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EUROPEAN SOCIAL CHARTER

Eighteenth report on the implementation of
the European Social Charter

submitted by

THE GOVERNMENT OF GREECE

(for the period 01/01/05 to 31/12/06:

Articles 1, 9, 10 and 15

for the period 01/01/03 to 31/12/06:

Article 18)

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Table of Contents

EUROPEAN SOCIAL CHARTER 18 th GREEK REPORT	1
Article 1 The right to work	1
Paragraph 1 Achievement of full employment	1
Paragraph 2 Free assumption of employment	39
Paragraph 3 Free Public Employment Services.....	48
Article 9 The Right to Vocational Guidance	59
Article 10 The Right to Vocational Training.....	73
Paragraph 1 Promotion of technical and vocational training and granting of facilities for access to higher technical and university education	73
Paragraph 2 Promotion of apprenticeship.....	73
Paragraph 3 Vocational training and retraining of adult workers.....	75
Paragraph 4 Encouragement for the full utilization of available facilities	79
Article 15 The right of persons with physical or mental disabilities to vocational training, rehabilitation and social reintegration.....	82
Paragraph 1 Vocational training and education of persons with disabilities.....	82
Paragraph 2 Placement of persons with disabilities in work	92
Article 18 The right to carry out profit-making business activities in other Member-States.....	102
Paragraph 1 Implementation of the existing regulations in a liberal spirit.....	102
Paragraph 2 Simplification of the existing formalities, reduction or abolition of the administrative dues and charges	104
Paragraph 3 Regulations Flexibility for foreign workers' employment.....	106
Paragraph 4 Exit right of the citizens of Contracting Parties wishing to carry out profit-making activities in the country of other Contracting parties .	108
ANNEXES	109

EUROPEAN SOCIAL CHARTER

18th GREEK REPORT

01/01/2005 - 31/12/2006

Article 1 The right to work

Paragraph 1 Achievement of full employment

Question A Employment Policy – Expenditures – Measures for socially vulnerable groups

Within a framework of fast economic changes and significant population aging, the establishment of more job posts and of a better quality of work constitute not only a political aspiration but also an economic and social necessity. The fixed position of the Greek Government is that the increase of job posts constitutes the most effective way for achieving economic growth and economies promotion aiming at social incorporation. Increases in productivity and employment respectively should keep up with each other. The main challenge the Government is facing is to attract, solicit and preserve a higher number of individuals in the labour market of the country and the provision of the appropriate incentives. The evaluation of women's potential available in the labour market of the young and older employees who keep on retiring prematurely from the labour market is judged to be quite significant towards it. The target of the Greek Government is to enable the country's job market to operate in a more efficient manner by furnishing motives both to the individuals who are looking for work and on the other hand to the businesses or companies to increase their personnel and further establish more and better employment positions. For such an objective to be achieved, significant investments in human capital and a higher adaptability of the manpower in the labour market to be governed by less exclusions are required. For a prosperity to exist and the social exclusion hazards be reduced, the efforts to secure employment positions to the civilians are intensified. These positions as well as the possibility of vocational training will be preserved throughout their life.

Information on the negative Conclusion of the European Committee on Social Rights that despite the Employment Programs the Public Policy Measures for full employment are inadequate

Greek economy is characterized by a high participation rate of the primary sector which is significantly and gradually reduced, and by a large number of very small enterprises, a fact that makes it difficult for the structural changes to support effectiveness. Greek Government's policy is focused on the promotion of the structural modifications-changes and the reinforcement of adaptability of businesses and labour force.

The Greek labour market is being characterized by relatively low participation percentages in the manpower. Participation rate in the labour force is affected by a sequence of factors, individual, socioeconomic and cultural affecting availability and wish of subjects and groups to work and look for employment.

An increase of women's participation percentage by a parallel small reduction of men's participation quota is seen on a timeless basis. The aggregate participation percentage, over time, presents a small rise.

At younger ages, participation in the labour force is small due to the participation to the education-training system, as well as the reduced wish and lack of capability to combine studies and work.

Over the last years a gradual increase of the employment percentage and a stable reduction of unemployment percentage have been noted. Over time, a significant improvement has been seen in the aggregate employment percentages including women's employment percentages.

Greek economy has already been characterized by high rate of financial growth, public finances are being consolidated and the deficit has been reduced from 7,9% of the GDP in 2004 to 2,6% in 2006. Greek economy during 2000-2004 created 48.700 new jobs on an average, annually. In 2005, 55.000 new employment posts were created

The challenge of unemployment reduction is dealt with at four levels:

1. an unemployment reduction effort of an inadequate demand (mainly by way of development, tax and structural measures) ;
2. efforts for the decrease of structural unemployment by improving supply characteristics (education-training having to do with market needs) ;
3. efforts for the reduction of frictional unemployment through the improvement of organizations' operation dealing with the matching of supply and demand;
4. An effort to decrease the seasonal unemployment (by the taking of special measures as the case may be).

In 2006 the unemployment percentage amounted to 8,9% falling, for the first time after 1998, below 9%. Unemployment percentage reduction is relatively low but stable after 2000 when the unemployment rate reached 12%, a figure unprecedented for Greece. Nevertheless, it is estimated that the maintenance of high development rates in the future in conjunction with the planned structural changes shall positively contribute to the establishing of new employment positions.

As a result, the facts are quite encouraging with regard to the effectiveness of our policies but an intensification as well as a rapid implementation of such policies are required to fulfil our target being the creation of 400.000 new employment posts during the period 2006-2010 and the attainment of the 64,1% employment rate target in 2010.

As far as the more specific information is concerned, with regard to the participation of unemployed individuals in employment Programs by age group and unemployment duration, see our reply under article 1, paragraph 3, Question B.

Projections for the labour market (population total)

	2005	2008*	2010*
Employment	4368,9	4573,4	4711,6
% change	1,3	1,5	1,5
Employment (15-64)	4286,7	4490,2	4625,9
Employment percentage	60,3%	62,5%	64,1%
% change	1,5	1,5	1,5
Unemployment	477,5	421,4	373,5
Unemployment percentage	10,3%	8,4%	7,3%

Source: EUROSTAT

As far as the effective implementation of policy on employment is concerned, the steady qualitative upgrading and modernization of Public Employment Services (PES) continues: OAED (Manpower Employment Organization) is being developed into a modern Organization based now on the function of 119 structures of an one-stop-shop

employment services covering almost most of the country. Services rendered include primarily information, counselling, vocational guidance, placement on a vacant job position or a program of active employment policies. Statistical monitoring of the job market is accomplished through an information system connecting the Employment Promotion Centres of OAED with the Employment Observatory- Research Informatics S.A.. Personnel's qualitative and quantitative upgrading is an integral part of the whole procedure. The PES network, apart from the administrative staff, employs additionally 800 individuals providing specialized services to the unemployed and businesses. The PES personnel is incorporated into a continuous training procedure combining knowledge on the new subjects of labour and employment and data processing. The application of the individualized approach of all of the unemployed with the aid of electronic profiling has a central position in the active policies. To be noted that the number of individualized interventions amounted to 5.936.371 over the period from 1/1/2005-31/12/2006.

Within this frame the OAED being the main carrier of the active employment policies continues to apply programs for the reinforcement of employment and the fighting of unemployment as follows:

- Training Programs;
- Work experience Programs (Stage) ;
- Subsidized self-employment Programs (New Self-Employed)
- Subsidized -salaried employment Programs (New Job Posts) ;

A number of these Programs have a specialized and targeted character on a population (e.g. Programs for unemployed women) and thematic (Natural environment, Information Society) level.

