 25% of the total 568914.85 Euros. The total expenditure appears less in comparison with the amount for the previous four- year period because the period

1997-2000 included the purchase of the complete equipment of the first 70 Counselling and Guidance Centres and 200 School Vocational Guidance Offices and the training of the respective personnel.

The number of basic personnel foreseen for the Counselling and Guidance Centres and the School Vocational Guidance Offices was in total 389 persons during that period to which the questions refer. Besides them, many of the Secondary Education Directorates had additional personnel for the secretarial support of the Counselling and Guidance Centres, however, we cannot have a clear picture of the total number of such teachers, since their secondments were not declared as secretarial support of the structures but of the Secondary Education Directorates to which the corresponding Counselling and Guidance Centre belongs. We do not know the entire economic details that concern the operation cost of the Counselling and Guidance Centres and the School Vocational Guidance Offices, which varies from time to time and is covered by the Prefectural Self-administrations, therefore, it is included in the expenses for Secondary Education.

Finally, each year a number of school programs is carried out a category of which are the Career Formation Programs and the cost of the latter is included in the total cost of school activities.

2. The Counselling and Guidance Centres and the School Vocational Guidance Offices have mostly a specialized personnel, while the personnel implementing this institution in school varies. The personnel of the above structures is selected mainly on the basis of its scientific education, training and further training in School Vocational Guidance. During that period the personnel of such structures included in total 389 persons (while it has increased within 2005 by the operation of 7 new Counselling and Guidance Centres and 270 School Vocational Guidance Offices and it is expected to increase more, since the operation of 4 new Counselling and Guidance Centres and 100 new School Vocational Guidance Offices has been planned). The entire personnel of the structures is composed of seconded teachers of various specializations. The teachers of all structures collaborate among them on a steady basis, either through electronic systems or over the phone or by travelling and as a result of this the cooperation of people of different basic specializations ensures the pluralism of opinions and ideas, a more objective approach to the matters and the best possible benefit for the population served thereby.

3. The number of persons benefited from vocational guidance cannot be counted or calculated even approximately. This happens because the activities carried out within the context of this institution are too many and diverse to leave room for an exact measurement. The beneficiaries comprise, on the one hand, all pupils of Secondary Education and their parents and, on the other hand, young people (mainly students) and other adults. Besides, the teachers working on School Vocational Guidance, either in the structures or in school, have an open and direct communication daily with every interested person regardless of sex, age, level of education or status. In a few words, they serve every person concerned who needs their help. We should not forget to refer to the population benefited indirectly from its participation in activities (e.g. educational programs and one-day seminars), from the use of School Vocational Guidance material distributed widely or from the attendance of programs in mass media.

However, we can cite the results of a relevant research of the Pedagogic Institute published on the Internet, on the basis of which during school year 2001-2002 the number of benefited pupils of Secondary Education was 689,947, the number of served young people 19 to 22 (approximately) years old was 9,345, while the adults were in total 24,617.

4. The implementation of School Vocational Guidance takes place in all Junior and Senior High Schools of the country, while the distribution of the Counselling and Guidance Centres and School Vocational Guidance Offices was made on the basis of the number of the pupils served and in some cases specific geographic features of our country were taken into consideration as criteria, such as the insular and other inaccessible areas.

Question E

National Centre for Vocational Orientation

No distinctions are made and there are no restrictions in relation to the access to the services, offered by the National Centre for Vocational Orientation, by target groups served according to its statutory role.

The access to the information services rendered by the National Centre for Vocational Orientation is open to everybody, Counselling and Vocational Guidance bodies and functionaries and every citizen concerned. In particular, there is a special provision both at the level of electronic information and printed information, so that all persons concerned, whether Greeks or not, have access to the information provided, and for this reason all information tools created by the National Centre for Vocational Orientation are also available in English.

Manpower Employment Organization

The access is ensured for all persons concerned, including the citizens of other countries. As regards the persons with special needs, the Manpower Employment Organization offers special services.

Counselling and Guidance Centres - School Vocational Guidance Offices

The equality of all citizens is constitutionally protected, regardless of sex, national origin, language, beliefs or any other criteria and this is respected by all teachers in our country. The possibility of direct cooperation of all officers of the School Vocational Guidance structures among them ensures the best possible services for the entire population served, regardless of the language the person concerned speaks, sex, origin, special needs or any other criteria. Besides, scientific studies carried out within the framework of training School Vocational Guidance officers had as their population sample, persons residing in our country who came from other countries as economic immigrants. As regards the persons with special needs, the provision of Vocational Guidance services to them is given.

Additional information:

Compulsory character of the vocational guidance counsellors

Counselling and Guidance Centres - School Vocational Guidance Offices

The implementation of School Vocational Guidance in public school units, the counselling and the information provided by the Counselling and Guidance Centres and School Vocational Guidance Offices are free of charge.

The provision of services is optional for everybody.

In school units within the context of the time-table, the School Vocational Guidance is compulsory for the pupils of the grades to which it is implemented. The non-participation of a pupil in the hours of School Vocational Guidance is reflected in the number of absences counted during the school year for the pupil, which may result in pupil's failure to be promoted to the next grade.

However, we have to mention that the scientific basis of the counselling procedure, as officially defined by the science of psychology, does not approve of the model of the counsellor who gives advice, directs and imposes compliance with his words or consequences in case of non-compliance. The counsellor gives emphasis to the personal development of the individual, the

presentation of details, the modification of misconceptions, the analysis of data, the education of the individual for taking rational educational or vocational decisions, the provision of information and many other issues. Each case is special and unique and the counsellor defines the context, while the person served is responsible for the content of the procedure. The counsellor intervenes according to the circumstances and facts. All the above do not affect the autonomy, independence, self-determination and the right to the absolute personal choice on important matters of one's life, such as an educational or vocational choice. Nobody can take in his/her hands the life of another person. Such general principles do not apply to the ascertained special (e.g. pathological) cases of persons who risk their or others' life, in which cases the collaboration of the counsellors with such person's relatives and close friends and the assistance of scientists of other specializations are necessary.

Sources of expenses for vocational guidance

Manpower Employment Organization

Regarding the Manpower Employment Organization all expenses for Vocational Guidance are borne by the state and come from the European Union when there is a co-financed program. The users of Vocational Guidance services at the Manpower Employment Organization are not charged.

Counselling and Guidance Centres - School Vocational Guidance Offices

The implementation of School Vocational Guidance in public school units, counselling and the information provided at the Counselling and Guidance Centres and School Vocational Guidance Offices are free of any charge and there is no cost, whether direct or indirect, charged against the person concerned.

Requirement of knowledge of the Greek language

The negative conclusion of the Commission is due to a faulty wording of a phrase contained in the 13th Greek Report. The requirement of knowledge of the Greek language is certainly not a requirement and does not arise from any law provision. On the contrary, the EURES Counsellors at the Centres for Promotion to Employment of the Manpower Employment Organization give advice and place the persons concerned for employment abroad. A necessary qualification and ability of the said Counsellors is the knowledge of a foreign language in addition to their mother tongue (Greek). The foreign language must be English or French or German. The target is a better communication generally with the public requesting information on employment.

Moreover, as regards the access to vocational guidance services in general (that is, not only to those provided by the Manpower Employment Organization but also by the Ministry of Education, etc.), the knowledge of the Greek language is explicitly not a requirement in any case.

EUROPEAN SOCIAL CHARTER
17TH GREEK REPORT
01/01/2001 - 31/12/2004

Article 10: The right to vocational training

Article 10, paragraph 1

Question A

The **Manpower Employment Organization** implements vocational education programs by the system of Apprenticeship as in detail described in the answer to paragraph 2. Since 2002 by virtue of Law 2659/2001 the operation of the Vocational Training Institutes (**I.E.K.**) has been undertaken by the societe anonyme ‘Vocational Training S.A.’.

The Organization for Vocational Education and Training (**O.E.E.K.**) was established by article 2, Law 2009/1992 (Official Gazette 18/A/14-2-1992), as amended, supplemented and currently in force, as a Public Law Entity (**N.P.D.D.**) within the framework of the National System of Vocational Education and Training (**E.S.E.E.K.**) and is the body that designs, organizes, directs and supports the Initial Vocational Training in Greece. It has an administrative and economic independence, it is supervised by the Ministry of National Education and Religious Affairs and its object is: (a) the organization and operation of **120** public Vocational Training Institutes, which fall within the jurisdiction of the Ministry of National Education and Religious Affairs and operate currently in our country (since 1992); (b) the supervision of the private Vocational Training Institutes; and (c) the achievement of the objectives of the National System of Vocational Education and Training. The following Table presents the distribution of the network of the 120 public Vocational Training Institutes per Region in March 2005

DISTRIBUTION OF THE NETWORK OF THE PUBLIC VOCATIONAL TRAINING INSTITUTES (MARCH 2005)		
REGION	NUMBER VOCATIONAL TRAINING INSTITUTES	% OF THE TOTAL
ATTIKI	28	23.3
CENTRAL MACEDONIA	20	16.7
EASTERN MACEDONIA AND THRACE	9	7.5
WESTERN MACEDONIA	5	4.2
EPIRUS	5	4.2
THESSALY	9	7.5
CENTRAL GREECE (‘STEREA ELLADA’)	8	6.7
WESTERN GREECE	7	5.8
PELOPONNESE	7	5.8
CRETE	8	6.7
NORTHERN AEGEAN	4	3.3
SOUTHERN AEGEAN	6	5.0
IONIAN ISLANDS	4	3.3
TOTAL	120	100

The trainees at the Vocational Training Institutes attend compulsory theoretical, laboratorial and mixed modules. During training they are assessed by mid-term exams during the semester and by final

exams at the end of the semester. The training at the Vocational Training Institutes lasts up to 4 semesters for the holders of a graduation certificate of the Senior High School and 2 semesters for the holders of a graduation certificate of the Junior High School. During their studies the trainees can have a deferment from the army, while the Organization for Vocational Education and Training can provide Scholarships to the trainees.

The implementation of the initial vocational training programs of the Organization for Vocational Education and Training during the period 1994-1999 was financed by the Second Community Support Framework within the context of the Operational Program ‘Education and Initial Vocational Training’ (E.P.E.A.E.K.). The financing covered all implementation expenses of the training programs regardless of the specialization (educational material, instructors, etc.) after the deduction of the revenue of the Organization for Vocational Education and Training from the payment of trainees’ tuition fees. The Organization for Vocational Education and Training submitted to the Operational Program ‘Education and Initial Vocational Training’ for the period 1994-1999 programs of a total budget of 192,516,507.70€ (65.6 billion drachmas), which are co-financed by the European Union and, in particular, by the European Social Fund and the European Regional Development Fund, and were approved. More specifically, as regards the European Social Fund, the financing was by 80% from Community Resources and by 20% from National Resources. The corresponding financing percentages with respect to the European Regional Development Fund were 55% and 45%.

This activity continued to be co-financed by the European Union and through the E.P.E.A.E.K. II, Third Community Support Framework (2000-2006), but there is a significant differentiation as to the degree of coverage of the implementation cost of the programs. More specifically, E.P.E.A.E.K. II, one of the 24 Programs of the Third Community Support Framework for Greece, is co-financed by the European Union (European Social Fund, European Regional Development Fund) by 75% and by the Greek State by 25%. The following Table contains the projects of the Organization for Vocational Education and Training included in E.P.E.A.E.K. II with reference date 31-1-2006.

S/N	MIS Code	Measure / A Community Support Framework	Deed Title	Deed Budget (eu)	Duration of Deed on the of the Pr Technical Bull
1	65182	2.1.1.b	Further training of teachers	482,562.20	1/1/2000 31/12/2001
2	65303	2.1.1.i	Further training of offices Organization for Vocat Education and Training / Vocat Training Institutes	62,846.29	1/1/2000 31/7/2001
3	57347	2.3.1.a	Support of educational structur the public Vocational Tra Institutes / Upgrading of the p Vocational Training Institutes (First Phase)	14,672,471.09	1/1/2000 30/6/2000
4	60986	2.3.1.a	Support of educational structur the public Vocational Tra Institutes / Upgrading of the p Vocational Training Institutes (Second Phase)	60,724,245.42	1/1/2000 30/6/2001
5	71217	2.3.1.a	Support of educational structur the public Vocational Tra Institutes / Upgrading of the p Vocational Training Institutes	41,557,547.96	1/7/2001 30/6/2003

			(Third Phase)		
6	72409	2.3.1.b	Development of educational programs of innov specializations of the Vocat Training Institutes, Organizatio Vocational Education and Tra (Commencement 2001B)	2,075,736.64	1/7/2001 30/6/2003

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S/N	MIS Code	Measure / A Community Support Framework	Deed Title	Deed Budget (eur)	Duration of Deed on the of the Pr Technical Bull
7	85127	2.3.1.b	Development of educational programs of innov specializations of the Vocat Training Institutes, Organizatio Vocational Education and Tra (Commencement 2002B)	6,101,885.00	1/10/2002 30/6/2004
8	89057	2.3.1.b	Development of educational programs of innov specializations of the Vocat Training Institutes, Organizatio Vocational Education and Tra (Commencement 2003B)	18,304,350.35	6/10/2003 31/10/2005
9	68923	2.3.1.c	Scholarships for the trainees of Vocational Training Insti Organization for Vocat Education and Training - Tra semesters 2000A, 2000B, 2001A	2,175,568.60	16/10/2000- 17/10/2001
10	72395	2.3.1.c	Scholarships for the trainees of Vocational Training Insti Organization for Vocat Education and Training - Tra semester 2001B	670,489.44	15/2/2002 31/12/2002
11	80238	2.3.1.c	Scholarships for the trainees of Vocational Training Insti Organization for Vocat Education and Training - Tra semester 2002A	584,920.00	27/11/2002 30/4/2003
12	85485	2.3.1.c	Scholarships for the trainees of Vocational Training Insti Organization for Vocat Education and Training - Tra semester 2002B	816,398,00	8/5/2003 30/9/2003
S/N	MIS Code	Measure / A Community Support	Deed Title	Deed Budget (eur)	Duration of the Deed on the ba of the Project

		Framework			Technical Bull
13	97967	2.3.1.c	Scholarships for the trainees of Vocational Training Institute Organization for Vocational Education and Training - Trainers 2003A, 2003B, 2004A, 2004B	3,189,305.00	19/10/2004 20/5/2005
14	58233	2.3.1.e	Organization and Development of Libraries	292,370.43	1/1/2000 30/6/2001
15	82491	2.3.1.g	Programs of Practical Training for Graduates of the Vocational Training Institutes, Organization for Vocational Education and Training (Commencement period: 15/2/2003 to 30/6/2004)	4,520,000.00	15/2/2003 31/12/2004
16	98493	2.3.1.g	Programs of Practical Training for Graduates of the Vocational Training Institutes, Organization for Vocational Education and Training (Commencement period: 1/2/2005 to 1/7/2006)	4,300,000.00	1/2/2005 31/12/2006
17	57364	2.3.1.h	Reform of the educational curriculum and books of the Organization for Vocational Education and Training	1,475,128.39	1/1/2000 30/6/2001
18	100386	2.3.1.f	Development and Implementation of the Integrated Publicity Program and Focused Actions for the Promotion of the Organization for Vocational Education and Training	1,065,498.05	20/4/2006 10/11/2006
19	76949	5.2.4.b	Procurement of Computer Laboratory Equipment for the Vocational Training Institutes	3,837,460.82	1/8/2003 25/10/2004
S/N	MIS Code	Measure / Activity / Community Support Framework	Deed Title	Deed Budget (euro)	Duration of Deed on the basis of the Technical Bull
20	96681	5.2.4.c	Procurement of Laboratory Equipment for the Specialization in Photography of the Vocational Training Institutes	68,214.86	1/5/2005 30/11/2005
21	96682	5.2.4.c	Procurement of Laboratory Equipment for the Specialization in 'Numerical Control Machine Technician CNC' of the Vocational Training Institutes	537,050.62	1/5/2005 30/11/2005
22	102793	5.2.4.c	Procurement of Laboratory Equipment for the Specialization in	220,000.00	16/3/2006 31/5/2006

			the Section of Mass Media o Public Vocational Tra Institutes, European Reg Development Fund		
23	96686	5.2.4.e	Procurement of Superv Teaching Means - Data Proje through Computer	440,088.00	1/5/2005 30/11/2005
			TOTAL	168,174,137.16	

The instructors employed by the Vocational Training Institutes are paid by an hourly wage determined according to their formal qualifications (postgraduate degrees, degree of a Higher Educational Institutions, Technological Educational Institutions, etc.) and their number per Region in March 2005 is presented in the following Table:

NUMBER OF INSTRUCTORS PER REGION AT THE PUBLIC VOCATIONAL TRAINING INSTITUTES (MARCH 2005)	
REGION	NUMBER OF INSTRUCTORS
ATTIKI	2,788
CENTRAL MACEDONIA	1,544
EASTERN MACEDONIA AND THRACE	204
WESTERN MACEDONIA	201
EPIRUS	162
THESSALY	438
CENTRAL GREECE	201
WESTERN GREECE	373
PELOPONNESE	243
CRETE	401
NORTHERN AEGEAN	82
SOUTHERN AEGEAN	113
IONIAN ISLANDS	197
TOTAL	6,947

The following Table contains all trainees at the Public Vocational Training Institutes for the period 1997-2005 and the graph shows the development of the number of trainees and the relevant training cost for the aforementioned period. It is pointed out that, according to the study of the Evaluation Advisor of the Operational Program 'Education and Initial Vocational Training', the trained and certified Licentiates in Initial Vocational Training had in 2000 an average total percentage of absorpency by the labour market at 67%, which is one of the highest.