Along with the above active measures income support interventions for the unemployed are being implemented within the framework of the passive employment policies (special benefits) as well as a great number of special Programs of a local character aiming at the direct unemployed people's access to employment giving a special gravity to the individuals being in a disadvantageous position with respect to their integration in the labour market.

In particular, over the period **from 1 January to 31 December 2005** the following Ministerial Decisions were issued per category:

Active employment policies (Programs) 2005

1.	Joint Ministerial Decision (J.M.D.) 32190/4-1-05 Work Experience Acquisition Program (STAGE), Business Subsidy Program for establishing New Job Posts (NJP) and New Self-Employed Program (NSE) for unemployed women	Persons: 1) 1.500 (Stage) 2) 2.500 (NJP) 3) 1.000 (NSE) Total Expenditure: 30.000.000,00 €
2.	Joint Ministerial Decision (J.M.D.) 32191/4-1-05 Work Experience Acquisition Program (STAGE) and Business Subsidy Program for establishing	Persons 1) 3.220 (Stage) 2) 1.000 (NJP) Total Expenditure: 21.000.000,00 €

	New Job Posts (NJP) in the field of Natural Environment	
3.	Joint Ministerial Decision (J.M.D.) 33072/23-2-05 Work Experience Acquisition Program (STAGE) in Social Security Organizations	Persons: 2.867 Term: 18 months Total Expenditure: 30.983.040,00 €
4.	Joint Ministerial Decision (J.M.D.) 30715/5-4-2005 Business Subsidy Program for unemployed persons aged 18-64 years old (NJP), year 2005	Persons: 10.000 Term: a) 18 months for small and medium sized enterprises and b) 24 months for big enterprises Total Expenditure: 62.000.000,00 €
5.	Joint Ministerial Decision (J.M.D.) 31076/9-9-05 Work Experience Acquisition Program (STAGE) in the Ministry of National Defence	Persons: 251 Term: 18 months Total Expenditure: 2.608.000,00 €
6.	Joint Ministerial Decision (J.M.D.) 31096/13-9-05 Work Experience Acquisition Program (STAGE) in the services of the Workers Housing Organization and Workers Home Organization	Persons: 732 Term: 18 months Total Expenditure: 8.220.960,00 €
7.	Joint Ministerial Decision (J.M.D.) 31077/25-10-05 Work Experience Acquisition Program (STAGE) in Social Security Organizations (phase b')	persons: 900 term: 18 months total expenditure: 9.642.600,00 €
8.	Joint Ministerial Decision (J.M.D.) 31241/25-10-2005 Work Experience Acquisition Program (STAGE), Business Subsidy Program for establishing New Job Posts (NJP) and New Self-Employed Program (NSE) within the frame of integrated interventions of the regional operational Programs for Central Greece and Ionian islands	Central Greece 1) 416 (Stage) 2) 568 (NJP.) 3) 406 (NSE) Total Expenditure: 10.095.844 ,00 € Ionian Islands 1) 60 (Stage) 2) 316 (NJP.) 3) 129 (NSE) Total Expenditure: 4.037.582,00 €
9.	Joint Ministerial Decision (J.M.D.) 31800/18-11-05 Work Experience Acquisition Program (STAGE) in the	Persons: 200 Term: 18 months Total Expenditure: 2.376.000,00 €

	agencies of the General Secretariat of Trade (Ministry of Development) and these of the Prefectural Self-Governments	
10.	Joint Ministerial Decision (J.M.D.) 31216/21-12-2005 New self-employed women subsidy Program of the regional operational Programs of Peloponnese	Persons: 277 Total Expenditure: 2.493.000,00 €
11.	Joint Ministerial Decision (J.M.D.) 32339/21-12-2005 Work Experience Acquisition Program (STAGE), Business Subsidy Program for establishing New Job Posts (NJP) and New Self-Employed Program (NSE) within the frame of integrated interventions of the regional operational Programs for the Prefectures of Eastern Macedonia and Thrace, Central Macedonia, Western Macedonia, Epirus, Thessaly, Peloponnese, Northern and Southern Aegeon, Crete and Leros	Persons: 1) 3.588 (Stage) 2) 5.502 (NJP) 3) 3.319 (NSE) Total Expenditure: 83.864.415,00€
12.	Joint Ministerial Decision (J.M.D.) 32757/21-12-2005 New self-employed subsidy Program, year 2005, in Information Society	Persons: 1.700 Total Expenditure: 15.300.000,00 €

Hotel Businesses Subsidy for the Maintenance of Job Positions

1.	Ministerial Decision (MD) 31458/17-08-2005	22 Hotel businesses subsidy Expenditure: 240.695€
2.	Ministerial Decision (MD) 31818/18-11-2005	8 Hotel businesses subsidy Expenditure: 43.663,66 €

Over the period from **January 1st to December 31st 2006** the following Joint Ministerial Decisions (JMD) were issued:

Active employment policies (Programs) 2006

1.	Joint Ministerial Decision (J.M.D.) 32048/24-1-2006 Work Experience Acquisition Program (STAGE) in the services of the Ministry of Finance and Economy	Persons: 350 Term: 18 months Total Expenditure: 3.727.200 €
2.	Joint Ministerial Decision (J.M.D.) 31229/24-1-2006 Special Businesses Subsidy Program for the employment of the unemployed of the firm "Athenian Paper-Industry S.A."	Persons: 190 Term:1-48 months Total Expenditure: 6.288.000 €
3.	Joint Ministerial Decision (J.M.D.) 30973/13-3-2006 Work experience acquisition Program (Stage) and business subsidy for the employment of jobless (N.J.P.) in Information Society	Persons: 3.000 Term:4 months Total Expenditure: 25.500.000 €
4.	Joint Ministerial Decision (J.M.D.) 32356/26-6-2006 New Self-employed subsidy Programs of 2006 under the brand names: "Entrepreneurial Decentralisation and Multi-member families business"	Persons : 1.000 Term:12 months Total Expenditure: 15.000.000 €
5.	Joint Ministerial Decision (J.M.D.) 30474/26-6-2006 New Self Employed subsidy Program of 9.000 unemployed aged 18-64 entitled "New self-employed persons of 2006"	Persons : 9.000 Term:12 months Total Expenditure: 80.000.000 €
6.	Joint Ministerial Decision (J.M.D.) 30416/4-7-2006 Work Experience Acquisition Program in the sector of cultural heritage and modern civilization	Persons : 3.300 Term:12 months Total Expenditure: 22.440.000 €
7.	Joint Ministerial Decision (J.M.D.) 30484/4-7-2006 Work Experience Acquisition	Persons : 9.000 Term:18 months Total Expenditure: 90.000.000 €

	Program (Stage) in Services and Bodies of the Public Sector, the Wider Public Sector and the Local Governments Organizations	
8.	Joint Ministerial Decision (J.M.D.) 30954/7-8-2006 Work Experience Acquisition Program, Business subsidy Program for the establishment of New Job Posts and New Self-employed subsidy Program within the framework of Integrated Interventions of the Regional Operational Programs for the districts of Crete, Central Macedonia, and Central Greece	Persons : 108 (Stage), 100 (NJP), 86 (NSE) Total Expenditure: 3.652.573 €
9.	Joint Ministerial Decision (J.M.D.) 30947/24-10-2006 Special Subsidy Program for Businesses for the employment of the jobless people of “Agno Milk Industry”	Persons : 24 Term:1-48 months Total Expenditure: 806.400 €

Hotel Businesses Subsidy for the Maintenance of Job Positions

1.	Ministerial Decision (MD) 30937/14-07-2006	24 Hotel businesses subsidy Expenditure: 167.396,80 €
2.	Ministerial Decision (MD) 30977/21-07-2006	5 Hotel businesses subsidy Expenditure: 27.328,14 €
3.	Ministerial Decision (MD) 31618/4-12-2006	1 Hotel businesses subsidy Expenditure: 11.278,28 €

Passive Policies (Extra Economic Support) 2005

Following a resolution of the Board of Directors of the Manpower Employment Organization (OAED) twenty three (23) Ministerial Decisions for the granting of extra economic support to the unemployed have been issued.