NUMBER OF TRAINEES AND TRAINING COST AT THE PUBLIC VOCATIONAL TRAINING INSTITUTES DURING THE PERIOD 1997-2005		
PERIOD	NUMBER OF TRAINEES	TRAINING COST*
1997	23,885	
1998	33,048	
1999	44,166	
2000	37,137	
2001	28,187	
2002	22,662	22,805,431
2003	21,108	21,790,866

2004	17,394	23,631,059
2005	18,086	17,774,413

* The data refer to the salaries of instructors, the deductions and the training material.

** For the years 1997-2001 no data can be derived from the 'Public Accounting'.

Question B

For the achievement of the aims of the Organization for Vocational Education and Training, the Management of the Organization is active for the operation of Vocational Development and Career Offices (G.E.A.S.) at the Public Vocational Training Institutes.

The basic purpose of those Offices is the linking of trainees to the labour market within its changing-dynamic framework.

In particular, the Vocational Development and Career Offices undertake:

- (a) the organization of practical training;
- (b) the support of integration of graduates in the labour market and the monitoring of their professional progress;
- (c) the design, care, organization and implementation of mobility programs, the promotion of information society;
- (d) the vocational information; and
- (e) the assessment of the above actions.

The effective operation of the Vocational Development and Career Offices contributes to the reduction of structural unemployment and to the sustainable economic development.

The operation of the Vocational Development and Career Offices is promoted at **83** Public Vocational Training Institutes and **33** annexes thereof.

Question C

The trainees selection procedure at the Public and Private Vocational Training Institutes takes place twice a year: at the beginning of September for the autumn training semester and at the end of January for the spring training semester.

The selection of candidate trainees at the Public Vocational Training Institutes is made on the basis of objective criteria. More specifically, the following are taken into consideration:

- The final grade of the study title;
- The age of the candidate;
- The professional experience (previous service) in the specialization chosen by the candidate;
- The family status (child of a large family).

Question D

At the Public Vocational Training Institutes measures are always taken, which ensure the promotion of equality between men and women through offering equal training opportunities in various specializations, so that the trainees can acquire the necessary qualifications and abilities for the purpose of their better integration in the labour market. In particular:

- The selection procedure of men / women trainees is made on the basis of common selection criteria.
- The curriculum of all specializations has been formulated in an open manner towards everyone.

The institution of Practical Training is aimed successfully at all graduates of the Public Vocational Training Institutes regardless of sex.

Accordingly, the community rules on equality of the two sexes in the instructors selection procedure are observed.

The equal access to the Public Vocational Training Institutes is ensured for all persons interested, including the foreign citizens of member states of the European Union and Greek expatriates and foreign citizens of countries, which are not member states of the European Union, pursuant to Decision of the Ministry of National Education and Religious Affairs no D/13074/7.6.2000 on the 'Enrolment of aliens in Public and Private Vocational Training Institutes' (Official Gazette 780/B/23-6-2000). The same applies to the persons with special needs as proven by the existence of the specialization 'TIRESIAS: VISUALLY IMPAIRED PEOPLE CRM CALL CENTRE' at the Public Vocational Training Institutes

EUROPEAN SOCIAL CHARTER
17TH GREEK REPORT
01/01/2001 - 31/12/2004

Article 10, paragraph 2

Question A

In the sector of Initial Vocational Education and Training of the Manpower Employment Organization there are currently 54 Apprenticeship Technical Vocational Schools throughout Greece with 39 specializations of an increased demand in the labour market. The Apprenticeship is an initial vocational education system and is based on the linking between education and labour market, which results in the creation of successful routes between education and employment. The Apprenticeship system has been applied by the Manpower Employment Organization to vocational education since 1959. In 1999 the Apprenticeship Schools were converted into Technical Vocational Schools of First Cycle by Law 2640/1998. The aim of the Vocational Education provided is the acquisition of knowledge and abilities in vocations that have a satisfactory demand for the purpose of graduates' employment within a short period of time after the completion of their education. Over 20,000 persons annually are trained in the Apprenticeship schools of the Manpower Employment Organization, where about 2,300 teachers are employed.

Pupils selection procedure through a point system

According to the decision of the Governor of the Organization, the following apply to the entrance of pupils and the operation of programs during school year 2004-2005:

By decision of the Governor a three-member Committee is formed for each Apprenticeship Technical Vocational School, which consists of:

- (a) the Principal of the Apprenticeship Technical Vocational School;
- (b) the legal substitute of the Principal of the Apprenticeship Technical Vocational School;
- (c) an employee, teacher, who has been nominated by the Principal of the Apprenticeship Technical Vocational School.

The tasks of the said Committee are:

- (a) to evaluate the supporting documents submitted;
- (b) to allocate points;
- (c) to issue the results.

Point system

1. FINAL GRADE OF THE STUDY TITLE - The grade of the Study Title corresponds to those points equal to the grade after conversion of the fraction into a decimal.

2. SOCIAL CRITERIA - Calculated cumulatively:

MEMBERS OF LARGE FAMILIES - 2 points

(The following is required: (a) Original Family Status Certificate of the last three-month period issued by the Higher Confederation of Large Families of Greece, if it concerns a parent of a large family or a child of a large family; or (b) Family Status Certificate).

THE PERSONS WHO HAVE AN ANNUAL FAMILY INCOME (equal to or less than 6,450€) - 1 point

(A tax clearance note for the current or previous financial year is required).

ORPHANS WHO HAVE LOST ONE PARENT - 1 point

ORPHANS WHO HAVE LOST BOTH PARENTS - 3 points

(A Family Status Certificate or a copy of Family Status Certificate or a copy of Municipality or Community Family Entry is required, which evidences that one or both parents have deceased).

PERSONS REFERRED FROM INSTITUTIONS - 1 point

(The referral must be accompanied by a social research report).

EXISTENCE OF A FAMILY ENTERPRISE in the specialization chosen by the candidate - 2 points

(An affirmation of Certificate issued by a Chamber or Labour Inspectorate or Insurance Body (Trades and Crafts Fund of Greece, etc.) and confirming that there is an enterprise in the specialization chosen, is required).

NOTE: (1) In case that up to 30 applications have been submitted, the point system shall not apply; (2) In case of equal score of the candidates (at the passing grade), those having the greatest number of points on the basis of the social criteria shall have precedence. In the special case that those with equal score have exactly the same points (grade and social criteria), all of them shall be selected.

All candidate pupils have the right to lodge an appeal. The Appeal shall be lodged within seven (7) calendar days from the date of issuance of the results.

The candidates, whose appeals have been granted, shall be admitted in excess of the prescribed number.

We mention that by Decision of the Governor a three-member committee shall be formed in order to try all appeals.

A. The pupils who will be admitted to the specialization of:

- (1) Bakery - Confectionery
 - (2) Cooking Art
 - (3) Car Electrical Systems
 - (4) Electrical Installations of Buildings
 - (5) Appliances and Installations and Computer Units Electronic Technician
- must undergo examinations performed at a state hospital as follows:
- (a) A chest X-ray;
 - (b) A faeces parasitological examination.

The pupils, having the above examination results, 1 photograph and 1 duty stamp, must then request the Hygiene Directorate of the Prefecture to issue a Health Booklet to them, which they shall produce to the Apprenticeship Technical Vocational School.

B.

Car Electrical Systems

Electrical Installations of Buildings

Appliances and Installations and Computer Units Electronic Technician

Eye examinations after which, cases of achromatopsia and dyschromatopsia shall be disqualified.

The pupils have to produce the above examination results to the Apprenticeship Technical Vocational Schools they have chosen, until one day prior to the commencement of the lessons.

Specializations, educational courses and enrolment of pupils.

The enrolment of pupils in Apprenticeship Technical Vocational Schools of the Manpower Employment Organization is made following a call for expression of interest and selection on the basis of criteria of suitability for the specific specialization and socio-economic criteria. The Apprenticeship concerns young people who have completed the nine-year compulsory education.

The specializations taught are 39, have been selected following a research and cooperation with the local bodies and present significant demand in the labour market of the Region. The establishment and implementation of new specializations are made in cooperation with the competent authorities of the Ministry of National Education and Religious Affairs, so as to avoid any overlapping. The content of the educational programs is approved also by the Pedagogic Institute. The current specializations cover a broad range of vocations of the secondary and tertiary sectors.

Personnel selection procedures

The teachers of the Technical Vocational Schools (670 permanent and 1,700 who receive an hourly wage) are graduates of various specializations of Higher Educational Institutions and Technological Educational Institutions. The majority of the teachers have a long teaching experience and significant professional experience, while a great percentage of the graduates are holders of a postgraduate or doctoral degree. The selection and employment of teachers is made following a national announcement and evaluation at the beginning of every school year on the basis of lists of points with criteria similar to those applying to the corresponding procedure for the employment of teachers for the Technical Vocational Schools of the Ministry of Education. In school year 2004-2005 the institution of the substitute teachers is implemented at the Technical Vocational Schools of the Manpower Employment Organization as well by virtue of Law 3411/2003.

We should point out that the teachers of the Manpower Employment Organization participate in further training seminars held by the said Organization and concerning pedagogical issues and issues of the specializations of the teachers.

Operation of schools

From 1 to 15 May of every year the Directors of the Centres and Schools of the Manpower Employment Organization identify the needs for the next school year as to the specializations of the teaching personnel on the basis of the education departments already operating, new education departments planned to operate in the following school year and the teaching personnel per specialization and branch that currently works at the Centre or School as permanent personnel or under an open-ended labour relationship. For the determination of the branches and specializations, the approved curricula per specialization and the circular issued by the Management of the Manpower Employment Organization on the equivalence between taught subjects and branches of teaching personnel, are taken into consideration.

The enrolment of pupils in Apprenticeship Technical Vocational Schools of the Manpower Employment Organization is made following a call for expression of interest and selection on the basis of criteria of suitability for the specific specialization and socio-economic criteria. The Apprenticeship concerns young people who have completed the nine-year compulsory education. Every year a call for expression of interest is published. The candidate trainees submit their applications until 7 July. Thereafter the results are announced and the successful candidates are enrolled. As soon as the successful candidates have been enrolled, the runners-up submit their applications and they are enrolled. The school year commences in the middle of September.

The courses of the First Cycle Technical Vocational Schools of the Manpower Employment Organization last three years. The first year includes theory and laboratorial practice at the schools through the teaching of the basic principles of the specializations. The second and third years include both theory and laboratorial practice at the schools and practical training at enterprises. The practical training takes place on the basis of an 'Apprenticeship Agreement', that is, an agreement between the apprentice and the enterprise, which contains the pertinent terms and conditions, as well as the obligations and rights of each party. The Apprenticeship Agreement is a fixed-term contract of education - employment at job posts corresponding to the specialization and is governed by the labour legislation and the provisions in force (remuneration, subsidy, regular and study leaves, insurance, contributions, schedule, etc.). There are two different types of practical training depending on the needs of the labour market and the features of each specialization. The first type concerns pupils of the First Cycle Technical Vocational Schools of the Manpower Employment Organization, who have successfully completed the first year of their studies. The second type of Apprenticeship pertaining to specific specializations of certain Apprenticeship Technical Vocational Schools concerns the pupils of all three years

The Apprenticeship Technical Vocational Schools following the second type of practical training and the specializations operating on the basis of such model at the specific schools are as follows:

- (1) TECHNICAL VOCATIONAL SCHOOL OF ELEFSINA;
- (2) TECHNICAL VOCATIONAL SCHOOL OF AGHII ANARGYRI;
- (3) TECHNICAL VOCATIONAL SCHOOL OF YMITTOS.

The education on the basis of the system of apprenticeship is based on pupils' practical training at the enterprises of the branch and the specialization, where they will have to work after the completion of their studies. The pupils of the Second Cycle Technical Vocational Schools of the Manpower Employment Organization do not carry out a practical training. An important parameter for the introduction of departments in the Apprenticeship Technical Vocational Schools of the Manpower Employment Organization is the expansion of the labour market for ensuring practical training posts, the cooperation of the Technical Vocational Schools of the Manpower Employment Organization with local employers' bodies and social partners and, finally, the consultation with the agencies of the Ministry of National Education and Religious Affairs for avoiding any overlapping at local level. The specializations cover a wide range of vocations of the secondary and tertiary sectors. The content of the educational programs is approved also by the Pedagogic Institute. The total duration of the program for each educational year is approximately 32 weeks (about 10-11 months per year) with an average of 18.3 hours of education per week.

In the apprenticeship system, the premises of the enterprise constitute an additional area of education for trainees to acquire professional and personal abilities. During the practical training an 'educational allowance' of about 6€ per day is granted for each pupil who attends a program at an enterprise of the public or private sector.

For all pupils the first two months of Practical Training is a trial period. During that period either of the parties may terminate the Apprenticeship Agreement by a notice to the Apprenticeship Educational Unit where the pupil studies.

Upon expiry of the two-month trial period the Apprenticeship Agreement becomes final.

The attendance of the Practical Training is compulsory for the pupil.

The pupils must attend practical training programs. The systematic and unjustifiable absence of the pupil from the practical training shall create a serious reason for termination of the Apprenticeship Agreement, provided that his/her absences exceed 1/6 of the working days of the apprenticeship semester.

The Practical Training is supervised by the teachers of the Manpower Employment Organization with respect to the fulfilment of obligations by both parties and mainly as regards the strict compliance with the program.

The pay of the pupils is fixed for each semester of apprenticeship by a joint decision of the Minister of Labour and the Minister of National Education and Religious Affairs or of the Minister of Labour and the Minister of Finance. The salary promotion of the pupil is made ipso jure upon commencement of each semester of practical training.

The Joint Decisions of the Minister of Labour and the Minister of National Education no 40170/29.7.1983 (Official Gazette 470 B) and no 40347/9.11.1984 (Official Gazette 842 B) (for the Private Sector) and the Joint Decision of the Minister of Finance and the Minister of Labour no 8786/7131/28.1.1986 (Official Gazette 100 B) (for the Public Sector) specified the following pay rates of pupils-technicians employed for their practical training, in proportion to the applicable from time to time day-wage of the unskilled worker:

- 1st semester of practical training (corresponds to the 3rd semester of study) 50%
- 2nd semester of practical training (corresponds to the 4th semester of study) 60%
- 3rd semester of practical training (corresponds to the 5th semester of study) 80%
- 4th semester of practical training (corresponds to the 6th semester of study) 100%

The following apply to the pupils who follow the second type of practical training:

- | | |
|--|------|
| 1 st semester of practical training | 50% |
| 2 nd semester of practical training | 60% |
| 3 rd semester of practical training | 70% |
| 4 th semester of practical training | 80% |
| 5 th semester of practical training | 90% |
| 6 th semester of practical training | 100% |

The pupils who failed at the Apprenticeship Educational Unit remain in the same semester of practical training, which they were attending when they failed, and are not promoted in terms of salary but retain the same pay that corresponds to that semester until their promotion. In that case, the duration of the Apprenticeship Agreement is extended *ipso jure* for two additional semesters maximum.

Apprentices and employers are under the obligation to abide by the provisions of the labour legislation and follow the practical training program defined by the Manpower Employment Organization.

In addition:

The pupils must follow the Practical Training Regulation, which specifies their rights and obligations.

The enterprises employing pupils must:

- sign the Apprenticeship Agreement;
- implement the special training program of pupils;
- have for the period required for the program the necessary personnel and appropriate facilities for the implementation of the training program;
- comply with the strictest terms of pupils' safety and protection as prescribed by the provisions in force on workers' safety without the issuance of a minor's booklet as per Law 1837/1987 being required;
- cooperate with the supervising teachers and the Management of the Technical Vocational Schools so as to ensure a quality and complete training;
- evaluate the performance of the pupils by Evaluation Bulletins both during and after the end of the program;
- fill in the Career Booklet entering therein the qualifications and abilities acquired by the pupil at the enterprise, contributing thus greatly to the certification of his/her professional qualifications;
- terminate the Apprenticeship Agreement if the pupil discontinues his/her studies at the Apprenticeship Technical Vocational School.