Specifically, 7.236 unemployed benefited and received the amount of 2.870.426 EUR. More analytically, the extra economic support is as follows:

1.	Ministerial Decision (M.D.) 30066/18-1-05 Extra economic support to the unemployed of the firm “Daring and Co ABEE”	Persons: 180 Amount per person : 700,00 € Total Amount : 126.000,00 €
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2.	M.D. 30173/28-1-05 Extra economic support to the unemployed of the firm “Calton ABEE”	Persons: 44 Amount per person : 700,00 € Total Amount : 30.800,00 €
3.	M.D. 30173/28-1-05 Extra economic support to the Workers of “Tricolan S.A.” (former Fanco)	Persons: 98 Amount per person : 800,00 € Total Amount: 78.400,00 €
4.	M.D. 30504/18-3-05 Extra economic support to the jobless employees of “Kilkis Dyers Enterprise S.A.”	Persons: 87 Amount per person : 700,00 € Total Amount : 60.900,00 €
5.	M.D. 30505/22-3-05 Extra economic aid to the insured person Karalis Stylianos	Persons: 1 Amount per person : 606,00 € Total Amount : 606,00 €
6.	M.D. 30505/22-3-05 Extra financial support to the Unemployed person Dimitrios Chatsitheodoridis, ex worker with “Elatex” firm	Persons: 1 Amount per person : 700,00 € Total Amount: 700,00 €
7.	M.D. 30711/19-4-05 Extra economic support to the jobless of “Elatex” Firm	Persons: 92 Amount per person : 800,00 € Total Amount: 73.600,00 €
8.	M.D. 30890/18-5-05 Extra economic support to the unemployed construction workers of the city of Patras	Persons: 410 Amount per person : 750,00 € Total Amount: 307.500,00 €
9.	M.D. 30851/18-5-2005 Payment of an extra economic support to the well diggers of Larissa Prefecture	Persons: 2 Amount per person : 600,00 € Total Amount: 1.200,00 €
10.	M.D. 30975/25-5-2005 Extra financial aid payment to the insured Spyridon Draganido, unemployed of “Elatex” firm	Persons: 1 Amount per person : 700,00 € Total Amount: 700,00 €
11.	M.D. 31794/3-10-2005 Extra economic support to the unemployed of the shipbuilding construction Zone of Perama	Persons: 4.000 Amount per person : 120,00 € Total Amount: 480.000,00 €

12.	M.D. 31900/13-10-2005 Extra economic aid to unemployed workers of “Elina” firm	Persons: 90 Amount per person : 800,00 € Total Amount: 72.000,00 €
13.	M.D. 32026/18-11-2005 Extra economic aid to the unemployed of Ergo-textile firm	Persons: 105 Amount per person : 700,00 € Total Amount: 73.500,00 €
14.	M.D. 32027/18-11-2005 Extra economic aid to the unemployed of “Iliolif” firm	Persons: 115 Amount per person : 700,00 € Total Amount: 80.500,00 €
15.	M.D. 31888/18-11-2005 Extra economic aid to the unemployed of “Fyrogenis” firm	Persons: 128 Amount per person : 800,00 € Total Amount: 102.400,00 €
16.	M.D. 31889/18-11-2005 Extra economic aid to the unemployed of “Corinthos Piping works S.A.”	Persons: 150 Amount per person : 700,00 € Total Amount: 105.000,00 €
17.	M.D. 31850/18-11-2005 Extra economic aid to the unemployed of “Daring” Firm	Persons: 180 Amount per person : 800,00 € Total Amount: 144.000,00 €
18.	M.D. 31887/18-11-2005 Extra economic aid to the unemployed of the shipbuilding- construction Zone of Perama	Persons: 1.000 Amount per person : 746,22 € Total Amount: 746.220,00 €
19.	M.D. 32028/18-11-2005 Extra economic aid to the unemployed of the “Sex form” firm	Persons: 250 Amount per person : 700,00 € Total Amount: 175.000,00 €
20.	M.D. 32202/19-12-2005 Extra economic aid to the unemployed of the Naoussa Textile Industry S.A.	Persons: 120 Amount per person : 700,00 € Total Amount: 84.000,00 €
21.	M.D. 32269/19-12-2005 Extra economic aid to the unemployed of the Preveza Textile Industry	Persons: 180 Amount per person : 700,00 € Total Amount: 126.000,00 €
22.	M.D. 32128/19-12-2005 Extra economic support to the insured Ioannis Dimitroulis of “Ellatex” firm	Persons: 1 Amount per person : 700,00 € Total Amount: 700,00 €
23.	M.D. 32129/19-12-2005 Extra financial aid to the unemployed Maria Pagoni of	Persons: 1 Amount per person : 700,00 € Total Amount: 700,00

	Ellatex Firm	
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Passive Policies (Extra Economic Support) 2006

Following a resolution of the Board of Directors of the OAED **thirty six (36) Ministerial Decisions** have been issued relating to the **provision of extra economic support to the unemployed**. In particular, **7.768 jobless people** took advantage of and received in whole the amount of **3.171.360,00 EUR**. More analytically, such extra financial aid is as follows:

1.	M.D. 32349/10-1-06 Extra economic support to the unemployed of “Kortag” Firm	Persons: 99 Amount per person: 800 € Total Amount: 79.200 €
2.	M.D. 30200/20-2-06 Extra economic support to the unemployed of “Sex Form” Firm	Persons: 170 Amount per person: 700 € Total Amount: 119.000 €
3.	M.D. 30201/20-2-06 Extra economic support to the unemployed of “Catering International AEBE”	Persons: 102 Amount per person: 700 € Total Amount: 71.400 €
4.	M.D. 30202/20-2-06 Extra economic support to the unemployed of “Petit Elephant” Firm	Persons: 19 Amount per person: 700 € Total Amount: 13.300 €
5.	M.D. 30292/20-2-06 Extra economic support to the unemployed of “Sex Form” Firm	Persons: 250 Amount per person: 800 € Total Amount: 200.000 €
6.	M.D. 30281/22-2-06 Extra economic support to the unemployed of “Club Mediteranee” Firm	Persons: 15 Amount per person: 1.000 € Total Amount: 15.000€
7.	M.D. 30405/14-3-06 Extra economic support to the unemployed of “Sex Form” Firm	Persons: 52 Amount per person: 700 € Total Amount: 36.400 €
8.	M.D. 30498/3-4-06 Extra economic support to the unemployed of “Prottex ABBEE” Firm	Persons: 62 Amount per person: 700 € Total Amount: 43.400 €
9.	M.D. 30499/3-4-06 Extra economic support to the unemployed of “Ouranio Toxo ABEE, Ouranio Print SA”	Persons: 154 Amount per person: 700 € Total Amount: 107.800 €
10.	M.D. 30605/13-4-06 Extra economic support to the unemployed of “Iltex” Firm	Persons: 56 Amount per person: 700 € Total Amount: 39.200 €
11.	M.D. 30677/26-4-06 Extra economic support to the unemployed of “Kortag” Firm	Persons: 99 Amount per person: 700 € Total Amount: 69.300 €
12.	M.D. 30676/26-4-06 Extra economic support to the nemployed of “Naoussa Textile Industry”	Persons:120 Amount per person: 800 € Total Amount: 96.000 €
13.	M.D. 30739/16-5-06 Extra economic support to the nemployed	Persons: 170 Amount per person: 800 €