As regards the Manpower Employment Organization, it has to:

- √ participate in the monitoring of the Practical Training through:
 - ◇ the officers of the local Educational Units, who will monitor the strict implementation of the practical training programs and submit at regular intervals reports and proposals for the improvement of both the content and the system in general; and
 - ◇ a Central Coordinating Team, which shall receive the reports of the local Technical Vocational Schools;
- √ introduce and establish innovative procedures in the action;
- √ evaluate bilaterally, aiming at the improvement and feedback of Practical Training programs.

The upgrading of the practical training is achieved through the introduction of innovative actions, so that the contents of the practical training meet the contemporary needs of the occupations.

The effective implementation of the practical training of the trainees at the Apprenticeship Technical Vocational Schools of the Manpower Employment Organization requires the development of clearly defined educational targets corresponding completely to the curriculum of the specialization.

Besides, we should mention the following:

(1) When the subsidy is paid to the employers: The employers, who are entitled to a subsidy, shall send to the corresponding Apprenticeship Technical Vocational Schools where the pupils study, a relevant document with a fortnightly or monthly detailed form of attendance containing the full name of the employed pupils, their specialization, the days of their employment, the corresponding amount of subsidy by the Manpower Employment Organization and a statutory declaration column to be signed by the pupils.

(2) When the subsidy is paid to the pupils: The bodies that employ persons entitled to a subsidy who carry out their practical training, shall send to the corresponding Apprenticeship Technical Vocational Schools (where the pupils study) a certified weekly or fortnightly or monthly detailed form of attendance

and full-time employment of the pupil at the enterprise to be produced by the pupil in the form of a document or a booklet.

The pupils are entitled to obtain the regular leaves of the salaried workers and leaves for their participation in examinations as prescribed by the provisions in force (Law 1346/1983).

The enterprise that employs pupils must:

- implement the special program of pupils' training;
- have for the period required for the program the necessary personnel and appropriate facilities for the implementation of the training program;
- accept the supervisory personnel of the Apprenticeship Educational Units for the monitoring of the program and cooperate with it for the improvement of the practical training and the assessment of the performance of the pupils working thereat;
- comply with the strictest terms of pupils' safety and protection as prescribed by the provisions in force on workers' safety;
- notify the Technical Vocational School of the termination of the Apprenticeship Agreement if the pupil discontinues his/her studies at the Educational Unit or is expelled permanently therefrom.

The pupils-technicians are insured with the Social Security Institution (I.K.A.) since the first day of their employment pursuant to the provisions of paragraph 1, article 3, Law 2335/1995 and the Circular 19 of the Social Security Institution (ref. no A20/251/4/18.3.1995), and their insurance contributions amounting to 43.86% are charged against the employer (40.18) and the pupil (3.18%).

The pupils-technicians are entitled to a paid regular leave every calendar year (Law 1346/1983, Official Gazette 46/A/83) upon completion of twelve months of continuous or interrupted employment for the same employer.

The pupils-technicians, who have not attained the 28th year of age are entitled every year - in addition to their regular leave - to an additional leave, regardless of the period of their previous employment, so that they participate in examinations (article 2, Law 1346/1983 and Joint Ministerial Decision of the Minister of Finance and Minister of Labour no 34651/29.11.1996). The said leave is granted on consecutive days and in parts.

The daily work of the pupils up to 18 years old (completed) is six (6) hours per day and up to thirty-six (36) hours per week.

The amount of subsidy for that period is 6.00€ and may be paid to the employers who employ pupils-technicians for every day of practical training (employment), regardless of the semester of practical training which the pupils-technicians attend.

Saturday, when it is not a working day for the pupil, is not set off against the hours of work of the other days and is not subsidized.

The proper performance of the practical training is the responsibility at first level of the school unit and at second level of the Education Directorate of the Manpower Employment Organization. The actual supervision is, however, exercised by the teachers of the Manpower Employment Organization who have been entrusted with the daily monitoring of the compliance with the terms of implementation of the practical training and the continuous comparison of its content with the standards defined pedagogically and technically for each specialization and stage of the educational procedure (training program). Despite the persistent emphasis to the prevention of derogation from the terms (obligations and rights) or the pedagogical and educational standards, in cases of non-compliance measures are taken, which correspond to the degree of derogation - from simple recommendations to severe sanctions.

As regards the number of pupils of each program as stipulated by decision of the Governor of the Manpower Employment Organization for the school year 2004-2005 at the First Cycle Apprenticeship Technical Vocational Schools, see Annex I.

Second Cycle

By Law 2874/2000 the Manpower Employment Organization may have a Second Cycle of studies. The course lasts one school year. The pupils attend theoretical and laboratorial subjects inside the

educational units in accordance with the curriculum of the Ministry of Education Entitled to enrol are graduates of the First Cycle Apprenticeship Technical Vocational Schools of the Manpower Employment Organization, graduates of the First Cycle Technical Vocational Schools of the Ministry of Education or other equivalent school and graduates of the Technical Vocational Secondary Schools (T.E.S.) or Apprenticeship Schools of the Manpower Employment Organization as per Law 1346/1983, regardless of the age limit

The selection of pupils of Second Cycle Technical Vocational Schools of the Manpower Employment Organization is made strictly according to the order of precedence at the submission of their applications until the prescribed number of pupils to be admitted is completed. The enrolment of successful candidates is made automatically and is concluded by the relevant signature of their card.

We point out that there will be a list of runners-up, who will be invited to enrol in order to fill in any vacancies, again according to the order of precedence within ten (10) days from the day of commencement of the lessons.

According to a Decision of the Governor of the Organization, those stipulated in Annex II apply to the school year 2004-2005 with respect to the number of the pupils of each program at the Second Cycle Apprenticeship Technical Vocational Schools of the Manpower Employment Organization.

Apprenticeship for the trainees at the Vocational Training Institutes

With respect to the promotion of apprenticeship for the trainees at the Vocational Training Institutes, an optional practical training for graduates of Public and Private Vocational Training Institutes for six months was established by decision of the Minister of National Education and Religious Affairs. The six-month optional practical training of the graduates of the Vocational Training Institutes was established by Ministerial Decision no Z/1802/6.2.1996 (Official Gazette 104B/22.2.1996). According to paragraph 2, article 2, the six-month duration of the performed practical training is considered as recognized previous service for the granting of a professional practice licence.

The graduates of Vocational Training Institutes, who have not still participated in examinations for the certification of vocational training are entitled to a practical training. The duration of the performed practical training is considered as recognized previous service for the granting of a professional practice licence. The practical training may take place in the public sector, at public law or private law entities, as well as at private enterprises.

Every trainee who wishes, after his/her graduation from the Fourth (or Second for two-semester specializations) semester, to carry out a practical training in the occupation, shall submit an application-statement to the closest - preferably - public Vocational Training Institute, whereby he/she shall mention the Agency or the enterprise that has accepted him/her for practical training. At the same time, he/she shall submit an employer's statement that the employer accepts the trainee for practical training, declaring the day of commencement and end of the practical training and describing the subject of trainee's employment, and that he/she agrees to the supervision of the practical training work by the Organization for Vocational Education and Training - Public Vocational Training Institute. (It is mentioned that the Commencement of the Practical Training may take place on the 1st or 15th of every month).

Every trainee shall keep a book of practical training containing the tasks he/she performed each week and a brief description of the duties entrusted to him/her at the workplace. Every entry shall be checked and signed by the responsible officer of the enterprise.

During the six-month practical training the trainees are insured by the public Vocational Training Institute with the Social Security Institution pursuant to paragraph 1, article 12, Law 2009 (Official Gazette 18A/14.2.1992) and are supervised by coordinators.

The 'employer' does not have any obligation to the trainee or the Organization for Vocational Education and Training, except that he/she shall employ the trainee in a work that is relevant to trainee's specialization.

At the end of the practical training a Practical Training Certificate is granted to the trainee.

The following Table includes the amounts of subsidy of graduates of the Public Vocational Training Institutes, who attended practical training programs from 2000 to 30/6/2004.

PRACTICAL TRAINING PROGRAMS FOR GRADUATES OF VOCATIONAL TRAINING INSTITUTES OF THE ORGANIZATION FOR VOCATIONAL EDUCATION AND TRAINING	
DURATION	AMOUNT OF SUBSIDY (€)
1/1/2000 - 14/2/2003	1,655,777.15
15/2/2003 - 30/6/2004	1,559,044.34
TOTAL	3,214,821.49

It is noted that the practical training programs for graduates of the public Vocational Training Institutes to be implemented between 1/2/2005 and 31/12/2006 shall be co-financed within the framework of the relevant project of the Organization for Vocational Education and Training included in E.P.E.A.E.K. II, of a total budget of 4,300,000€.

Question B

For the supervision of the practical training, coordinators of the corresponding Vocational Training Institute are appointed, who undertake to monitor the trainees in groups per department of practical training. The task of the coordinators of the practical training is to perform visits to the areas of practical training without a previous notice and to monitor trainee's presence, whether the subject of practical training is according to those that have been declared or not, the work environment, the Personal File of Practical Training of the trainee, etc..

It is pointed out that the Organization for Vocational Education and Training implements constantly (since 1996) practical training programs for graduates of Vocational Training Institutes through the establishment of the relevant statutory framework (Ministerial Decision Z/1802/6.2.1996). Consequently, those programs have been successfully incorporated in the framework of operation and provision of educational work of the Organization, and this fact is confirmed by the great number of interested persons and participating trainees. In addition, the graduates of Public Vocational Training Institutes who commenced their six-month practical training in pursuance of Decision of the Ministry of National Education and Religious Affairs no Z/1802/6.2.1996 (Official Gazette 104/B/22.2.1996) 'Practical training of graduates of Vocational Training Institutes' during the period from 1-1-2000 to 1-1-2004 inclusive, are presented in the following Table:

PRACTICAL TRAINING PROGRAMS FOR GRADUATES OF VOCATIONAL TRAINING INSTITUTES OF THE ORGANIZATION FOR VOCATIONAL EDUCATION AND TRAINING	
DURATION	NUMBER OF BENEFICIARIES
1/1/2000 - 14/2/2003	3,209
15/2/2003 - 30/6/2004	2,999
TOTAL	6,208

Question C

The specializations offered in October 2005 per level of study and Section are as follows:
For graduates of the Comprehensive Senior High Schools

SECTION OF INFORMATICS - TELECOMMUNICATIONS - NETWORKS

GROUP OF INFORMATICS

TECHNICIAN OF COMPUTER APPLICATIONS THROUGH MULTIMEDIA
MEDICAL COMPUTER APPLICATIONS TECHNICIAN

COMPUTER, COMMUNICATIONS AND NETWORKS TECHNICIAN
COMPUTER APPLICATIONS, NETWORKS AND OFFICE AUTOMATIONS TECHNICIAN
SYSTEMS MANAGEMENT AND INTRANET-INTERNET SERVICES PROVISION TECHNICIAN
COMPUTER APPLICATIONS TECHNICIAN
COMPUTER SYSTEMS TECHNICIAN
COMPUTER NETWORKS TECHNICIAN
INTERNET TECHNOLOGY TECHNICIAN
TELEINFORMATICS TECHNICIAN
NETWORKS TECHNICIAN

SECTION OF FINANCIAL AND ADMINISTRATIVE SERVICES

ADMINISTRATIVE GROUP

MANAGEMENT SECRETARY
LEGAL PROFESSIONS SECRETARY
TIRESIAS: VISUALLY IMPAIRED PEOPLE CRM CALL CENTRE
DISTRIBUTION TECHNICIAN

FINANCIAL GROUP

INSURANCE TRANSACTIONS SPECIALIST
BANK TRANSACTIONS OFFICER
STOCK EXCHANGE TRANSACTIONS OFFICER
COMPUTERIZED ACCOUNTS OFFICE SPECIALIST
TAX ACCOUNTANT'S OFFICE SPECIALIST
ADMINISTRATIVE AND FINANCIAL OFFICER OF ENTERPRISES
COSTING SPECIALIST IN INDUSTRY - CRAFT INDUSTRY
COSTING OFFICER IN INDUSTRY - CRAFT INDUSTRY
MARKETING SPECIALIST
SALES SPECIALIST
MARKET RESEARCH STATISTICS AND PUBLIC OPINION POLLS
COMMERCIAL BUSINESS SPECIALIST
LOGISTICS OFFICER
SUPPLIES AND WAREHOUSE MANAGEMENT OFFICER
REAL ESTATE AGENT - REAL ESTATE MANAGER
BANKING TRANSACTIONS SPECIALIST
STOCK EXCHANGE TRANSACTIONS SPECIALIST

SECTION OF TOURISM - TRANSPORT

GROUP OF TRANSPORT

CANDIDATE CAR AND MOTORCYCLE DRIVERS TRAINER
FLIGHT ATTENDANT
AIRPORT EMPLOYEE
GOODS AIR TRANSPORT TECHNICIAN
TAXI DRIVER

GROUP OF HOTEL SERVICES

HOTEL SERVICES AND SUPPLIES SPECIALIST
RECEPTION AND HOSPITALITY OFFICER
HOTEL RECREATION SPECIALIST

GROUP OF FOODSTUFFS

CATERING MANAGER

COOKING ART TECHNICIAN
BAKERY AND CONFECTIONERY TECHNICIAN
BARTENDER

GROUP OF TOURIST SERVICES

TOURIST OFFICE EMPLOYEE
AIR COMPANY SPECIALIST
SHIPPING SPECIALIST
TOURIST EVENTS MANAGEMENT SPECIALIST
OUTDOOR TOURIST ACTIVITIES OFFICER
NATIONAL PARKS AND RECREATION AREAS ATTENDANT-GUIDE
TOURIST AGENCY SPECIALIST
TOURLEADER

GEOTECHNICAL SECTION

NATURAL RESOURCES UTILIZATION GROUP

FLORICULTURE TECHNICIAN
VITICULTURE AND OENOLOGY TECHNICIAN
OLIVE-PISTACHIO PRODUCTS MANUFACTURING-PROCESSING AND ARBORICULTURE
TECHNICIAN
GREENHOUSE TECHNICIAN
IRRIGATION TECHNICIAN
AGRICULTURAL AND STOCKBREEDING UNDERTAKINGS MANAGER
FOREST PROTECTION SPECIALIST
ORGANIC-ECOLOGICAL AGRICULTURE TECHNICIAN
FARMING MACHINERY MAINTENANCE AND REPAIR TECHNICIAN

ANIMAL RESOURCES UTILIZATION GROUP

POULTRY TECHNICIAN
FARM ANIMALS REPRODUCTION TECHNICIAN

SECTION OF FOODSTUFFS AND BEVERAGES

LIQUOR INDUSTRY-DISTILLERY TECHNICIAN
MILK PROCESSING TECHNICIAN

SECTION OF MECHANICAL - ELECTRICAL - ELECTRONIC ENGINEERING

ELECTRONIC ENGINEERING GROUP

COMPUTER AND OFFICE ELECTRONIC MACHINERY TECHNICIAN
MEASURING INSTRUMENTS TECHNICIAN
RADIOTELEVISION AND ELECTROACOUSTIC DEVICES TECHNICIAN
INDUSTRIAL APPLICATIONS ELECTRONIC TECHNICIAN
ELECTRONIC MICROAPPLIANCES ASSEMBLY TECHNICIAN
TELECOMMUNICATIONS AND INFORMATION TRANSMISSION SYSTEMS TECHNICIAN
MEDICAL INSTRUMENTS TECHNICIAN
MOBILE TELEPHONY AND TELECOMMUNICATIONS TECHNICIAN

MECHANICAL ENGINEERING GROUP

GAS FUELS TECHNICIAN
COOLING, VENTILATION AND AIR-CONDITIONING INSTALLATIONS TECHNICIAN
NUMERICAL CONTROL MACHINE TOOLS C.N.C. TECHNICIAN
PROJECT MACHINERY TECHNICIAN

CAR TECHNICIAN
CAR BODY REPAIRING AND CAR PAINTING TECHNICIAN
MECHATRONICS TECHNICIAN
SEA ENGINES AND PLEASURE BOATS TECHNICIAN
THERMAL AND HYDRAULIC INSTALLATIONS TECHNICIAN

ELECTRICAL ENGINEERING GROUP

CAR ELECTRICAL TECHNICIAN
AUTOMATION TECHNICIAN
ELEVATORS TECHNICIAN
ELECTRICAL MACHINERY WINDING TECHNICIAN
INTERNAL ELECTRICAL INSTALLATIONS TECHNICIAN
ELECTRICAL HOUSEHOLD APPLIANCES ELECTRICIAN

SECTION OF STRUCTURAL AND RELATED CONSTRUCTIONS

GROUP OF DESIGN PROCEDURES

DESIGNER THROUGH COMPUTER SYSTEMS
TOPOGRAPHICAL APPLICATIONS TECHNICIAN

STRUCTURAL GROUP

STRUCTURAL PROJECTS TECHNICIAN
GEOGRAPHICAL INFORMATION SYSTEMS SPECIALIST
HISTORICAL AND TRADITIONAL BUILDINGS REPAIR AND MAINTENANCE TECHNICIAN