	of “Sex Form” Firm	Total Amount: 136.000 €
14.	M.D. 30831/6-6-06 Extra economic support to the unemployed of “Fyrogenis” Firm	Persons: 167 Amount per person: 700 € Total Amount: 116.900 €
15.	M.D. 30830/6-6-06 Extra economic support to the insured Ioannis Palegdas & ParthenaSavvidou	Persons: 2 Amount per person: 1.000 € Total Amount: 2.000 €
16.	M.D. 30915/26-6-06 Extra economic support to the unemployed of “Catering international AEBE”	Persons: 102 Amount per person: 800 € Total Amount: 81.600 €
17.	M.D. 30916/26-6-06 Extra economic support to the unemployed of Papahilippou Textiles Industry	Persons: 16 Amount per person: 700 € Total Amount: 11.200 €
18.	M.D. 30945/30-6-06 Extra economic support to the unemployed of “Kortag”	Persons: 12 Amount per person: 800 € Total Amount: 9.600 €
19.	M.D. 30946/30-6-06 Extra economic support to the unemployed of “Embedos” Firm	Persons: 11 Amount per person: 700 € Total Amount: 7.700 €
20.	M.D. 30986/5-7-06 Extra economic support to the unemployed of Preveza Textiles	Persons: 180 Amount per person: 800 € Total Amount: 144.000 €
21.	M.D. 31063/21-7-06 Extra economic support to the unemployed of Ergo-Textile	Persons: 27 Amount per person: 800 € Total Amount: 21.600 €
22.	M.D. 31066/21-7-06 Extra economic support to the unemployed of “Kalton”	Persons: 33 Amount per person: 800 € Total Amount: 26.400 €
23.	M.D. 31062/21-7-06 Extra economic support to the unemployed of “Protex ABEE”	Persons: 39 Amount per person: 800 € Total Amount: 31.200 €
24.	M.D. 31065/21-7-06 Extra economic support to the unemployed of Gioula A.E. (Elefsis Work site)	Persons: 111 Amount per person: 700 € Total Amount: 77.700 €
25.	M.D. 31090/21-7-06 Extra economic support to the unemployed of “Iltex”	Persons: 30 Amount per person: 800 € Total Amount: 24.000 €
26.	M.D. 31091/21-7-06 Extra economic support to the unemployed of “Iliofin”	Persons: 65 Amount per person: 800 € Total Amount: 52.000 €
27.	M.D. 31064/21-7-06 Extra economic support to the unemployed of “Ouranio Toxo ABEE, Ouranio Print SA”	Persons: 66 Amount per person: 800 € Total Amount: 52.800 €
28.	M.D. 31205/22-8-06 Extra economic support to the unemployed of “Fyrogenis”	Persons: 51 Amount per person: 800 € Total Amount: 40.800 €
29.	M.D. 31381/18-10-06	Persons: 150

	Extra economic support to the unemployed of Corinthos piping works	Amount per person: 800 € Total Amount: 120.000€
30.	M.D. 31382/18-10-06 Extra economic support to the unemployed of “Ergo Textile”	Persons:78 Amount per person: 800 € Total Amount: 62.400 €
31.	M.D. 31383/18-10-06 Extra economic support to the unemployed of “Iliofin”	Persons: 50 Amount per person: 800 € Total Amount: 40.000 €
32.	M.D. 31476/26-10-06 Extra economic support to the unemployed of the Shipbuilding-Construction Zone of Perama	Persons: 4.000 Amount per person: 80,31 € Total Amount: 321.240 €
33.	M.D. 31456/2-11-06 Extra economic support to the unemployed of Preveza Textiles	Persons: 90 Amount per person: 800 € Total Amount: 72.000 €
34.	M.D. 31552/7-12-06 Extra economic support to the unemployed of “Elina” Firm	Persons: 90 Amount per person: 700 € Total Amount: 63.000 €
35.	M.D. 31705/4-12-06 Extra economic support to the unemployed of Macedonian Metal Industries S. A.	Persons: 30 Amount per person: 700 € Total Amount: 21.000 €
36.	M.D. 31721/4-12-06 Extra economic support to the unemployed of the Shipbuilding-Construction Zone of Perama	Persons: 1.000 Amount per person: 746,22 € Total Amount: 746.220 €

Information requested in the Conclusions on the 16th Greek Report: Vulnerable Groups’ access to employment (women, youth, elderly people)

Employment increase and unemployment reduction for all groups of the manpower constitutes a focal priority of the Ministry of Employment and Social Protection. Social integration and social cohesion constitute both consequences and requirements for the success of the targets of economic growth , employment and social justice.

Securing a dignified socio-economic standard of living, a social protection system modernization and the provision of high standard services to all of civilians constitute the targets of the Greek Government. As far as the measures and actions having been taken towards this direction are concerned, the following are pinpointed:

Women

Female employment problems are managed by horizontal and specific measures together with changes in the institutional framework which is expected to facilitate the entry of more women into the labour market. A minor improvement with regard to women’s unemployment and their participation in the labour force and employment appears in the last year which, nevertheless, does not lead to the termination of the constant effort for the improvement of the situation.

The Ministry of Employment in co-operation with the General Secretariat for Equality designs and implements policies aimed at women's encouragement and facilitation of several employment forms through the following actions:

- a) the securing of an equal career development of women,
- b) the adjustment of women's family and professional obligations to enable the reinforcement and enhancement of the entrepreneurial spirit of minors' mothers or women having been assigned with the care of disabled individuals and
- c) the support of the social structures for the working mothers.

Under the institutional measures, we note Law 3488/ 2006 on the "Implementation of men and women's equal treatment with regard to the access to employment, vocational training and development as well as to the labour terms and conditions". Any discrimination between men and women in the private and public sector is prohibited with respect to the access to employment, the establishment, progression and termination of labour relationship. An employer may not refuse the hiring of a woman on the basis of pregnancy or a recent delivery while the working woman having obtained a maternity leave following the end of such leave may resume her work on an equivalent position and under the same professional terms and conditions and take further advantage of any kind of improvement regarding the labour conditions. Such protection applies as well for the working parents who make use of a parent's leave for their children's bringing up. It is the Ombudsman that is appointed as a surveillance Body for the implementation of men and women's equal treatment principle which, in the private sector, shall co-operate with the Labour Inspectorate.

Also, by virtue of the Law 3250/ 2004 on "Part-time employment in the Public Sector, the Local Self-Government Organizations and the Public Law Legal Entities" the categories of the beneficiaries have been redetermined with the addition of large families at a 10% percentage and the widening of the minor children's mothers category without any age restriction (formerly, beneficiaries were minor children's mothers up to 12 years old) at a percentage 10% as well. At the same time, it is expected that a percentage up to 60% of the several categories of unemployed who benefit from such hirings (up to 30 years old, over 30 years old, these who are five years before their retirement) is covered by women, if a respective interest is expressed on their part through a submission of applications. The monitoring of implementation of the law shows that women occupy 73% of the total positions of part time employment announced in the public sector within the framework of the foregoing law.