SECTION OF CHEMICAL INDUSTRY

CHEMICAL PRODUCTION GROUP

PHARMACEUTICALS, COSMETICS AND SIMILAR PRODUCTS TECHNICIAN
MATERIALS CONTROL TECHNICIAN

METALS GROUP

METAL SURFACES TECHNICIAN
METAL PLATING TECHNICIAN

SECTION OF APPLIED ARTS

GROUP OF PRINTING - GRAPHIC ARTS

PRINTED AND ELECTRONIC MEDIA GRAPHIC ARTIST
ELECTRONIC GRAPH DESIGN ANIMATION TECHNICIAN
PRINTING TECHNICIAN
BOOKBINDING TECHNICIAN
ILLUSTRATOR - CARTOONIST

GROUP OF PHOTOGRAPHY

PHOTOGRAPHY LABORATORY TECHNICIAN
PHOTOGRAPHER

GROUP OF CONSERVATION

ART WORKS CONSERVATION TECHNICIAN
PAINTING WORKS CONSERVATION TECHNICIAN
BOOK AND ARCHIVAL MATERIAL CONSERVATION TECHNICIAN
HANDMADE CERAMICS TECHNICIAN
PRODUCTION CERAMICS TECHNICIAN
JEWELLER'S ART

CLOCK MAKING

GROUP OF DECORATION - DESIGN

DECORATION TECHNICIAN
BYZANTINE ICON AND MURAL PAINTER
BYZANTINE ICON SPECIALIST
FURNITURE DESIGN SPECIALIST
PRODUCTION JEWELLERY TECHNICIAN
HANDMADE JEWELLERY TECHNICIAN
JEWELLERY DESIGN TECHNICIAN
TESSELLATION AND VITRO TECHNICIAN
SCIENTIFIC INSTRUMENTS GLASS-MAKING TECHNICIAN

SECTION OF ENERGY - ENVIRONMENT

GROUP OF ENVIRONMENT

INDUSTRIAL AND LABOUR ENVIRONMENT CONTROL TECHNICIAN
POLLUTION CONTROL AND ANTI-POLLUTION FACILITIES TECHNICIAN

SECTION OF HEALTH - BEAUTY THERAPY - SOCIAL SERVICES

GROUP OF HEALTH

TRAUMATOLOGY NURSING
PROSTHETIC, ORTHOTIC AND OTHER REHABILITATION MEANS TECHNICIAN
OPERATING THEATRE NURSING
ONCOLOGICAL DISEASES NURSING
INTENSIVE CARE UNIT NURSING
NURSING OF PERSONS WITH MENTAL DISEASES
KINESITHERAPY SPECIALIST
PHYSIOTHERAPIST'S ASSISTANT IN MINERAL WATER SPRINGS AND MEDICINAL BATHS
ANAESTHESIOLOGY ASSISTANT

SECTION OF HEALTH - BEAUTY THERAPY - SOCIAL SERVICES

GROUP OF HEALTH

OPTICAL APPLICATIONS TECHNICIAN
MEDICAL AND BIOLOGICAL LABORATORIES OF HAEMATOLOGICAL LABORATORY
MEDICAL AND BIOLOGICAL LABORATORIES OF BIOCHEMICAL AND MICROBIOLOGICAL LABORATORY
IMAGING MEDICAL DEVICES
RADIOTHERAPY MEDICAL DEVICES
ORTHODONTICS DENTAL TECHNICIAN
PORCELAIN DENTAL TECHNICIAN
DENTIST'S ASSISTANT
MEDICAL REPRESENTATIVE

GROUP OF BEAUTY THERAPY

BEAUTY THERAPY APPLICATIONS SPECIALIST
DIETETICS APPLICATIONS SPECIALIST
HAIRDRESSER - HAIR STYLIST
AROMATHERAPY BEAUTICIAN
PODOLOGY AND NAILS CARE BEAUTICIAN
STYLIST
PROFESSIONAL MAKE-UP

GROUP OF SOCIAL SERVICES

CREATION AND EXPRESSION ACTIVITIES OF PRESCHOOL EDUCATION
PRESCHOOL EDUCATION DAY CARE OF CHILDREN WITH SPECIAL NEEDS
CHILDREN'S CAMPS MANAGEMENT AND ADMINISTRATION OFFICER
SECURITY SERVICES OFFICER

SECTION OF COMMUNICATION AND MASS MEDIA

GROUP OF COMMUNICATION

JOURNALISM: EDITORS AND REPORTERS
SPORTS JOURNALISM
ADVERTISING

GROUP OF MASS MEDIA

MONTER
CAMERAMAN
ORGANIZING PRODUCTION COORDINATOR (PRODUCER)
SOUND ENGINEER

SECTION OF CLOTHING AND FOOTWEAR

GROUP OF CLOTHING

COSTUME AND FASHION DESIGNER
LEATHER CLOTHES AND LEATHER ARTICLES AND SHOES ACCESSORIES TECHNICIAN

SECTION OF CULTURE AND SPORTS

GROUP OF SPORTS

SPORTS TRAINER
SPORTS ADMINISTRATIVE OFFICER
CHESS COACH

GROUP OF CULTURE

CARNIVAL CONSTRUCTIONS SPECIALIST
CARNIVAL COSTUMES TECHNICIAN
DANCE APPLIED ARTS
MUSIC THROUGH TECHNOLOGY
SCRIPTWRITER
STAGE DIRECTOR
ASSISTANT SET AND COSTUME DESIGNER
THEATRE AND STAGE MAKE-UP
MUSEUM AND ARCHAEOLOGICAL SITES ATTENDANT
DISCOGRAPHY AND LIVE PERFORMANCES MUSIC TECHNICIAN

For graduates of the Technical Vocational Schools

SECTION OF INFORMATICS - TELECOMMUNICATIONS - NETWORKS

GROUP OF INFORMATICS

TECHNICIAN OF COMPUTER APPLICATIONS THROUGH MULTIMEDIA
MEDICAL COMPUTER APPLICATIONS TECHNICIAN
COMPUTER APPLICATIONS TECHNICIAN
COMPUTER SYSTEMS TECHNICIAN
COMPUTER NETWORKS TECHNICIAN

INTERNET TECHNOLOGY TECHNICIAN
TELEINFORMATICS TECHNICIAN
NETWORKS TECHNICIAN
COMPUTER, COMMUNICATIONS AND NETWORKS TECHNICIAN
COMPUTER APPLICATIONS, NETWORKS AND OFFICE AUTOMATIONS TECHNICIAN
SYSTEMS MANAGEMENT AND INTRANET-INTERNET SERVICES PROVISION TECHNICIAN

SECTION OF FINANCIAL AND ADMINISTRATIVE SERVICES

ADMINISTRATIVE GROUP

MANAGEMENT SECRETARY
LEGAL PROFESSIONS SECRETARY

FINANCIAL GROUP

INSURANCE TRANSACTIONS SPECIALIST
BANK TRANSACTIONS OFFICER
STOCK EXCHANGE TRANSACTIONS OFFICER
COMPUTERIZED ACCOUNTS OFFICE SPECIALIST
TAX ACCOUNTANT'S OFFICE SPECIALIST
ADMINISTRATIVE AND FINANCIAL OFFICER OF ENTERPRISES
COSTING SPECIALIST IN INDUSTRY - CRAFT INDUSTRY
COSTING OFFICER IN INDUSTRY - CRAFT INDUSTRY
MARKETING SPECIALIST
SALES SPECIALIST
MARKET RESEARCH STATISTICS AND PUBLIC OPINION POLLS
COMMERCIAL BUSINESS SPECIALIST
LOGISTICS OFFICER
SUPPLIES AND WAREHOUSE MANAGEMENT OFFICER
REAL ESTATE AGENT - REAL ESTATE MANAGER
BANKING TRANSACTIONS SPECIALIST
STOCK EXCHANGE TRANSACTIONS SPECIALIST

SECTION OF TOURISM - TRANSPORT

GROUP OF HOTEL SERVICES

HOTEL SERVICES AND SUPPLIES SPECIALIST
RECEPTION AND HOSPITALITY OFFICER
HOTEL RECREATION SPECIALIST

GROUP OF TOURIST SERVICES

SHIPPING SPECIALIST
TOURIST AGENCY SPECIALIST

GEOTECHNICAL SECTION

NATURAL RESOURCES UTILIZATION GROUP

FLORICULTURE TECHNICIAN
VITICULTURE AND OENOLOGY TECHNICIAN
OLIVE-PISTACHIO PRODUCTS MANUFACTURING-PROCESSING AND ARBORICULTURE
TECHNICIAN
GREENHOUSE TECHNICIAN
AGRICULTURAL AND STOCKBREEDING UNDERTAKINGS MANAGER
ORGANIC-ECOLOGICAL AGRICULTURE TECHNICIAN

SECTION OF FOODSTUFFS AND BEVERAGES

LIQUOR INDUSTRY-DISTILLERY TECHNICIAN
MILK PROCESSING TECHNICIAN

SECTION OF MECHANICAL - ELECTRICAL - ELECTRONIC ENGINEERING

ELECTRONIC ENGINEERING GROUP

COMPUTER AND OFFICE ELECTRONIC MACHINERY TECHNICIAN
MEASURING INSTRUMENTS TECHNICIAN
RADIOTELEVISION AND ELECTROACOUSTIC DEVICES TECHNICIAN
INDUSTRIAL APPLICATIONS ELECTRONIC TECHNICIAN
ELECTRONIC MICROAPPLIANCES ASSEMBLY TECHNICIAN
TELECOMMUNICATIONS AND INFORMATION TRANSMISSION SYSTEMS TECHNICIAN
MOBILE TELEPHONY AND TELECOMMUNICATIONS TECHNICIAN

MECHANICAL ENGINEERING GROUP

GAS FUELS TECHNICIAN
COOLING, VENTILATION AND AIR-CONDITIONING INSTALLATIONS TECHNICIAN
NUMERICAL CONTROL MACHINE TOOLS C.N.C. TECHNICIAN
PROJECT MACHINERY TECHNICIAN
CAR TECHNICIAN
CAR BODY REPAIRING AND CAR PAINTING TECHNICIAN
MECHATRONICS TECHNICIAN
SEA ENGINES AND PLEASURE BOATS TECHNICIAN
THERMAL AND HYDRAULIC INSTALLATIONS TECHNICIAN

ELECTRICAL ENGINEERING GROUP

CAR ELECTRICAL TECHNICIAN
AUTOMATION TECHNICIAN
ELEVATORS TECHNICIAN
ELECTRICAL MACHINERY WINDING TECHNICIAN
INTERNAL ELECTRICAL INSTALLATIONS TECHNICIAN
ELECTRICAL HOUSEHOLD APPLIANCES ELECTRICIAN

SECTION OF STRUCTURAL AND RELATED CONSTRUCTIONS

GROUP OF DESIGN PROCEDURES

DESIGNER THROUGH COMPUTER SYSTEMS
TOPOGRAPHICAL APPLICATIONS TECHNICIAN

STRUCTURAL GROUP

STRUCTURAL PROJECTS TECHNICIAN
GEOGRAPHICAL INFORMATION SYSTEMS SPECIALIST

SECTION OF CHEMICAL INDUSTRY

CHEMICAL PRODUCTION GROUP

PHARMACEUTICALS, COSMETICS AND SIMILAR PRODUCTS TECHNICIAN
MATERIALS CONTROL TECHNICIAN

SECTION OF APPLIED ARTS

GROUP OF PRINTING - GRAPHIC ARTS

PRINTED AND ELECTRONIC MEDIA GRAPHIC ARTIST
ELECTRONIC GRAPH DESIGN ANIMATION TECHNICIAN
ILLUSTRATOR - CARTOONIST

GROUP OF CONSERVATION

ART WORKS CONSERVATION TECHNICIAN
PAINTING WORKS CONSERVATION TECHNICIAN
HANDMADE CERAMICS TECHNICIAN
PRODUCTION CERAMICS TECHNICIAN
JEWELLER'S ART
CLOCK MAKING

GROUP OF DECORATION - DESIGN

DECORATION TECHNICIAN
FURNITURE DESIGN SPECIALIST
HANDMADE JEWELLERY TECHNICIAN
JEWELLERY DESIGN TECHNICIAN
TESSELLATION AND VITRO TECHNICIAN

SECTION OF HEALTH - BEAUTY THERAPY - SOCIAL SERVICES

GROUP OF HEALTH

TRAUMATOLOGY NURSING
OPERATING THEATRE NURSING
ONCOLOGICAL DISEASES NURSING
INTENSIVE CARE UNIT NURSING
NURSING OF PERSONS WITH MENTAL DISEASES
KINESITHERAPY SPECIALIST
PHYSIOTHERAPIST'S ASSISTANT IN MINERAL WATER SPRINGS AND MEDICINAL BATHS
ANAESTHESIOLOGY ASSISTANT
MEDICAL AND BIOLOGICAL LABORATORIES OF HAEMATOLOGICAL LABORATORY
MEDICAL AND BIOLOGICAL LABORATORIES OF BIOCHEMICAL AND MICROBIOLOGICAL LABORATORY
IMAGING MEDICAL DEVICES
RADIOTHERAPY MEDICAL DEVICES
ORTHODONTICS DENTAL TECHNICIAN
PORCELAIN DENTAL TECHNICIAN

GROUP OF BEAUTY THERAPY

BEAUTY THERAPY APPLICATIONS SPECIALIST
DIETETICS APPLICATIONS SPECIALIST
HAIRDRESSER - HAIR STYLIST
PROFESSIONAL MAKE-UP

GROUP OF SOCIAL SERVICES

CREATION AND EXPRESSION ACTIVITIES OF PRESCHOOL EDUCATION
PRESCHOOL EDUCATION DAY CARE OF CHILDREN WITH SPECIAL NEEDS
CHILDREN'S CAMPS MANAGEMENT AND ADMINISTRATION OFFICER

SECTION OF CLOTHING AND FOOTWEAR

GROUP OF CLOTHING

COSTUME AND FASHION DESIGNER
LEATHER CLOTHES AND LEATHER ARTICLES AND SHOES ACCESSORIES TECHNICIAN
For graduates of the Junior High Schools

SECTION OF TOURISM - TRANSPORT

GROUP OF FOODSTUFFS

COOKING ART ASSISTANT
RESTAURANT ART ASSISTANT
CONFECTIONERY ART ASSISTANT
BAKER'S - CONFECTIONER'S ASSISTANT

GEOTECHNICAL SECTION

NATURAL RESOURCES UTILIZATION GROUP

AGRICULTURAL AND STOCKBREEDING UNDERTAKINGS ASSISTANT

SECTION OF FOODSTUFFS AND BEVERAGES

MEAT AND POULTRY PROCESSING ASSISTANT

SECTION OF MECHANICAL - ELECTRICAL - ELECTRONIC ENGINEERING

MECHANICAL ENGINEERING GROUP

HEATING INSTALLATIONS TECHNICIAN
WATER SUPPLY - DRAINAGE INSTALLATIONS TECHNICIAN

SECTION OF STRUCTURAL AND RELATED CONSTRUCTIONS

STRUCTURAL GROUP

HOUSE PAINTER
CONSTRUCTION WORKER
TERRAZZO - TILING TECHNICIAN
PLASTERER

SECTION OF APPLIED ARTS

GROUP OF MAINTENANCE

TRADITIONAL ARTS TECHNICIAN

GROUP OF DECORATION - DESIGN

CARPENTER
WOOD CARVER
TESSELLATION TECHNICIAN

Question D

The Organization for Vocational Education and Training is the Final Beneficiary of actions for the upgrading of the Private Technical Vocational Schools to be implemented within the framework of E.P.E.A.E.K. II (Measure 2.3, Action 2.3.1), so that the cooperation and complementarity between public and private Vocational Training Institutes is reinforced. In detail, certain interventions shall be attempted, with the participation of the private sector, for the identification of the needs of the labour market and the determination of the corresponding training programs, the practical training of the trainees and the utilization of graduates of the Vocational Training Institutes by the enterprises.

The category of Deeds concerns the reinforcement and implementation of practical training programs for graduates of Private Vocational Training Institutes and the development of actions with the aim to promote the graduates of various specializations to employment posts corresponding to their professional qualifications and to relevant work activity. Thus, the practical training programs will contribute to the assimilation, supplementation and adaptation of knowledge to the actual needs of the productive process, the familiarization with the labour environment and strengthening of graduates' abilities through the development of abilities necessary for their professional integration.

Question E

During the implementation of the project, the principle of equality between men and women, and of the aliens, who reside and work lawfully in the country, and the persons with special need, applies through equal opportunities of access to practical training programs, so that they acquire the necessary qualifications and abilities with the aim to integrate better in the labour market.