As far as the Programs are concerned, special programs are applied for the unemployed women whose participation is reinforced further by way of increased incentives. Women participate in the majority of the programs at a percentage 60% while in programs of a certain type like these related to the establishment of an independent activity women's participation exceeds the above percentage. For 2005 and the first quarter of 2006, 35.000 women took advantage of national programs and 2.443 participated in integrated intervention programs¹

Within the scope of the O.P. "Employment and Vocational Training 2000-2006" of the 3rd CSF (Community Support Framework) the "General Secretariat for Equality" implements as the final beneficiary the project "Integrated Interventions in favor of women" through which it not only factually supports unemployed women to find employment but it also facilitates the combination of professional and family life. This

¹ Source: OAED

Program concerns all of the Administrative Regions of the Country and is of an initial aggregate budget of 53 million EUR, increased by 6.000.000 Euro within 2006. In total, 9.018 women benefit from this project throughout the whole of the country.

Until 31/12/2006:

6.949 unemployed women benefited from Counselling Services;

3.697 unemployed women were promoted to employment through OAED (Manpower Employment Organization) Programs as well as through other national or operational Programs;

355 working women benefited from consultancy and information actions;

577 women benefited from training Programs for the improvement of their skills.

The OAED within the frame of the same Program in collaboration with the General Secretariat for Equality promotes at an expenditure of 30.000.000 Euros directly to employment 5342 unemployed women, through the creation of 2.074 new jobs, through the financing of 2.074 new self-employed, as well as through the acquisition of a work experience by 1.194 unemployed women.

The entrepreneurship of the mothers of minor children or of women looking after disabled individuals is in particular facilitated through the capability to declare as the place of business of their enterprise their own home and justify the relevant expenses (1/3 of the operating expenses, kindergarten or day nursery expenses, etc). Within the scope of the same program women having been characterized as trafficking victims are also included for the first time in the category of the benefited unemployed women. The work is supported by private sector carriers' updating, information and sensitization for the accomplishment of a complete absorption of the women benefited.

Within the framework of the Operational Program "Employment and Vocational Training 2000-2006" the Ministry of Interior through the General Secretariat for Equality applies the work "Positive Actions in favour of women in the Small-Medium Enterprises and Large Enterprises respectively, field. This work is implemented for the first time in Greece and is intended to help working women employed in the small medium and large enterprises to acquire additional qualifications and skills to be in the position to claim under better terms and conditions their development or promotion in the working environment. Within this frame, economic incentives are provided to the businesses (firms, enterprises, companies) for the continuous education and training of women, cover of the operating expenses of such day nurseries, support of telework, information, updating and sensitization of all of the working people for such issues , ISO systems expansion etc. Many thousands of women are benefited by this work being of a total budget of 16.665.479,92 Eur. The first Program cycle with an aggregate budget of 2.396.439.76 Eur has been already under implementation in 19 enterprises from which 2.189 women are benefited in total. In the second cycle of the Program the procedure for the approval of actions/ proposals plans has been integrated in 152 businesses which have already commenced implementing it by a total budget of 14.269.040.16 EUR and an aggregate of 22.079 women is expected to benefit from such program.

Measures are also taken for the harmonization of both the professional and private life by strengthening social care structures and the improvement of the institutional framework of the parents' leave. More specifically, a new measure series is being taken in the new Civil Servants' Code having been adopted in 2007 in the Processing Committee ADEDY (Supreme Administration of Civil Servants Union) also

participated in, for woman's support in an effort to combine family with the professional activity. A special care is also taken for the single women including mothers with many children.

As far as Social Care Structures are concerned (Day Nurseries, Kindergardens, Children' Creative Employment Centres, Social Concern (care) Units) within the scope of P.O. (Professional Orientation) "Employment and Professional Training" 396 structures are operating employing 1.972 persons serving approximately 50.000 people (elderly people, children and individual being in need of help-). At the same time, within the framework of the Regional Operational Programs (PEP) 1.120 structures are operating employing 4.400 individuals and serving additionally 50.000 individuals. The operation of 4.500 all day long schools and 2.000 all day long nurseries has been provided for by the end of 2006.

The Social consultation has been completed for the first time with the most representative Employers' Organizations (SEB) (Federation of Greek Industries), N.C.G.T. (National Confederation of Greek Trade), A.C.C.I. (Athens Chamber of Commerce and Industry) and the G.G.C.A.C. (Greek General Confederation of Arts and Crafts) and the Greek Network for the Social Corporate Liability to facilitate women's participation in employment and the reduction of women's unemployment. The result of the foregoing Social consultation is as follows:

The signing of a Co-operation Protocol between the General Secretariat for Gender Equality (or General Secretariat for Equality) and the F.G.I./ SEV's, H.C.P.C.M. or G.G.C.A.C.'s, N.C.G.T.'s and A.C.C.I.'s for the promotion of equal opportunities (chances) for women and men in business in general (Zappeio, 2/6/ 2006). Said protocol is of an indefinite time term and is subject to an evaluation or rating after the first 2 year period of its having come into force.

The signing of a Co-operation Memorandum (Memo) between the General Secretariat for Equality (General Secretariat for Gender Equality) and the Greek Network for a Corporate Social Liability the object of which is the furtherance and promotion of opportunities equality among women and men in businesses (22/2/2006).

Such initiative was selected as a good practice by the European Network for the Corporate Social Liability and was presented by a representative of the G.S.G.E. within the framework of the annual organization of the European Marketplace II on CSR (in Brussels on 22 June 2006) being organized for experiences exchange and methods analysis promoting the policy of the Corporate Social Liability of Enterprises.

Youth

For the unemployed young people special programs are being implemented offering the required acquisition of work experience. From January 2005 to March 2006 15.0003 young people took advantage of.

More specifically, the following programs addressed solely and exclusively to jobless youth up to 30 years old are being implemented:

A) A Combined Work Experience Acquisition Program (STAGE) and an employment subsidy (NJP) for 5.000 unemployed persons in firms, enterprises and companies and carriers of the Private Sector.

This Program has to do with jobless people aged up to 30, graduates of a secondary, post-secondary and higher education. It includes two (2) stages:

- a) A work experience acquisition (STAGE) lasting for 6 months and if enterprises wish it, they may be also included in the stage
- b) of business subsidy for the creation of new jobs. Employment subsidy time amounts to 18 months and then up to 6 months' commitment of keeping the personnel in employment , subsidized or not. The amount of such subsidy for each day of a full- time job amounts up to 14 EUR. Such Program has been implemented since 3/1/ 2005 and is funded by LAEK (Account for Employment and Professional Training).

B) Special Program for the promotion of unemployed young people to employment

This program refers to the subsidy of private enterprises (employing a personnel up to 50 persons), in order to employ unemployed persons, graduates of secondary, post-secondary and higher education aged up to 30 (as an exception up to 35 years old for unemployed women, mothers of minor children) and is funded by LAEK (Account in OAED for Employment and Vocational Training) sources. The unemployed/beneficiaries shall come from the register for the unemployed of the OAED. 7.800 posts of the Program have been allocated on a local level depending on the needs of each and every area and as per the priorities of employment policies.

As far as the targets and priorities having been set by the Council for youth are concerned, an integrated action programme is designed within the scope of the new operational program 2007-2013 as per which an employment post or a professional training or a work experience acquisition post depending on the individual and specialized needs of a young person shall be offered for any young subject aged up to 25 having abandoned school and seeks his/ her incorporation into the active policy measures, within six (6) months. The action schedule shall be supported by a beneficiaries' monitoring statistical Program including these who are benefited. During the transitional period of time with regard to the entirety of the Programs being implemented by OAED (NJP, NSE, Stage, Integrated Interventions, training e.t.c.) an accession chance of the foregoing population-target (youth) shall be given according to priority.