Question F

The equal access by aliens, who reside lawfully in the country, and of persons with special needs to the practical training of graduates is ensured by the uniform application by our Agency of the above Ministerial Decision.

EUROPEAN SOCIAL CHARTER
17TH GREEK REPORT
01/01/2001 - 31/12/2004

Article 10, paragraph 3

Question A

The Community and Other Resources Management General Secretariat is responsible for the Operational Program 'Employment and Vocational Training', which is organized on the basis of the European Strategy for Employment and the National Action Plans for Employment and Social Integration. The principal target of the Operational Program is the promotion of employment and the soothing of labour market problems. This is sought by a number of measures and priorities, such as:

The prevention of unemployment through the individualized approach of the unemployed persons and the improvement of the ability to integrate into the labour market;

The development and promotion of active policies for combating and preventing unemployment, avoiding long-term unemployment and facilitating the reintegration of long-term unemployed persons;

The development of entrepreneurship and the encouragement of adaptability of workers and enterprises;

The promotion of equality of opportunities of access to the labour market;

The reinforcement and upgrading of effectiveness and quality of policies and interventions in the labour market;

The improvement of access and participation of women in the labour market.

More specifically:

For the purpose of promotion of equality between men and women, all issued regulatory administrative deeds that concern the implementation of programs of vocational training, of rendering of accompanying supportive services and promotion to employment, provide for the participation of women at a percentage of 60% in every intervention of the Operational Program.

The improvement of the training and employment opportunities for persons with disability and vulnerable social groups is sought through the adoption and application of policies that lift obstacles to the access to structures and services.

The principle of equality of opportunities (mainstreaming) applies to the participation of vulnerable social groups in training programs for unemployed persons at a percentage of at least 10%.

Policies for the prevention of unemployment, mainly, of the long-term unemployment are implemented.

More specifically, special emphasis is given to the young unemployed persons less than 25 years old before they complete six months of unemployment and to those who are over 25 years old before they complete twelve months of unemployment. For the achievement of this target the commitment of the Operational Program is that 65% of the unemployed persons will benefit by proactive employment (prevention) policies.

Unemployed persons who have benefited from training actions.

(Data on the reference period from the Operational Program 'Employment and Vocational Training', Annual Report 2004):

Until 31/12/2004 (cumulatively with previous years)

Alternance training of unemployed persons and Continuing vocational training of unemployed persons by 'Vocational Training S.A.'

In 2003 a project of continuing vocational training was implemented, which benefited 1,262 persons, 345 men and 917 women (72.6%) and there was also a project of alternance vocational training of unemployed persons, which benefited 981 persons, 150 men and 831 women (84.7%).

Of the unemployed persons who participated in the programs, 912 are young people less than 25 years old and 458 belong to special social groups because of the application of the principle of equality of opportunities (mainstreaming) for their participation in unemployed persons' training programs at a percentage of at least 10%.

By the enforcement of law on the restructuring of the Manpower Employment Organization and the formation and operation of the company Vocational Training S.A. (Law 2956/2001), the co-financed training actions within the framework of the Operational Program 'Employment and Vocational Training', whereof Final Beneficiary for the entire Programmatic Period of the Third Community Support Framework (2000-2006) was the Manpower Employment Organization, were included in the activities of the company

The vocational training activities constitute an axis of National Strategy for Employment.

The proactive policies include the policies that aim at the development of advanced abilities, greater mobility of job offer, encouragement of a more active search for employment and creation of new job posts through direct subsidies and indirect facilities to the enterprises, so that they maintain their level of employment and they do not fire personnel and reduce their workforce. The proactive policies may be distinguished as follows:

First, matching policies that aim at the facilitation and improvement of the distributive function of the labour market. The matching between work supply and demand may be achieved in a number of ways. First, the discrepancies (between work supply and demand) may be limited, when the qualifications (mainly the abilities) of those who search for work are adapted to the requirements and structure of demand. This is done to a certain extent when the persons participate in vocational training programs.

Second, policies orientated towards work supply. Such policies aim at providing the workforce with such abilities so that it can get an employment easier. The vocational training policies constitute the main axis in that field, but this category may include policies of facilitation of geographic mobility of employees, which attempts to smooth out possible geographic discrepancies between work supply and demand. The various types of vocational training (initial training, apprenticeship, continuing, inter-business, alternance) refer to different categories of workforce and are intended to solve specific problems. However, all kinds of training existing in the labour market have a common target, that is, to provide certain categories of workforce with the qualifications (abilities) required by the employment systems, which for some reasons could not be provided to such persons in the past, either through the educational system or through the technical education system or by the enterprises themselves. Therefore, the training as a form of proactive policy in the labour market is indirectly connected with both the educational system and the technical education system and the enterprises themselves.

Third, policies orientated towards work demand, which aim at the reduction of unemployment through the creation of new job posts in the private or public sector, policies that are intended to reinforce the enterprises so that they maintain their existing workforce, and policies intended for unemployed persons so as to assist them in undertaking business initiatives and activities.

Training of unemployed seamen

Two cycles of training programs for unemployed seamen were carried out by the Ministry of Merchant Marine, which benefited 7,747 persons, mainly men, of which 1,094 were young people less than 25 years old.

Vocational training of unemployed persons at accredited Vocational Training Centres (K.E.K.)

During the reference period:

□ The First Cycle was completed by the implementation of 1,150 training programs attended by 23,170 unemployed persons in subjects adapted to the demands of the labour market and to the needs of each unemployed person. In particular, 4,671 men and 18,499 women (80%) and 2,229 persons of special social groups participated because of the application of the principle of equality of opportunities

(mainstreaming) for their participation in training programs for unemployed persons at a percentage of at least 10%.

□ As regards the Second Cycle, 511 of the 1,051 programs announced were implemented and attended by 10,935 unemployed persons. In detail, 1,946 men and 8,989 women (82%) and 1,156 persons of special social groups participated because of the application of the principle of equality of opportunities (mainstreaming). 776 persons over 45 years old participated in the training programs, of which 217 were unemployed for more than 12 months and 559 were unemployed for less than 12 months.

Training of unemployed persons in Big Technical Projects

The project concerns the training of 2,768 unemployed persons in Big Technical Projects, mainly in technical specializations. It is stipulated that after the end of the training 1/3 of the trainees shall be employed for 4-6 months. In detail, 1,014 men and 1,754 women (63%) and 316 persons of special social groups participated because of the application of the principle of equality of opportunities (mainstreaming). 485 persons over 45 years old participated in the training programs, of which 232 were unemployed for more than 12 months and 253 were unemployed for less than 12 months.

Training in issues of Environmental protection and management

During the reference period 152 of the 325 programs announced were implemented and attended by 2,828 unemployed persons. In detail, 1,615 men and 2,213 women (78%) participated. 244 persons over 45 years old participated in the training programs, of which 88 were unemployed for more than 12 months and 156 were unemployed for less than 12 months.

Provision of Accompanying Supportive Services

The project concerns actions for the development and provision of supportive and accompanying services that contribute to the strengthening and encouragement of persons threatened with social exclusion. The project was completed with the participation of 12,635 persons of vulnerable social groups.

Pre-training actions - learning of the Greek Language

The project concerns actions for Greek language learning and is intended for repatriated persons, refugees and immigrants. The biggest part of the programs has been completed, whereby 6,709 persons have benefited to this day.

The company is active in the field of sensitive social groups through the creation of permanent 'networks' of organization and monitoring of the provision of targeted training services. A similar interventions 'network' has been formed with the organizations of political refugees. In particular, the establishment of a permanent cooperation among all the important bodies that are active in the field of protection of political refugees (U.N. High Commission, Social Service Institution, Greek Council for Refugees, International Social Service, Ecumenical Program for Refugees) has been agreed.

The Vocational Training S.A. during 2003-2004 developed special actions in the field of Training of Persons with Special Needs and Vulnerable Social Groups, first, through the inclusion of persons with special needs, when their disability permits so, in programs intended for the general population (mainstreaming) and, second, by the operation of training structures intended particularly for persons with special needs. For such persons there is a specialized **Vocational Training Centre for Persons with Special Needs in Galatsi**, which has courses adapted to the trends in the labour market and to the specific features of the trainees.

The number of trainees in the School per school year is as follows:

2002-2003 187 persons

2003-2004 203 persons

The training specializations are the following:

Office Employees and Applied Informatics

Administrative and Financial Officer of Enterprises

Icon painting

Leather Art

Wood Carving - Furniture Manufacture

Pottery - Ceramics

It is noted that the course for the specialization ‘Administrative and Financial Officer of Enterprises’ takes place by the **method of tele-training**, which received a lot of praises at a European level for its perfect operation and is considered as the proper practice in the European network EVTA. In addition to training, within the context of those programs, the Accompanying - Supportive Services and Services of Promotion to Employment shall continue to be provided to the trainees.

The Manpower Employment Organization implements programs of Continuing and Alternance Vocational Training for unemployed persons and workers having as a principal target the promotion of employment and the soothing of the labour market problems for the prevention of unemployment, increase of women’s and disadvantaged groups’ participation with a parallel reduction of unemployment of certain groups of the workforce, which conduce to a great extent to the overall unemployment of the Country.

Hence, all actions included in the particular programs implemented by the Organization aim at the increase of employability of workforce, promotion of employment and reduction of unemployment (with principal axis the prevention of unemployment). Special emphasis is given to the equality of opportunities between men and women with actions for the improvement of women’s access to and participation in the labour market, which are at the same time diffused to all particular programs, ensuring thus the application of the principle of mainstreaming both to the equality of opportunities between men and women and to the interventions in favour of target groups, such as all population groups threatened with exclusion from the labour market.

More specifically, the training of population groups excluded or threatened with exclusion from the labour market is intended for those persons who can and are ready to attend training programs in subjects required for their integration in the labour market and promoted at Vocational Training Centres that provide such training. Those persons are included in training sections of the general population of unemployed persons in application of the mainstreaming policy.

An important role is played by the orientation of such groups towards new technologies both by the Operational Program ‘Employment and Vocational Training’ and Operational Program ‘Information Society’, which provide for actions of tele-working and tele-education.

The Directorate for Adult Vocational Training of the Organization is responsible for the design of the programs in cooperation with the Directorate for Programs and Teaching Means, the Computers Directorate, Vocational Training S.A. and other bodies of Vocational Education.

The proposed vocational training subjects are designed and selected with the cooperation of the local agencies for employment and labour market monitoring, so as to ensure the best link between specializations supply and demand.

In addition, the Manpower Employment Organization has at its disposal and utilizes, on the one hand, the surveys, studies and statistical data related to the labour market as given by the PAEP S.A., the data at local level, the profiles of the unemployed persons and the job posts offered by the enterprises through the Centres for Promotion to Employment (KPA), and, on the other hand, the ‘Vocational Training S.A.’ as an effective tool for the immediate implementation of vocational training actions. Through these sources, the target groups, the areas with special programs and the necessary programs to be developed are determined and the intervention plan of the public policies for employment is formulated, so that finally there is a balance between work supply and demand. The above programs are carried out through the financing by National or Community Resources and also through the Account for Employment and Vocational Training (LAEK).

At the same time, the need for continuous and lifelong education for workers and enterprises as imposed by the rapid changes within enterprises in conjunction with the existence of job vacancies in certain fields of economic activity, intensifies the lack of abilities, especially, in small enterprises.

More specifically, the interventions in favour of the development of workers’ abilities in small, mainly, private enterprises and in favour of the promotion of self-employment are determined by the Manpower Employment Organization on the basis of the substantiation by the enterprises of the purpose and effectiveness of the programs / actions for the upgrading of their workers’ abilities as proposed by

them, with the aim to create the conditions for the increase of workers' mobility in the business / productive foundations of the Country and the enhancement of competitiveness of the business base. Those programs are upgraded by interventions that rationalize the demand according to the needs of the labour market and the trends in the productive environment, as well as the quality of the actions.

The actions for improvement and adaptation of workers' abilities and of the self-employed persons to the new conditions of the labour market concern all productive sectors and branches of Greek economy, while they are also consistent with the field of 'Development of Information Society', since the development of workers' abilities refers mainly to subjects of modern methods of management and administration through the use of new information tools.

As regards the sectoral approach by the interventions in favour of workers in enterprises and/or in favour of the self-employed persons, it depends on many parameters and criteria, the principal of which are as follows:

The number of workers;

The unemployment in the sector;

The gross proceeds of the sector and its share in the total gross product of the country;

The structural changes in the sector;

The labour productivity in the sector.

All the above interventions are accompanied and supported through the special motives of the Manpower Employment Organization, which are specialized in the following directions:

(a) As regards the employers, an increased subsidy and longer duration of granting thereof for the creation of job posts;

(b) encouragement of self-employment through the programs for Young Self-employed Persons;

(c) subsidy for the creation of protected laboratories in the form of social cooperative or social enterprises.

Moreover, an effort is made for the development of new sources of employment, including the field of social economy.

The specialization of the targets of the specific actions in connection with the facilities provided for the training and re-training of adult workers, **refers:**

(a) on the one hand, to the penetration mainly of small and medium-sized enterprises in the **programs for the development and adaptation of the abilities of workers to the new conditions of the labour market**, as well as of the self-employed persons; and

(b) on the other hand, to a number of small-scale **integrated intervention** designed for the support of special categories of unemployed persons, who come from enterprises that ceased or limited significantly their activities or from areas with particularly high unemployment.

Furthermore, an important characteristic of such interventions are the **programmatic Contracts of Guaranteed Employment** entered into between the Manpower Employment Organization and Enterprises and Professional Unions, which aim at covering effectively both the business needs and the needs of the unemployed persons, having as a basis the acknowledgement that an important motive for the creation of a new enterprise or the modernization of an existing enterprise is the finding of a appropriately trained workforce. The Manpower Employment Organization is bound to provide the enterprise with ready workforce, while the employer is bound to ensure a long-term guaranteed employment

On the basis of the above, with respect to the programs in favour of workers and in favour of the promotion of self-employment, the actions and the particular programs for the training and re-training of adult workers that have been designed and implemented during 2001, 2002, 2003 and 2004 are in detail as follows:

1. Actions of workers' vocational training financed by the program 'Account for Employment and Vocational Training'.

The aim of the vocational training programs of the Account for Employment and Vocational Training is to train the workers in specializations that will cover the needs of the enterprise and increase their productivity.

For this reason, the Management Committee of the Account for Employment and Vocational Training draws up every year the annual program for the use and management of the Account on the basis of which the enterprises, joint ventures, cooperatives, etc. utilizing such contribution train the personnel they employ.

In special cases, the Management Committee of the Account for Employment and Vocational Training finances workers' training programs in enterprises, which due to the rapid increase of the competition run the risk of closing and reducing their personnel. The target of such special financing is the training-specialization of workers so that the enterprise becomes viable, more competitive and the workers are not threatened with losing their job.

The program for the use and management of that Account is specialized mainly in the following actions:

1.1. Workers' Vocational Training Program (Account for Employment and Vocational Training 0.45%)

The program is retributory and workers from all enterprises may participate therein, as long as employer's contribution in favour of the Account for Employment and Vocational Training has been paid.

1.2. Vocational Training and Education Program (Account for Employment and Vocational Training) implemented by bodies representing employers for workers in small enterprises

The second program aims mainly at the broadening of the opportunities for training and utilization of the contribution of workers of small enterprises and is implemented by bodies representing employers. Workers of small enterprises may participate in this program. The financing comes from undisposed resources of the Account for Employment and Vocational Training.

1.3. Vocational Training Program (Account for Employment and Vocational Training) implemented by agricultural cooperatives and groups of producers in the field of peach

The target of the program is to provide the opportunity for the training of personnel of agricultural cooperatives and groups of producers in the field of peach, for the supplementation and improvement of professional qualifications and abilities of workers, acquisition of flexibility of adaptation to the changing conditions of production and work, the creation of stable job posts and securing of workforce's employment through the development of the enterprises.

The number of the adult workers who have participated in the above programs is analysed in the attached tables.

2. Actions for vocational training of self-employed persons, which are financed by the European Union

PROGRAMS FOR SELF-EMPLOYED PERSONS 2001-2004		
PROGRAM DESCRIPTION	BUDGET	NUMBER OF TRAINEES
TRAINING OF SELF-EMPLOYED PERSONS	108,323 EURO (2001)	395 PERSONS
TRAINING OF SELF-EMPLOYED PERSONS THE SECONDARY AND TERTIARY SECTOR AT ACCREDITED VOCATIONAL TRAINING CENTRES	491,500 EURO (2003-2004)	763 PERSONS

Question B

The specializations offered in October 2005 per level of study and Section are mentioned hereinabove (Paragraph 2, Question C).

Question C

The training acts are applicable to all categories of persons concerned, who may benefit by their application.