Elderly working people

Government has already started putting a higher emphasis on active aging policies like the flexible retirement schemes and the learning for life aiming at the improvement of elderly people's skills and strengthening of these individuals' self-employment. In the past, statistical analysis in this field would not show any time lag of the country therefore, the active policies aimed at the boosting of other groups like women and youth. OAED also applies special employment Programs for elderly people aiming at their employment as well as the securing of the required stamps to lead them over the years to come to their retirement. In particular, all of the private businesses are subsidized including the business of the wider public sector engaging unemployed people who are lacking up to 1.500 stamps to complete their retirement right and from one month up to 5 years for their superannuation. 2. 480 individuals took advantage of the foregoing schemes for 2005 and 2006 (1st quarter). These programs were thought to be particularly effective and they are expected to go on as well in the next period of time. It is worth noting that these Programs fall into the logic of targeted interventions in respect to areas and unemployed people groups facing quite acute unemployment problems (collective dismissals).

Further on, during the new Program period 2007-2013 a particular emphasis shall be put on unemployed individuals' training as well as on the elderly working people aimed at

the upgrading of their skills, dexterities and professional qualifications. Training programs implemented by OAED's involvement are focused on the LAEK (Account for Employment and Professional Training) Programs administration and the call for bids of unemployed individuals' training programs being materialized within the scope of co-financed programs. The qualitative elements of training programs having as their starting point 2005-2006 and a prospect for a lasting upgrading for the Program period of 2007-2013 having to do (a) with the planning and implementation of " Program guaranteed employment contracts" between OAED and corporations aimed at the provision of training in sectors and objects of the enterprise, working people and jobless individuals and an employment agreement of part of the unemployed individuals following the completion of training, b) the electronic programs management of LAEK through which the statistical monitoring system and programs management is significantly improved while, at the same time planning and auditing are accelerated c) the upgrading of planning and control systems of training Programs. Training having been materialized through LAEK programs generated 141.188 benefited individuals from January 2005 to March 2006.

Persons with disabilities

To secure the equality of opportunities of the persons with disabilities targeted policies are applied for the fighting of the social exclusion. This is achieved through specialized structures functioning on a national level like the National Social Solidarity Centre and the Social Protection and Solidarity Centre as well as on a local level like the Social Supporting Services Offices in the Local Government Organizations. These Offices are co-financed by the Operational Program " Health and Welfare" and provide specialized services to population groups with increased needs due to their exclusion from the labour market. Such Offices operation constitutes a fundamental tool for the fighting of the dependence from any welfare provisions and is expected to become a basic axis of the strategic interventions of the Ministry of Health and Social Solidarity aiming at the promotion of the vulnerable groups' social incorporation and the strengthening of their working skills through targeted policies (workfare policies).

The programs for the facilitation of access to employment for the socially vulnerable individuals are set forth further on. Refer also to articles 10 and 15 of our Report where policies and measures of the Government for the persons with disabilities are analytically specified.

Immigrants

The need for the establishment of a modern, long-term and socially fair and equitable immigration policy which, shall, at the same time effectively deal with the problem of existence of a great number of aliens facing problems with regard to their work permit renewal has led to the passing of the Act 3386/ 2005. This specific act along with its transitional provisions (Paragraph 10 of the Article 91) enabled the aliens in question to renew or have their work permit renewed and be thus admitted to the legal employment regime.

The Ministry of Employment by its circular numbered 31716/ 29-9-2005 gave the relevant explanations to the competent services with regard to the application of adjustments having to do with immigrants' regularization procedure. In such a manner the appropriate conditions for the free development of their personality and their free and equal participation in the economic and social life of our country were set forth.

Within the framework of the Operational Program “Employment and Professional Training” and the EC Initiative “Equal” programs for the access of the immigrants to the job market are currently implemented.

Programs for Socially Vulnerable Individuals

A) National Policy Subsidy Programs NJP & NSE for Vulnerable Social Groups

Commencement year:2005, Expiry: Until the time the positions are covered; Ministerial Decision 200295/ 2005,

*Budget : 50.620.000 EUR.

Target Groups: Individuals with disability, Rehabilitated individuals, Prison released individuals, Law transgressors or young persons being in a social risk.

NJP (new job positions) number: 2.096

NSE (new self-employed) number:700

Total: 2.796.

A1) New Job Posts Subsidy Program (NJP)

a) A full-time employment program of a four year duration.

Subsidy duration: 36 months on condition that employer is obligated to engage or employ an individual for 12 further months without any subsidy. Subsidy amount: 25 Eur for each employment day for all 36 months. Increment: 1, 50 Eur if such employee is a female.

b) Four year duration part-time employment Program

Duration of subsidy: 36 months on condition that the employer shall engage for 12 further months an individual without any subsidy. Subsidy amount: 15 Eur for each and every employment day for all 36 months.

c) Fixed term employment contract of a Full-time Employment Program for Business subsidy operating on a seasonal basis (tourist enterprises e.t.c.). Duration of subsidy: 4 months at a minimum up to 9 months at a maximum. Subsidy amount: 25 Eur for each employment day of an employee. Adjustment period: The first quarter of the engagement of the individual is deemed as an adaptation period. Employment during this period of time must train such an individual on such individual’s employment object and help it further to be normally admitted to the production procedure and is subsidized by the amount of three hundred (300) Eur for his actions.

A2) New Self-Employed Subsidy Program (NSE)

Duration: 2 years. Subsidy amount: 16.600 Eur up to 18.100 Eur being analysed as follows: 1st year: 10.800 Eur of which 5.000 Eur shall be paid as an advance payment so that such NSE be enabled to respond positively to the first organizing and operating expenditure of the business and the remaining amount is paid in two equal half-annual installments.

2nd year: 5.800 Eur. Increase: 1.500 Eur if the NSE is: A disabled individual by a disability percentage exceeding 60%, Women, Subsidized unemployed person, above 45 years old. The NSE may make use only of one of the foregoing augmentation cases.

A3) Subsidy Program for the ergonomic arrangement of the work place of persons with disabilities who fall into the New Job Positions (NJP) or New Self-Employed (NSE) Program.

Positions number: 50

For a better adjustment and facilitation of the disabled individuals (DI) engaged through NJP Program or accessed to the NSE Program the ergonomic arrangement of the work place is subsidized as per the personal needs of each and every working individual, e.g. creation of a ramp, a modified or special W. C., work counter e.t.c. by a participation in the expenditure ranging from 90% of its total cost to the amount of 2.500 Eur for each of the ergonomic arrangements of the work place which are deemed indispensable.

(Persons with disabilities Programs are funded by the State Budget. The programs for the rehabilitated, the persons discharged from prison and the Young law-infringing Individuals or Individuals being at a social risk are funded by the OAED's Budget.

B) Programs co-funded with the EU

B1) Measure 2.2: NJP & NSE Subsidy Program within the framework of the Operational Program (OP) "Employment and Professional Training "of the 3rd Community Support Framework

Total NJP : 1.090

Total NSE : 1.200

Aggregate : 2.290

a) Employers subsidy for the engagement of individuals from vulnerable social groups (NJP) (New Job Positions). Subsidy duration: 24 months plus 6 months without any subsidy if the business employs less than 250 working people or 12 months without any subsidy if the business employs more than 250 working individuals. Subsidy amount: 20 Euro/ day. Increase: 1,50 Euro if the individual is a female or aged above 45.

b) New Self-Employed individuals falling into frail social groups (NSE).