More specifically:

The training actions aim at combating unemployment and have three main targets:

(a) The prevention of long-term unemployment. To this end, special emphasis is given to young people before they complete 6 months of unemployment and to adults before they complete 12 months of unemployment. During the selection of the unemployed persons who will participate, it will be attempted that over 60% of the trainees are unemployed and belong to this category. Particular priority is also given to the access by women to the programs within the framework of increasing their participation in the labour market;

(b) The application of the mainstreaming policy through the integration in such programs of persons, who can and are ready to attend them and who are members of population groups excluded or threatened to be excluded from the labour market;

(c) The upgrading and modernization of the knowledge, qualifications and abilities of workers and/or self-employed, so that they maintain their employment posts and are competitive in the labour market.

Question D

The company implemented within 2003 training actions falling within Measures 1.3 and 5.3, wherefor a Final Beneficiary was designated. The said actions concerned in total 3,000 unemployed persons and were implemented in 30 educational structures assigned by the Manpower Employment Organization to the company. The cost of those Actions was 12.2 million euro or 4.5 billion drachmas approximately.

During 2004 the Directorate for Continuing Training implemented in total 127 training programs for 2,612 unemployed persons of a total budget of 2,204,142€.

More specifically, the programs implemented are:

(a) within the framework of **Measure 1.3**. ‘Reinforcement and upgrading of interventions and actions in favour of the unemployed persons for the adaptation of their abilities to the needs of the labour market’:

Continuing Training

Number of programs: 60

Total trainees: 1,262

Budget: 4,255,003€

Alternance Training

Number of programs: 49

Total trainees: 981

Budget: 5,797,267€

(b) within the framework of **Measure 5.3**. ‘Integrated interventions in favour of women’:

Alternance Training for Women

Number of programs: 18

Total trainees: 369

Budget: 2,151,872€

The distribution of programs as to the budget per region is as follows: (a) Eastern Macedonia and Thrace (2.8%); (b) Attiki (33.4%); (c) Western Greece (11.3%); (d) Epirus (0.5%); (e) Thessaly (8.9%); (f) Macedonia (14.1%); (g) Crete (9%); (h) Peloponnese (14.6%); (i) Central Greece (5.3%).

According to the data from the Community and Other Resources Management General Secretariat:

Approximate number of adult workers who have participated in training and re-training programs.

(Data on the reference period from the Operational Program ‘Employment and Vocational Training’, Annual Reports 2001, 2002, 2003, 2004):

2001

Salaried trainees of the public sector 10,609

2002

Self-employed trainees 1,359

Salaried trainees of the public sector	7,157
Until 31/12/2003 (cumulatively with previous years)	
Self-employed trainees	3,023
Salaried trainees of the public sector	30,247
Until 31/12/2004 (cumulatively with previous years)	
Self-employed trainees	9,726
Salaried trainees of the public sector	69,489

Question E

Measures for the support of adult women

(Data on the reference period from the Operational Program 'Employment and Vocational Training', Annual Report 2004):

Until 31/12/2004 (cumulatively with previous years)

Unemployed women who benefited by Counselling Actions	9,574
Employed women who benefited by Counselling Actions	4,984
Unemployed women who benefited by Alternance Training Actions	369
Number of trainee unemployed women	42,740

Question F

Equal access to adult training by all persons interested, including the citizens of other Parties to the Charter.

(Information mentioned above at question A)

EUROPEAN SOCIAL CHARTER
17TH GREEK REPORT
01/01/2001 - 31/12/2004

Article 10, paragraph 4

Question A

The Organization for Vocational Education and Training, within the context of its educational concern, has established a Scholarships Regulation for the trainees at the Public Vocational Training Institutes (Joint Ministerial Decision of the Minister of Finance and the Minister of National Education and Religious Affairs no E/9975/1997, Official Gazette 557, Bulletin B/7.7.1997) in order to help the socially weak persons and contribute to the creation and cultivation of a spirit of noble emulation among the trainees

The scholarships for each semester per scholar consist of:

(a) the amount of tuition fees corresponding not to the current but to the following training semester, wherefrom the scholar is exempted; and

(b) an amount of money equal to the tuition fees of one training semester.

Question B

According to the Scholarships Regulation of the Organization for Vocational Education and Training, the scholarships for a specific semester include the granting of the following types of scholarships:

Type (A), for the first pupil of each department with at least ten registered trainees, at each Vocational Training Institute, who had the highest General Average Grade in the previous training semester; and

Type (B), granted on the basis of social criteria at a percentage of 8% of all registered trainees at each Vocational Training Institute.

It is pointed out that the essential requirements for granting a Type (A) or (B) scholarship is that the General Average Grade of the candidate should be at least 15 and that the candidate has successfully completed all modules of the semester in his/her first participation in the final exams of the semester.

The procedure of scholarships granting by the Organization for Vocational Education and Training is briefly as follows: At the same time with the issuance of the results of the final exams of each semester, by a joint deed of the Director and Assistant Director of each Vocational Training Institute to be entered in the Book of Deeds of the Vocational Training Institute, Type (A) scholarships are gathered in accordance with the relevant provisions of the Scholarships Regulation for Public Vocational Training Institutes. Then, the Management of the Vocational Training Institute fills in the List of Type (A) Scholars and submits promptly to the Training Directorate, Department of Student Issues, a copy of the Minutes and of the List of Scholars.

As regards the granting of Type (B) scholarships, one day after the expiry of the deadlines for the submission of applications by the trainees, the Management of the Vocational Training Institute draws up the relevant Tables of Candidates in a declining order of points and by a joint deed of the Director and Assistant Director to be entered in the Book of Deeds of the Vocational Training Institute, Type (B) scholarships are gathered in accordance with the relevant provisions of the Scholarships Regulation for Public Vocational Training Institutes. Then, the Management of the Vocational Training Institute fills in the List of Type (B) Scholars and submits promptly to the Training Directorate, Department of Student Issues, a copy of the Minutes, of the Table of Candidates and of the List of Scholars

The Training Directorate, Department of Student Issues conducts an inspection for both types of scholarships and proposes to the Board of Directors of the Organization the number of Scholars for the said training semester. After the pertinent Resolution of the Board of Directors of the Organization the List of

Scholars of the Vocational Training Institute is posted on the Notice-board of the Vocational Training Institute.

The number of the students at the Vocational Training Institutes who are beneficiaries of scholarships for the period 2000-2004 is mentioned in the following Table:

PERIOD	MEN BENEFICIARIES	WOMEN BENEFICIARIES	TOTAL BENEFICIARIES	COST SCHOLARSHIP (on the basis of Project Tech Bulletin)
2000	2,221	5,536	7,757	1,486,369.18
2001	1,966	4,526	6,492	1,314,481.96
2002	1,637	3,496	5,133	1,401,318.00
2003	1,528	3,168	4,696	1,582,629.00
2004	1,564	3,036	4,600	1,606,676.00
TOTAL	8,916	19,762	28,678	7,391,474.14

In the public Vocational Training Institutes there is equality between men and women through equal opportunities offered to them for training in various specializations, in order to acquire the necessary qualifications and abilities with the aim to better integrate in the labour market. In particular, as to the scholarships, the granting of scholarships by the Organization for Vocational Education and Training is based on the Scholarships Regulation of the Organization and the selection procedure of men/ women scholars (including the aliens who reside and work lawfully in our country) is made on the basis of common selection criteria.

EUROPEAN SOCIAL CHARTER
17TH GREEK REPORT
01/01/2001 - 31/12/2004

Article 15, paragraphs 1 and 2: The right of persons with physical or mental disabilities to vocational training, rehabilitation and social reintegration.

Article 15, paragraph 1

QUESTION A

The person concerned must, in order to obtain the status of person with disabilities:

- Be examined by a Special Medical Committee of the Social Security Institution (I.K.A.) in accordance with article 6, Law 2643/1998, which shall certify the percentage of person's disability, and such percentage has to be at least 50% (due to any physical or mental or psychic disease or damage).

- Then, the person must register in the lists of unemployed persons of the Manpower Employment Organization (O.A.E.D.).

As regards the number of recorded persons with disabilities in the Registers of unemployed persons of the Manpower Employment Organization, we wish to specify that it ranges from 16,000 to 18,000. Of this number, an average of 2,500 persons every year enters the labour market through employment subsidy programs of the Manpower Employment Organization, yet new unemployed persons register, therefore, the number of persons registered remains stable.

* In addition, a great number of persons with disabilities is enrolled in the registers of unemployed persons of the Organization looking forward only to a post in the Public Sector, that is why, there is a decrease in the participation in the programs of the Manpower Employment Organization during the last years.

* As regards the number of persons with disabilities who are at an employment age in Greece, the Manpower Employment Organization does not have any data other than for persons recorded in its registers, who are at an employment age.

QUESTION B

The Manpower Employment Organization encourages and promotes the participation of Persons with Disabilities in Vocational Training programs implemented for the entire workforce of the country, when their disability permits it. For this reason, it is provided that 10% of the trainees entering every year the schools of the Manpower Employment Organization should be covered by Persons with Special Needs.

During the period 2000-2003 three (3) Special Schools of Vocational Training for Persons with Special Needs (Athens, Thessaloniki, Larissa) operated for those persons who could not participate in programs for the general population.

Since 2003 the Schools of Vocational Training for Persons with Special Needs in Athens and Larissa operated pursuant to Law 2956/2001 under the responsibility of the Societe Anonyme 'Vocational Training S.A.'. The Schools maintained their public character, because the 'Vocational Training S.A.' is a non-profit company and operates for the public benefit under the supervision of the Ministry of Employment and Social Protection, having as sole shareholder the Manpower Employment Organization. However, the School for Persons with Special Needs in Larissa ceased to operate, while the Vocational Training School for Persons with Special Needs in Athens still operates under the supervision of the 'Vocational Training S.A.' and the Model Small Industrial Unit of Lakkia, Thessaloniki is under the supervision of the Manpower Employment Organization.

Concerning the School for Persons with Special Needs in the Model Small Industrial Unit (P.V.M.) of Lakkia, Thessaloniki we should point out that a comprehensive program has been provided, which includes actions of Training, Accompanying Supportive Services and Promotion to Employment.

The persons participating in the special training programs of this school are trained in specific specializations, while at the same time the programs are adjusted to the particular characteristics of workers (such as Office Employees through Distant Use of Computers).

The School is fully equipped with supervisory means and laboratory equipment so as to provide complete vocational training in issues of execution and construction of a sample project by the trainees.

The special scientific personnel of the School provides throughout the training psycho-social support and counselling to the trainees and their families, so that they can meet the needs and demands of the educational unit and society in general.

A) Evaluation of the skills during the admission procedure

The interested persons with disabilities apply to the six (6) Offices for Special Social Groups operating in six big cities (Athens, Thessaloniki, Larissa, Volos, Iraklio Crete, Patra) and to the local Employment Agencies of the Manpower Employment Organization in the other areas (Centres for Promotion to Employment, Employment Offices, Local Agencies), where the specialized personnel (Vocational Guidance Counsellors, Social Workers, Psychologists, Sociologists, etc.) guides them for study towards:

- Schools for Persons with Special Needs of the Manpower Employment Organization;
- Special Institutions and Training Bodies for Persons with Special Needs;
- Programs for the General Population implemented by private Vocational Training Centres.

More specifically, the specialized officers of the Manpower Employment Organization provide information and counselling services.

At this level, the specialized officers of the Manpower Employment Organization by using suitable methods (interviews, psychodiagnostic tests, etc.) and posing appropriate questions trigger a verbal behaviour, which gives indices for certain characteristics of the candidates as to the abilities, inclinations, interests, level of maturity, dispositions, relationships (interpersonal, family, etc.), preferences regarding the vocational education and specialization they wish to follow and the professional targets of the individuals. Moreover, there is a cooperation and counselling, as the case may be, with the family of the person.

- More specifically, at the School for Persons with Special Needs of Lakkia, Thessaloniki, where the interested persons are individuals with Mental Retardation (educationable and trainable), before the formal part for the enrolment procedure at Schools for Persons with Special Needs of the Manpower Employment Organization the interested persons are examined for the identification of their capabilities by a Psychologist (through an intelligence and personality test, clinical interview and observation), by an Educator (speech, writing, reading skills, work capabilities), and the parents or guardians accompanying them give information to a Social Worker about the social and family background.

In particular, the procedure of psychological examination of candidate trainees, whereon the psychological report on their suitability for study at the

School is based, takes place by the following psychometric test:

- WECHSLER intelligence test for adults;
- GOODENOUGH test for children;
- BELLAK projective test of personality;
- L.BREM-GRAESER projective test;
- painting reproduction.

Both the interested persons and their parents/guardians are asked about their expectations from their study at the school and their possible preferences for the field of vocational training.

The approval of admission of a certain number of persons to the School and their classification in classes are followed by a trial period of 2 months, during which the trainees are assessed anew, that is, they are monitored by a Psychologist in respect of their smooth adjustment to the educational area. It is likely that some persons will change subject of training or even discontinue their studies at the School.

B) Adaptation of vocational rehabilitation methods according to the needs of the labour market.

MONITORING / EVALUATION OF TRAINEES DURING TRAINING / METHODS-TECHNIQUES-CRITERIA

The Model Small Industrial Unit of Lakkia, Thessaloniki provides a comprehensive program that includes actions of Training, Accompanying Supportive Services and Promotion to Employment.

The evaluation of professional skills is made by the instructors and by special scientific personnel (Social Workers, Psychologists, Sociologists), where personal evaluation forms, control lists, skills lists, registers, diaries, syllabus books, annual reports and professional profile forms are filled in.

The evaluation is made by the following methods and techniques:

Clinical interview technique for the collection of the necessary data for the compilation of the 'profile' of the trainees;

Vocational guidance test;

(Oral and written) examinations concerning the speech, writing, reading and arithmetic skills;

Sample project execution/construction test for the identification of myokinetic perceptive skills and labour capabilities;

Participatory observation technique in the educational areas (classrooms and laboratories) during training for the evaluation of the cooperation level of trainees with the educational personnel and the Counsellors providing Accompanying Supportive Services;

Information collection, data processing and analysis techniques.

It is noted that the evaluation is dynamic, that is, it takes place in all stages of the educational process (namely, before the admission, during training, after graduation of trainees) and is achieved through a combination of all the methods and techniques described above. Furthermore, the evaluation is systematic, namely, it is an organized process, and scientific, since it is based on a scientific methodology.

□ The evaluation of the professional skills of trainees concerns the following sectors:

Level of general and grammatical knowledge;

Acquisition of professional skills;

Level of autonomy and individual functional abilities;

Myokinetic skills;

Occupational skills;

Social skills;

Characteristics of personality;

Attitude of the trainee towards employment.

□ The evaluation criteria/indices used for the vocational rehabilitation prospects are as follows:

Degree of performance (oral and written) and development of individual abilities in general;

Degree of assimilation of knowledge and skills taught;

Development of useful skills for acquiring professional knowledge and skills, such as:

- classification, division, assembly, accuracy;
- use of tools (special tools for each vocational training laboratory);
 - Degree of communication (verbal, non-verbal);
 - Degree of integration and adjustment to the educational area;
 - Critical thought towards the plurality of stimuli and messages;
 - Social behaviour:
 - at home (participation, rights, duties);
 - in the community (participation in events, duties, rights);
 - at work (adjustment, rights: pay, etc. duties: daily presence, schedule, etc.);
 - Time management;
 - Adaptation to change - dealing with difficulties - solution of living problems - autonomy - creativity - self-action;
 - Personal care: cleanliness, hygiene, nutrition, dressing;
 - Interpersonal relations, intersexual relations, development of cooperativeness;
 - Family's attitude with respect to the vocational rehabilitation of the person.

QUESTION C

As we mentioned, the training programs at the Model Small Industrial Unit of Lakkia, Thessaloniki are adapted to the developments and needs of the labour market, as well as to the particular characteristics of the trainees.

Age of trainees: From 14 to 22 years

Number of instructors: 42 persons (Hourly paid Instructors and Special Scientific Personnel)

Number of trainees: 110 persons annually

Duration of training:

3 years for educationable persons in the following specializations: Geotechnical, Carpentry, Cutting/Sewing

4 years for trainable persons in the following specializations: Weaving, Carpet Making, Geotechnical, Woodcraft.

* Daily Training Allowance: 2.95 euro

* Free transfer of students with leased buses of the Manpower Employment Organization

* Free Breakfast

* Medical and pharmaceutical care for uninsured students.

All trainees receive psychological support, encouragement and counselling from special educators, psychologists and social workers.

The Vocational Training S.A. developed during 2003-2004 special actions in the field of Training of Persons with Disabilities and Vulnerable Social Groups, first, through the participation of Persons with Disabilities, when their disability permits it, in programs aimed at the general population (mainstreaming) and, second, through the operation of training structures intended specially for Persons with Disabilities. For such persons, there is currently a specialized Vocational Training Centre for Persons with Disabilities in Galatsi, which has programs adapted to the trends of the labour market and to the particular characteristics of the trainees. It is noted that the course for the specialization 'Administrative and

Financial Officer of Enterprises' takes place by the method of tele-training, which received a lot of praises at a European level for its perfect operation and is considered as the proper practice in the European network EVTA. In addition to training, within the context of those programs, the

Accompanying - Supportive Services and Services of Promotion to Employment shall continue to be provided to the trainees.

EUROPEAN SOCIAL CHARTER
17TH GREEK REPORT
01/01/2001 - 31/12/2004

Article 15, paragraph 2

QUESTION A

In 1986 Law 1648/1986 was passed and this law was replaced by Law 2643/1998, which provides for the compulsory placement according to a quota in job posts of the narrow public sector and wide public or private sector for enterprises employing more than 50 workers, of protected categories of persons (including the persons with special needs) through the establishment of objective placement criteria (points) on the basis of the age, family status, formal qualifications and percentage of their disability.

The Manpower Employment Organization designs and implements special programs of social integration of Vulnerable Social Groups, including the Persons with Disabilities, which suffer an occupational and social exclusion and need special support for their integration/reintegration in the labour market.

Such special programs of employment subsidy for the integration in the labour market of vulnerable social groups are developed as actions of National policy with financing from the state budget and the budget of the Manpower

Employment Organization and within the framework of the prescribed measures of the European Social Fund or other Community Initiatives, and provide for more favourable terms in comparison with those concerning the general unemployed persons, such as:

- Greater subsidy amounts;
- Longer duration of subsidy;
- Subsidy for the Ergonomic Arrangement of the workplace of persons with special needs participating in the program of New Job Posts and Young Self-employed Persons;
- Special measures for the adaptation of the persons to the workplace;
- Accompanying Supportive Services for persons belonging to Vulnerable Social Groups.

For a better support and integration in the labour market of persons belonging to vulnerable social groups, as well as for the more effective promotion of Employment Programs for the subsidy of New Job Posts and Young Self-employed Persons implemented by the Manpower Employment Organization for persons belonging to such groups, there are currently six (6) Offices for Special Social Groups (Athens, Thessaloniki, Patra, Iraklio Crete, Volos, Larissa) and also in every Employment Agency of the Organization (Centres for Promotion to Employment, Employment Offices, Local Agencies, etc.) there is a Special Office, which is staffed with Special Labour Counsellors who deal with persons belonging to vulnerable social groups.

These special Labour Counsellors are specialized officers (social workers, sociologists, psychologists) and in accordance with the individualized approach and the Individual Action Plan they collaborate with every unemployed person so as to identify his/her needs as to:

- His/her particular needs for social and psychological support;
 - His/her particular needs for training on the basis of the level of his/her knowledge and previous professional experience;
- so that they refer the person to Bodies that implement programs of:

→ Training

→ Greek Language Learning

→ Provision of Accompanying Supportive Services;

- The degree of his/her readiness in order to be placed in a specific job post.

Within the framework of their multi-level intervention they develop a cooperation network with each unemployed person aiming at:

- the provision of counselling and psychosocial support for his/her strengthening-encouragement-activation;
- information and awareness of employers for the hiring of persons belonging to vulnerable social groups;
- monitoring and supporting the person for his/her adaptation to the workplace and maintenance of the job post after the end of the program;
- the cooperation with social partners and competent bodies of the region;
- broader support of persons and their families for the solution of other problems that conduce to their social exclusion, etc.

During 2000-2005 the following programs were implemented:

PROGRAMS

A. OF NATIONAL POLICY
OF THE MANPOWER
EMPLOYMENT ORGANIZATION

B.CO-FINANCED WITH THE
EUROPEAN UNION

* A description of the terms of the Programs follows.

(A) NATIONAL POLICY PROGRAMS

By Ministerial Decisions nos 30278/23.03.2000, 30370/20.3.2001, 30339/10.04.2002, 1503/12.12.2003, 200295/20-04-2005

(1) PROGRAM OF SUBSIDY OF NEW JOB POSTS

(a) FOUR-YEAR PROGRAM OF FULL-TIME EMPLOYMENT

Duration of subsidy: 36 months plus 12 months without subsidy

Amount of subsidy:

From 2000 to 2003: 22 euro per day

From 2003 to 2005: 25 euro per day for the entire 36 months

Additional amount: 1.50 euro if the person is a woman

(b) FOUR-YEAR PROGRAM OF PART-TIME EMPLOYMENT

Duration of subsidy: 36 months plus 12 months without subsidy

Amount of subsidy:

From 2000 to 2003: 12 euro per day

From 2003 to 2005: 15 euro per day for the entire 36 months

(c) FIXED-TERM PROGRAM OF FULL-TIME EMPLOYMENT

For the employment of persons only at Hotel-Tourist and other Seasonal Enterprises, as long as they provide them with employment from minimum four (4) to maximum nine (9) months.

Amount of subsidy:

From 2000 to 2003: 22 euro per day

From 2003 to 2005: 25 euro per day of employment

Additional amount: 1.50 euro if the person is a woman

Period of adjustment: The first three months from the hiring of a person is considered a period of adjustment. During that period the enterprise-employer has to appoint a person of the enterprise who will be responsible to train the worker in the subject of his/her employment and assist him/her to integrate smoothly in the productive process, and for such actions the enterprise is subsidized with the amount of 300.00 euro.

(2) PROGRAM OF SUBSIDY OF YOUNG SELF-EMPLOYED PERSONS

Amount of subsidy:

From 2000 to 2003: 16,000 euro

From 2003 to 2005: 16,600 euro

Additional amount: 1,500 euro if the young self-employed person is a woman or has a percentage of disability of 60+% or is older than 45 years or is a subsidized unemployed person.

Duration of the program:

From 2000 to 2003 inclusive: 4 years

From 2005: 2 years

(3) PROGRAM OF SUBSIDY FOR THE ERGONOMIC ARRANGEMENT OF THE WORKPLACE OF PERSONS WITH SPECIAL NEEDS PARTICIPATING IN THE PROGRAM FOR NEW JOB POSTS OR YOUNG SELF-EMPLOYED PERSONS

Description of the Program:

For a better adjustment and convenience of Persons with Disabilities hired through the program for New Job Posts or participating in the program for Young Self-employed Persons, the ergonomic arrangement of the workplace according to the personal needs of the worker is subsidized, e.g. creation of a ramp, special toilet, work bench, etc., and the participation in the expenses is 90% of the total cost and up to two thousand, four hundred (2,400) euro for each one of the ergonomic arrangements of the workplace as they may be deemed necessary.

(B) PROGRAMS CO-FINANCED WITH THE EUROPEAN UNION

(A) Within the framework of the Operational Program ‘Combating Exclusion from the Labour Market’, Second Community Support Framework, a Program of Subsidy of New Job Posts and Young Self-employed Persons was implemented for persons trained-benefited from other actions (pre-training, training, provision of accompanying supportive services) carried out by other Bodies. The subsidy of the program was included in the Operational Program ‘Employment and Vocational Training’, Third Community Support Framework. The program was implemented by Ministerial Decision no 33605/15.06.1999.

TARGET GROUPS

- Persons with Disabilities
- Immigrants, refugees, repatriated persons

- Ex-prisoners, minor offenders
- Heads of single-parent families
- Persons from remote mountainous and island areas
- Persons with cultural and religious particular features
- Persons recovered from drug addiction and seropositives
- Persons 45-64 years old.

(a) PROGRAM OF SUBSIDY OF NEW JOB POSTS

Duration of program: 24 months

Amount of subsidy: 20.6 euro per day

Additional amount: 1.50 euro if the person is disabled or has recovered from drug addiction or has been released from prison or is a minor offender or a woman or a resident of a remote mountainous or island area or is over 45 years old.

(2) PROGRAM OF SUBSIDY OF YOUNG SELF-EMPLOYED PERSONS

Duration of program: 13 months

Amount of subsidy: 8,800 euro

Additional amount: 1,025 euro if the person is disabled or has recovered from drug addiction or has been released from prison or is a woman or a resident of a remote mountainous or island area or is over 45 years old.

The user of the program was entitled only to two of the above additional amounts.

(B) MEASURE 2.2: Program of Subsidy of New Job Posts and Young Self-employed Persons belonging to Vulnerable Social Groups within the framework of the Operational Program 'Employment and Vocational Training', Third Community Support Framework, which was implemented by Ministerial Decision no 1360/31.10.2003.

The persons with disabilities are entitled to participate in the Program of Subsidy of New Job Posts and Young Self-employed Persons, provided that they have completed at least one of the following programs:

i) Training Programs for the general population implemented by accredited Vocational Training Centres for Continuing Training, which must include in their programs persons belonging to vulnerable social groups at a percentage of 10% pursuant to the principle of mainstreaming (integration);

ii) Programs of Greek language learning implemented by accredited Vocational Training Centres and intended for Immigrants, Repatriated Persons, Refugees;

iii) Programs of Provision of Accompanying Supportive Services (counselling, strengthening, psychosocial support) implemented by Bodies Providing Accompanying Supportive Services.

(a) Subsidy of employers for the hiring of persons belonging to vulnerable social groups

(New Job Posts):

Duration of subsidy: 24 months; the employer shall employ the person for another six months without subsidy if the enterprise employs less than 250 workers or 12 months without subsidy if the enterprise employs more than 250 workers.

Amount of subsidy: 20 euro per day

(b) Subsidy of Young Self-employed Persons belonging to vulnerable social groups

(Young Self-employed Persons):

Duration of subsidy: 16 months;

Amount of subsidy: 10,600 euro to 12,000 euro

Additional amount: 1,400 euro if the person is a woman or over 45 years old.

The **EQUAL** Community Initiative, which aims at the broadening and promotion of new employment policies for handling discriminations in the labour market of all vulnerable groups of the population, follows a program that enriches the European Strategy for Employment with actions implemented experimentally, with the prospect of integrating the best practices in the main body of the national and community policies and practices for employment and social integration. The Program is financed by the European Social Fund and by other national resources and is implemented in two application cycles. In both cycles, the interstate cooperation and the active participation of all persons concerned constitute two of the basic requirements of the Program.

Within the context of the first implementation cycle, pilot actions were implemented for the promotion to employment of persons with disabilities. More specifically, the following were implemented per Measure of the Program and Project:

A. In Measure 1.1 'Easing of access and return to labour market' a Project was implemented, which was titled 'Challenge', having as a Coordinator the National Confederation of Persons with Disabilities. The central target of the Project was the detection and combating of discriminations and inequalities faced by persons with disabilities, who experience simple discriminations (that is, discriminations due to the disability) or multiple discriminations (that is, discriminations due to the disability in combination with other causes of discrimination, such as gender, immigration, recovery from drug addiction, etc.), as well as problems faced by mothers who have children with disabilities. The Project was implemented in Athens and Thessaloniki

The basic actions of the Project were:

- Research for the mapping of unemployed persons and employed persons with disability, of structures and support services for this group;

- Development and operation of a one-stop shop service connected with employment support structures (e.g. Centres for Promotion to Employment, Offices for Special Social Groups of the Manpower Employment Organization, etc.). This service was included in the framework of operation of the Coordinating Partner (National Confederation of Persons with Special Needs) and was based on a networking system of the bodies of Development Partnership among them, permitting the mutual support and complementarity of their services, with ultimate aim to provide complete and coordinated information, guidance and support to persons with disabilities who face simple or multiple discriminations;

- Establishment and pilot operation of Info-Kiosks in two Municipalities of the country (Neapoli, Thessaloniki and Cholargos, Attiki), which functioned as Information Points;

- Development and pilot application of virtual reality technologies and wireless technology apparatuses with ultimate aim, on the one hand, the acceleration and enhancement of the flexibility of the training processes for assisting the training of blind persons and, on the other hand, the facilitation of access for persons with sensory disabilities to information on the labour market.

The wireless technology individualized support apparatuses were installed and had a pilot operation in training and work areas, in Local Government Organization areas and in bodies supporting employment (Centres for Promotion to Employment - Manpower Employment Organization). Within the context of such action, pilot applications of individualized support of persons with sensory disabilities were installed and operated. Such support was given by the use of mobile wireless apparatuses of access to information as innovative information systems for the

facilitation of access to information and, by extension, the improvement of the conditions of vocational and social integration of such persons.

The number of persons benefited from counselling-support-information actions of the Project was 1,500.

Moreover, seventeen (17) Employment Counsellors were trained in issues of Discriminations with the aim to provide officers employed in employment support structures with knowledge and tools that allow them to prevent and manage effectively discriminations and inequalities suffered by persons with disability.

B. In Measure 2.1 ‘Access for everybody with respect to the enterprise setting up procedure’ a Project was implemented, which was titled ‘New Entrepreneurship for the islands of the Northern Aegean - Recycling - Life

Prospect’, having as a Coordinator the Local Development Company of Lesvos S.A..

The target of the Project was to reinforce the entrepreneurial spirit and develop entrepreneurship of persons with disability in the fields of plastic-aluminium recycling in the region of Northern Aegean. Thus, new entrepreneurs were supported through the socio-economic connection between the Local Government Organizations and Private Enterprises for the promotion of the entrepreneurship of persons with disabilities, while the Private Sector was involved in the rendering of free services.

More specifically, this policy was supported through the following actions among others:

- *Networking of existing mechanisms and existing structures* that aim at the support of entrepreneurship, such as development companies of the provinces, chambers and their networking through the Local Unions of Municipalities and Communities (TEDK) of the Prefectures with ‘central regional’ or even ‘central national and community mechanisms’ for the support and integrated provision of services with the aim to reinforce and develop the entrepreneurship of the local residents towards a direction other than the conventional ones, by applying new methods, e.g. internet marketing. The number of persons benefited from counselling-support-information actions was 200.

- *Development of innovative banking products*, such as small loans and flexible schemes for the support of business activities commencement by the Cooperative Bank of Lesvos-Limnos.

- *Application of a pilot, ‘virtual’, that is, network cluster (chain) of enterprises of ‘new entrepreneurship’*, where through the internet and electronic shops they may present and promote the sale of products or services for the purpose of differentiation of their market through its expansion.

- *Creation of 2 social enterprises* in issues of paper and aluminium recycling in Mytilene and Chios, where persons with disability and persons belonging to the general population work. The social enterprise of Mytilene is the outcome of networking and mobilization of social partners and as a result the Municipality of Mytilene, the *YDATINOS* (Nature-lovers’ Club) and *ILLIACHTIDA* (Civil Non-profit Company) joined their forces and created a new enterprise within the context of Social Economy in the field of recycling.

C. In Measure 2.2 ‘Strengthening of Social Economy’ a Project was implemented, which was titled ‘Social enterprising activities for the support of the people with mental health difficulties - ‘Synergy’, having as a Coordinator the University Mental Health Research Institute.

The target of the Project was the development of entrepreneurship of persons suffering from mental illnesses through the creation and operation of Limited Liability Social Cooperatives.

Intervention area of the Project was the entire country.

More specifically, through the Project three (3) limited liability social cooperatives were founded and operate, two (2) of which operate in the form of club houses. They are social enterprises, where persons suffering from mental illnesses, volunteers and mental health professionals work. Thus, it is possible to replace workers suffering from mental illnesses by volunteers or mental health professionals, when this is necessary. Furthermore, existing social enterprises are supported

(through equipment, software, financing of employment of specialized officers), where persons suffering from mental illnesses work or participate as members

D. In Measure 3.1 ‘Promotion of lifelong learning and labour integration practices’ a Project was implemented, which was titled ‘Adjustment of motor disabled persons to targeted workplaces’, having as a Coordinator the Social Work Institution.

The target of the Project was the occupational rehabilitation of persons with motor disabilities through pilot actions, such as:

- The creation of a Knowledge Portal including the persons with motor disabilities and the employers who are interested in hiring persons with motor disabilities for their enterprise. Moreover, the Portal has two important evaluative tools: (a) the ‘work readiness card’ of persons with motor disabilities, that is, a tool for the evaluation of the qualifications, abilities and ambitions of persons with motor disabilities and (b) the demands of a job post and the needs of its adaptability so as to serve the capabilities and needs of each person with motor disabilities. The ‘combination’ of these two tools helps so that each person with motor disabilities can, with the assistance of specially trained counsellors in these tools, know what he/she wants and what he/she can do, which workplace adjustments are required to this end and what job posts are offered

- The use of Supportive Technology in the evaluation and occupational integration. The Supportive Technology is a relatively new scientific intervention both in Greece and abroad. Through Supportive Technology programs the persons with motor disabilities are assessed and trained in the use of technological aids that lift the functional restrictions arising from the motor disability. Thus, the persons return to their job through a process of adjustment of their workplace and their job itself. The products of the Project include the Supportive Technology application guide, as well as an evaluative tool through Supportive Technology.

The Project gave guidelines to (a) the persons with motor disabilities in respect of changes-adaptations to already existing aids they use or in respect of the need of purchasing new aids; and (b) to employers in respect of forms of ergonomic arrangements.