Duration of subsidy: 16 months. Subsidy amount: 10.600 Eur. Increase: 1.400 Eur if the subject (individual) is a female or is more than 45 years old. Program expenditure:28.451.944 Eur (25% deriving from National Resources and 75% from the European Social (ESF).

Commencement date: 26-11-2003, Expiry: Until the covering of the posts Target groups:

Individuals with disability;

Repatriating individuals, Refugees, Immigrants;

Prison released persons;

Young law-violating individuals or Young people being at a social risk (aged 16-24) ;

Special cultural groups (Roma, Pomacs, e.t.c.) '

Individuals under rehabilitation or the former drug users'

Special categories of women threatened by social exclusion (leaders of an only or single families, abused women);

Long-term unemployed individuals aged over 45;

HIV positive individuals;

Other categories of individuals being threatened by exclusion from the labour market (Long-standing jobless individuals having many children (3 or more) or having an income less than 3.000 Euros), homeless;

Other unemployed individuals in areas or branches of a high unemployment rate;

More specifically the following were called for bids and are presently materialized:

a) General population Training Programs where individuals belonging to vulnerable social groups are being accessed at a percentage of 10% in application of mainstreaming;

b) Greek language learning Programs by Certified Centers of Vocational Training c) Accompanying Support Services Provision Programs by Accompanying Support Services Provision Carriers;

Individuals having participated or shall participate in one at least of the above actions are beneficiaries of a special subsidy Program N.J. P. and N. S. E. within the frame of the Measure 2.2. of the Operational Program “ Employment and Professional Training” of the 3rd C. S. F. for the incorporation into the labour market of unemployed individuals of Sensitive Social Groups having been benefited within the Measures framework 2.1 or/ and 1.3 of the OP “ Employment and Professional Training” of the 3rd C. S. F.

Further on, the B’ Cycle of the project “ Greek language learning Programs in certified Professional Training Centres (PTC) for the unemployed repatriating people-refugees-immigrants and jobless people whose inadequate knowledge of the Greek language functions as a restraining factor with regard to their social mainstreaming, has been already called for bids. The project consists in learning or improvement of the Greek language actions for the acquisition of a communication capability in the everyday life, the betterment of a social incorporation ability and the prevention of individuals’ social exclusion coming from special social groups.

Also, the implementation of works associated with Integrated Interventions Actions for Socially Sensitive Groups commenced in December2005 through which a specialized management for the fighting of the risk for both the professional and social exclusion of individuals belonging to these groups is provided. Each and every Integrated Intervention plan includes training and Accompanying Support Services actions.

The implementation of the project” Integrated Interventions in favor of unemployed persons presenting cultural particularities (roma, Greek Muslims) “as well as “Integrated Interventions in favor of special repatriating groups)” has already commenced.

For the year 2005 integrated interventions plans have been tendered for in favor of special disadvantaged groups (individuals with disability-former illegal substances users) including a number of mutually completed acts for the promotion of equality of access opportunities to the labour market for all and particularly for those being threatened to be socially excluded.

Community Initiative “EQUAL”

Programs for socially vulnerable individuals are being implemented as well, within the framework of “EQUAL” Community (EC) Initiative. EQUAL is the Community Initiative for the period 2000-2006 aspiring to promote innovative interventions in employment area supporting the labour right for all people irrespective of sex, age,

origin, cultural character, disability and beliefs. Such initiative is funded by the European Social Fund as well as by national resources.

Particularly, the community initiative aims at the exploration and promotion of new employment policies to tackle discrimination matters in the job market of all sensitive population groups that is, the groups experiencing discrimination, inequality and/ or exclusion from the labour market. Young people, women, individuals with disability, employees acquiring an inadequate training or education, repatriating people, immigrants, refugees, prisoners, jail released, minor transgressors, subjects being illegally trafficked, these applying for a political asylum, are directly benefited. The Program enriches European Strategy on Employment through actions aiming at :

- the improvement of employability;
- the development of entrepreneurial spirit;
- the encouragement of business and working people adaptability;
- the reinforcement of equal chances policies for both sexes;

The Initiative is implemented through Developmental Co-operations constituting strong and binding agreements of carriers both of the public and private sector. Via the interstate collaboration and active participation of all involved parties good practices ensue which, after their pilot application in the Program shall be transferred and incorporated (mainstreaming) into the body of the national and EC policies and practices as new policies on employment. Program is implemented on the basis of a joint schedule in the 15 Member-states.

The Greek Program of E.C. Initiative EQUAL was approved by the European Commission on March 9th 2001 by virtue of the its resolution number E (2001) 34 and was reviewed on 20-12-2004 by a resolution No.C (2004) 5441. The total budget of the Greek Program for the entire program period 2001-2008 amounts to 141.251. 103 Eur of which 75% (105.9382.847 Eur) shall be financed by the European Social Fund and 25% (35.312.776 Eur) by a National Participation. The Program is materialized in two application cycles. During the first cycle (2001-2005) 40 Projects were implemented while, during the second cycle (2004-2008) being in progress, 64 projects are materialized.

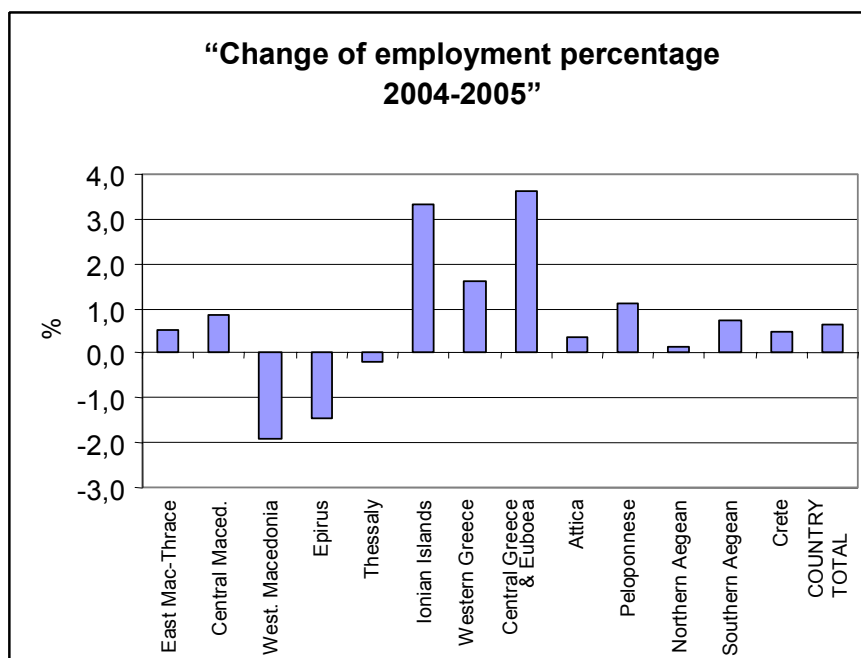
The summaries of all of the EQUAL Projects are recorded in the web site of the Program www.equal-greece/gr.

Question B Trends in employment - unemployment

Employment percentage (employed people ranging 15-64 years old as % of the population of the same age) for the total population of the country amounted in 2005 to 60.3% increased by 0,7% compared with the previous year (Schedule 1). However, significant deviations from this national average on a regional level are noted. As shown in Chart 1 below in two districts, Western Macedonia and Epirus employment percentage has been significantly reduced by 1,9% and 1,4% respectively. On the contrary, in the districts of the remaining Central Greece & Evia and the Ionian Islands employment percentage was spectacularly increased by 3,6% and 3,3% respectively.