E. In Measure 3.2 ‘Support of adaptability of companies and workers’ a Project was implemented, which was titled ‘New employment possibilities with better quality of work life’, having as a Coordinator DELTA SINGULAR S.A..

The target of the Project was the introduction of tele-working in divisions of the enterprise dealing with the provision of telephone services aiming at the broadening of the employment possibilities and the combination of professional and family life. Intervention area of the Project was the entire country and some of its basic pilot actions were the following:

- *Study and pilot application of tele-working in call centres* through the utilization of the possibilities offered by modern computer and communication technologies. The central problem faced are the consequences of the transfer of work from the conventional area of the office to the house of the tele-worker, focusing on the positive functions for the quality of labour life and the provision of work opportunities to persons who can hardly or cannot at all combine their professional commitments with social or family life or to persons with disabilities (e.g. persons with vision problems, persons with thalassaemia, etc.). The workers with disability who participated in flexible work management systems were thirty-five (35).

By the cooperation of the interstate partners, administrative and organizational tele-working practices in call centres were documented and tested in respect of the flexibility of enterprise organization and operation, the reinforcement of employment and combating of discriminations, while at the same time individualized monitoring and support of tele-workers were sought.

- *The creation of a Coordinating Consultation Organ of Social Interlocutors for the new forms of work organization.* Participants in this Coordinating Organ are the Greek Federation of Private Employees and the Athens Chamber of Commerce and Industry as representative of the employers. The aim is the promotion of dialogue and research on the response of the trade unions and Greek enterprises to the new conditions of labour relations

QUESTION B

STATISTICAL DATA ON THE PARTICIPATION OF PERSONS WITH SPECIAL NEEDS IN SUBSIDY PROGRAMS FOR NEW JOB POSTS (N.J.P.) AND YOUNG SELF-EMPLOYED PERSONS (Y.S.P.) FOR THE YEARS 2000-2005

PROGRAMS	N.J.P.	Y.S.P.	TOTAL	
NATIONAL POLICY PROGRAMS OF THE MANPOWER EMPLOYMENT ORGANIZATION (FINANCING FROM NATIONAL RESOURCES AND THE MANPOWER EMPLOYMENT ORGANIZATION)	8,000	2,350	10,350	(98.1)
OPERATIONAL PROGRAM 'COMBATING EXCLUSION FROM THE LABOUR MARKET', THIRD COMMUNITY SUPPORT FRAMEWORK (75% EUROPEAN SOCIAL FUND - 25% NATIONAL RESOURCES)	148	30	178	(1.7%)
MEASURE 2.2 OF THE OPERATIONAL PROGRAM 'EMPLOYMENT AND VOCATIONAL TRAINING', THIRD COMMUNITY SUPPORT FRAMEWORK (75% EUROPEAN SOCIAL FUND - 25% NATIONAL RESOURCES)	5	14	19	(0.2%)
TOTAL		8,153	2,394	10,547
(100%)				

POPULATION GROUP	YEARS	2000	2001	2002	2003	2004	2005	TOTAL
PERSONS WITH SPECIAL NEEDS		2,866	2,525	1,635	1,153	1,521	847	10,547

* As regards the number of recorded persons with disabilities in the Registers of unemployed persons of the Manpower Employment Organization, we wish to specify that it ranges from 16,000 to 18,000. Of this number, an average of 2,500 persons every year enters the labour market through employment subsidy programs of the Manpower Employment Organization, yet new unemployed persons register, therefore, the number of persons registered remains stable.

PROCESSING OF DATA ON PERSONS WITH SPECIAL NEEDS PER DISABILITY PERSONS WHO PARTICIPATED IN PROGRAMS FOR NEW JOB POSTS (N.J.P.) AND YOUNG SELF-EMPLOYED PERSONS (Y.S.P.)

FOR THE YEARS 2000-2003

KIND OF DISABILITY	N.J.P.	Y.S.P.	TOTAL	PERCENTAGE
PSYCHOLOGICAL - PSYCHIATRIC	585	146	731	13.8%
MOTOR	998	203	1,021	22.8%
NEUROPATHY	27	05	32	0.6%
MENTAL RETARDATION	239	27	266	5.1%
EPILEPSY	151	27	178	3.4%
THALASSAEMIA	224	61	285	5.4%
PATHOLOGICAL	536	206	742	14.1%
HEART DISEASE	178	73	251	4.7%
DEAFNESS - HEARING LOSS	265	22	287	5.4%
DEAF-MUTES	70	15	85	1.6%
BLINDNESS - VISION PROBLEMS	147	32	179	3.4%
MULTIPLE SCLEROSIS	63	17	80	1.5%
DIABETES	209	40	249	4.7%
HIV	07	01	08	0.2%
NEPHROPATHY	53	19	72	1.4%
CANCER	116	46	162	3.1%
COMPLEX DISABILITIES	347	103	450	8.5%
NANISM	15	02	17	0.3%
TOTAL	4,230	1,045	5,275	100.0%

Additional questions:

Concerning the provision of education and vocational training for Persons with Disabilities, we wish to mention the following:

The basic laws in Greece on the education of persons with disabilities are:

- A. Law 2817/2000; and
- B. Law 3194/2003.

The policy of the Ministry of National Education and Religious Affairs in respect of the Special Education, which is from the beginning a part of the unified educational system of the country, focuses on the enforcement of the above laws 'on Special Education' with principal targets the operation of detection, identification and evaluation agencies for all children with disabilities, on the provision of the required education to all the aforementioned students 4 to 22 years old with possibility of extension of the studies, regardless of the disability or other difficulty and regardless of the place of residence, as well as on their vocational education and training, so as to ensure as much as possible their essential rehabilitation and integration in society. The target of the policy of the Ministry of National Education and Religious Affairs is the creation of new perspectives in education and vocational training of persons with disabilities so that all prescribed educational frameworks of Special Education serve the education of the entire range of cases of persons with disabilities. Among them, the policy considers as necessary the independent Special Education School Units, where pupils with serious adaptation difficulties to General Education can study

Within the context of such policy the Special Education was among the immediate priorities of the Ministry of National Education and Religious Affairs.

Structures of Special Education

- Usual school class with a parallel support of the pupil by a special teacher
 - Integration classes inside common schools (Primary Schools, Junior and Senior High Schools)
 - Independent Special Education schools of Primary and Secondary Education
 - Schools or Classes operating in hospitals, rehabilitation centres and various institutions
 - Provision of Education at home
 - School class with a parallel support of the pupil by a special teacher
- The independent Special Education schools are:

A. The unified Special Education School Unit, which includes:

- √ A three-year Kindergarten and
- √ A seven-year Primary School, attended by pupils with special educational needs 4 to 14 years old

B. Special Education Junior High Schools, from the 14th to the 18th year of age inclusive

C. Special Education Comprehensive Senior High Schools

D. 1st Grade Special Education Technical Vocational Schools including a program for the completion of the nine-year compulsory education through the provision of specialized technical and vocational knowledge. Graduates of primary school may enrol in them. The course lasts at least five years from the 14th year to the 19th year of age of the pupils.

E. 2nd Grade Special Education Technical Vocational Schools including First and Second Cycles of study as per article 2, Law 2640/1998. Graduates of the Junior High School may enrol in the First Year of the Second Cycle. The course lasts at least two years for each cycle.

F. Special Vocational Education and Training Laboratories (EEEEK) from the 14th to the 22nd year of age, which come under the Secondary Education Directorate.

Integration Classes

□ The integration classes implement educational programs adapted to the Individualized Educational Program framework of the pupil at a specific place and according to a specific program.

□ The pupils having special educational needs study upon recommendation by the Centres for Diagnosis, Evaluation and Support (KDAY) and following a relevant request by the parents.

□ The program is implemented by a special education teacher, who provides support and assistance to the teacher of the class attended by the pupil.

□ Responsible for the education of the pupil attending the integration class shall jointly be the teachers, who shall cooperate at regular intervals.

□ The individualized program is designed, evaluated and modified by the Centre for Diagnosis, Evaluation and Support in cooperation with the teachers and the school counsellors.

Attendance of pupils at the independent Special Education schools

The independent Special Education schools of Primary and Secondary Education are, upon recommendation by the Centres for Diagnosis, Evaluation and Support and concurrent opinion of the parent, attended by pupils whose special educational needs are particularly serious and who need systematic and planned support by a special education teacher and special educational personnel at a special education school unit that has the appropriate material and technical infrastructure, as well as when the pupils with special educational needs appear to benefit particularly from this educational context.

Provision of education at home in exceptional cases

Pursuant to Law 2817/2000 (article 1, paragraphs 12, 20) a decentralized approval and realization process of educational programs at home was introduced. The basic aim of the education at home is the academic and special support of the pupil with special educational needs for as long as he/she cannot go to school or move away from home, and the ensuring of his/her future integration or reintegration in his/her school, when the conditions imposing the instruction at home are removed. The teachers and the specializations undertaking an educational program at home are in continuous cooperation with the school to which the pupil belongs for ensuring and providing supervisory and teaching material, as well as for the attendance of the school program and ensuring the compatibility with the program of the receiving class of the pupil

They also undertake the organization of short visits of the pupil when his/her condition permits it, so that he/she maintains a contact with the school and isolation phenomena are prevented and pupil's social integration is assisted.

Moreover, the personnel of the Centres for Diagnosis, Evaluation and Support undertakes the counselling of parents in respect of the prospects of the program, the prospects of integration or reintegration of the pupil, the organization of the family in connection with the particular needs of the child and the successful implementation of the program at home, as well as other relevant problems that may arise.

The education at home is an institution derived from the philosophy of school and social integration and it does not in any case substitute for the possible inability of the school to incorporate the pupil. This institution aims at the integration and not at the indirect exclusion.

Requirements for teaching at home

1. Identification by the Centres for Diagnosis, Evaluation and Support of the need for teaching at home;
2. Pupil's enrolment in a school unit;
3. The education at home covers educationally also other special problems (speech therapy, physiotherapy, etc. according to the needs);
4. The teachers are in a continuous contact with the school;
5. The Centre for Diagnosis, Evaluation and Support undertakes the counselling of the parents in respect of pupil's reintegration prospects;
6. This institution aims at the integration and not at the indirect exclusion.

The Ministry of National Education and Religious Affairs, in order to deal with the needs of pupils who need teaching or joint education at home, has already approved to this day 160 teaching cases and 90 joint education cases at home.

Education and vocational training of persons with disability

The Ministry of National Education and Religious Affairs has by Law 2817/2000 introduced for the first time the very important and necessary educational framework for persons with disabilities, the Special Vocational Education and Training Laboratories, which will cover mainly the needs of pupils with mental retardation and autism, who have not had to this day any alternative after their graduation from the Special Primary Schools or other schools. Now, the Special Vocational Education and Training Laboratories are attended by pupils with disability 14 to 22 years old, who may extend their study.

The Special Vocational Education and Training Laboratories include the following basic specializations: gardening, ceramics, candle making, animal and plant production, organic cultivation, tourist professions, autonomous living, cutting-sewing and confectionery. 72 Special Vocational Education and Training Laboratories have been established throughout the country while others may be established in the future, since associations of parents of persons with disabilities and educational bodies are interested.

The Special Vocational Education and Training Laboratories throughout the country are being currently attended by approximately 920 pupils and this number is going to be continually increased.

Furthermore, a new Special Education framework established by Law 2817/2000 are the First and Second Grade Special Education Technical Vocational Schools that concern vocational education and training of persons with disabilities, mainly motor problems and hearing problems.

Education of pupils with autism

The Ministry of National Education and Religious Affairs recognized autism as a special developmental disorder. It is pointed out that it is not necessary that all pupils with autism are trained in Special Schools for autism. Particular emphasis should be given to the specialization of the teachers who will train pupils with autism.

Six (6) separate Special Education School Units already operate throughout Greece for pupils with autism and at the same time many Primary Education integration classes and independent Special Education School Units train several pupils with autism

More specifically, for pupils with autism there was, through the Second Community Support Framework, a two-year further training program for 125 teachers and through the Third Community Support Framework curricula have been prepared, which are at an experimental stage, while a further training program for 1,000 teachers and Special Educational Personnel of Primary and Secondary Education as well as a specialization program in autism for 100 teachers have taken place. The aforementioned program in autism was assigned by the Operational Program 'Education and Initial Vocational Training' (E.P.E.A.E.K.).

Multi-disabled pupils - Spastic pupils

The issue of multi-disabled pupils has been dealt with by the Ministry of National Education and Religious Affairs - a Special Kindergarten and the first Special Primary School have been established for blind-deaf pupils at the Centre for Education and Rehabilitation of Blind Persons (KEAT) of Kallithea. This issue certainly needs a special treatment and the Ministry of National Education and Religious Affairs lays the required emphasis thereon.

Within the context of the Third Community Support Framework a further training program was implemented for 300 teachers and for the Special Educational Personnel, while a specialization program for 80 teachers of multi-disabled pupils took place. As regards the schools for spastic children, a six-teacher Special Primary School has been established at the Protection of Spastic Children Society Centres for Diagnosis, Evaluation and Support (KDAY)

By Law 2817/2000 on Special Education a Centre for Diagnosis, Evaluation and Support was established in every prefectural district and prefecture. By Law 3194/2003 three (3) Centres for Diagnosis, Evaluation and Support were established in the Prefecture of Athens and one (1) was established in the Prefecture of Thessaloniki, in addition to those existing in those prefectures.

Each Centre for Diagnosis, Evaluation and Support, as a decentralized Agency of the Ministry of National Education and Religious Affairs with an educational orientation, is staffed with primary and secondary education teachers, social workers, psychologists, speech therapists, physiotherapists and children's psychiatrists (children's psychiatrists only at the 13 Centres for Diagnosis, Evaluation and Support which are at the seats of the 13 Regions). The speciality of the children's neurologist is not considered necessary at the Centres for Diagnosis, Evaluation and Support at least at this stage, since according to their by-law, where medical intervention is necessary, the pupil is referred accordingly. The Centres for Diagnosis, Evaluation and Support have as basic target, in addition to the detection and diagnosis of pupils with particular characteristics, the educational intervention and in general the support of those pupils and their families. 58 Centres for Diagnosis, Evaluation and Support are currently operating throughout the country

The homogeneous development and operation of the Centres for Diagnosis, Evaluation and Support throughout the country, which is the fundamental aim in terms of Special Education, gives the opportunity of educational intervention and support of pupils with disabilities in their personal environment, at the school of their neighbourhood, solving at the same time social and family problems.

The Ministry of National Education and Religious Affairs believes that the Centres for Diagnosis, Evaluation and Support - which concern not only the Special Education but also the education in general - are a very important institution in our overall educational system whose role, not only in education but in the society in general, is multi-dimensional and fundamentally educational, supportive and social.

Concerning the employment facilities at a protected environment, there is accessibility to all school buildings, Technological Educational Institutions, Higher Educational Institutions and school buses.

In the construction studies of all new school buildings, Technological Educational Institutions, Higher Educational Institutions and others, accessibility for persons with disability is a prerequisite. The competent agencies of the Ministry of National Education and Religious Affairs in cooperation with the Ministry of the Interior, Public Administration and Decentralization, are carrying out the necessary actions for the old buildings.

Consolidated Table of Special Education School Units (SMEA) of Primary Education

Directorates	Kindergartens	Primary Schools	Kindergarten Integration Classes	Primary School Integration Classes	Parallel Support	At home
GENERAL TOTAL	118	170	147	1,325	68	94

Consolidated Table of Special Education School Units (SMEA) of Secondary Education

	Junior High Schools	Senior High Schools	Technical Vocational Schools	Special Vocational Education and Training Laboratories	Junior High School Integration Classes	Senior High School Integration Classes	Technical Vocational School Integration Classes	Parallel Support	home
GENERAL TOTAL	10	4	9	72	160	13	9	10	5

Concerning the negative conclusion of the Governmental Committee we mention what follows:

We regard the issue as resolved after the adoption of legislation against discriminations, that is Law 3304/2005 (Official Gazette 16/A/27.1.2005) ‘Application of the principle of equal treatment regardless of racial or ethnic origin, religious or other beliefs, disability, age or sexual orientation’ was passed, according to which: (a) direct or indirect discrimination of persons is prohibited in both the public and private sectors on grounds of racial or ethnic origin; and (b) direct or indirect discrimination of persons on grounds of religious or other beliefs, disability, age or sexual orientation is prohibited in the field of employment.

Concerning the sanctions prescribed for enterprises, which violate the law, according to the provisions of article 12, Law 2643/1998 administrative sanctions are inflicted on the employer who violates the provisions of the above law.

Finally, with respect to the number of persons with disabilities who are employed at state agencies, 657 persons with disabilities were placed in the public sector and 3,350 persons with disabilities were placed in the private sector according to official announcements pursuant to Law 2643/1998 between 2000 and 2004.