Chart 1

“Change of employment percentage, 2004-2005”

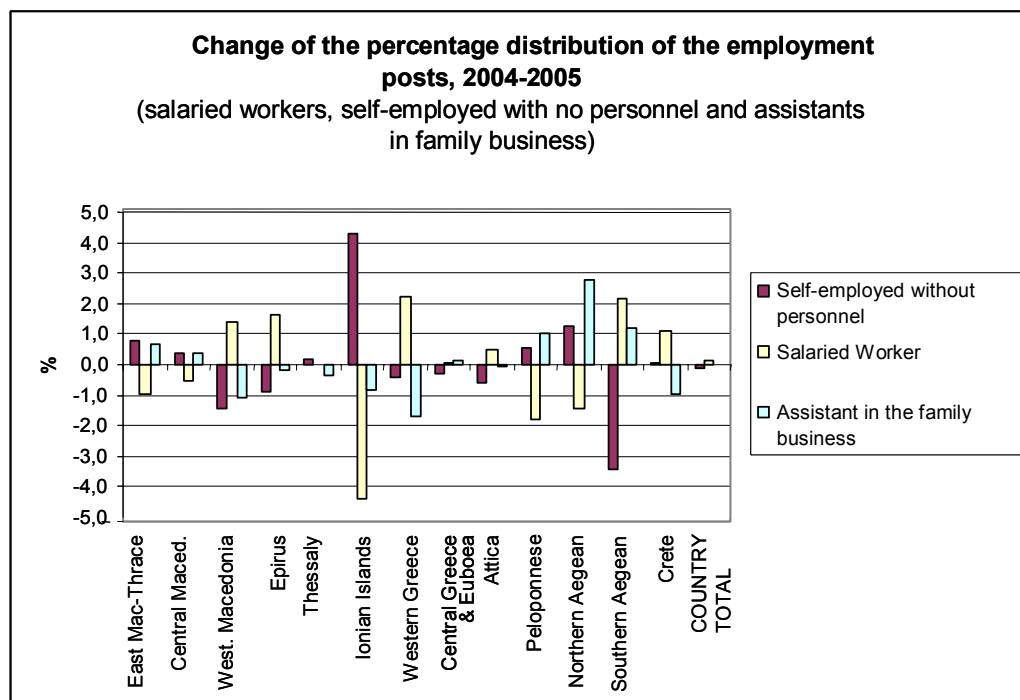


Position in employment (per type of employment and region)

	Self employed with personnel	Self employed without personnel	Salaried	Assistant in the family business	Total
East Macedonia - Thrace	19.143	65.664	117.853	26.353	229.013
Central Macedonia	57.526	175.626	450.380	49.200	732.732
Western Macedonia	6.460	29.110	56.187	5.484	97.241
Epirus	9.593	34.186	70.721	8.276	122.776
Thessaly	24.174	86.084	147.599	37.480	295.337
Ionian Islands	9.138	28.923	43.193	10.599	91.853
Western Greece	23.859	72.046	146.312	27.089	269.306
Central Greece and Euboea	21.718	56.084	124.377	16.007	218.186
Attica	108.022	221.387	1.262.006	37.287	1.628.702
Peloponnese	24.571	81.676	109.923	27.598	243.768
Northern Aegean Sea	5.842	21.929	34.663	6.236	68.670
Southern Aegean Sea	15.032	27.753	72.606	8.527	123.918
Crete	27.095	67.025	148.941	17.371	260.432
Country Total	352.173	967.493	2.784.761	277.507	4.381.934

The distribution of posts in employment in 2005 was not significantly diversified in 2005 compared to 2004 on a national level (see Chart 2). The only change was an increase by 0, 1% of the salaried workers and the respective reduction by 0,1% of the self-employed without personnel. Nevertheless, on a regional level we can not talk about a generalized, even a small at least, shifting towards the salaried employment, taking into account that in 5 out of the 13 regions, the salaried workers were reduced in comparison with the self-employed and the assistants in family business.

Chart 2



As shown in Chart 2 the most significant changes are seen in the Southern Aegean and the Ionian Islands. In the Southern Aegean, self-employed with no personnel have been reduced in comparison with the entirety of employment in this region by 3,5% by a parallel increase in salaried workers and assistants in the family business (2,2% and 1,2% respectively) whereas, the proportion of self-employed employing personnel was not changed. On the contrary, in the Ionian Islands self-employed with no personnel were increased by 4,3% with a parallel decrease of the salaried and assistants (by 4,4% and 0, 8% respectively) while, self-employed with personnel showed an increase by 1,0%.

Labour Force

Table 1: Participation rate in the labour force of individuals aged from 15+ (%)

	2005	2006
Total	53,2	53,4
Males	64,8	64,8
Females	42,2	42,5

Source: Manpower Research, Eurostat

We further note that because the participation quota in the manpower in the indicators list having been adopted by EMCO Indicators Group is calculated for the age group 15-64, we also quote the following table for the above percentage

Table 2: Participation rate in the labour force of individuals aged 15-64 (%)

	2005	2006
Total	66,8	67,0
Males	79,2	79,1
Females	54,5	55,0

Source: Manpower Research, Eurostat

Table 3: Participation rate in the labour force of youth aged 15-24 (%)

	2005	2006
Total	33,7	32,4
Males	37,0	36,1
Females	30,4	28,7

Source: Manpower Research, Eurostat

Table 4: Participation rate in the labour force of individuals aged 55-64 (%)

	2005	2006
Total	43,2	43,9
Males	60,8	61,0
Females	27,1	28,0

Source: Manpower Research, Eurostat

Employment

Table 5: Employment Rate of individuals aged 15-64 (%)

	2005	2006
Total	60,1	61,0
Males	74,2	74,6
Females	46,1	47,4

Source: Manpower Research, Eurostat

Table 6: Youth Employment Percentage aged 15-24 (%)

	2005	2006
Total	25,0	24,2
Males	30,1	29,7
Females	19,8	18,7

Source: Manpower Research, Eurostat

Table 7: Employment Rate of Individuals aged 55-65 (%)

	2005	2006
Total	41,6	42,3
Males	58,8	59,2
Females	25,8	26,6

Source: Manpower Research, Eurostat

Table 8: Employment % of individuals aged 15-64 in regions in 2005 (%)

	Total	Male	Female
EASTERN MACEDONIA & THRACE	59,5	72,8	46,5
CENTRAL MACEDONIA	57,9	72,4	43,8
WESTERN MACEDONIA	52,1	66,5	37
EPIRUS	56,3	71,8	40,5
THESSALY	60,4	75,9	44,9
IONIAN ISLANDS	64,1	77,4	50,6
WESTERN GREECE	56,6	72,5	39,8
CENTR. GREECE & EUBOEA	60	75,7	43,1
ATTICA	61,4	74,6	48,8
PELOPONNESE	63,6	77	49,4
NORTHERN AEGEAN	56,8	74,3	38,5
SOUTHERN “	61,0	80,1	41
CRETE	64,9	75,8	53,6

Source: Manpower Research, Eurostat

Table 9: Percentage of the employed on a fixed time employment contract in a total of employed individuals aged 15+ (%)

	2005	2006
Total	11,8	10,7
Males	10,1	9,1
Females	14,3	13,0

Source: Manpower Research, Eurostat

Table 10: Full and Part-time employment percentage in a total of individuals aged 15+ (%)

	2005	2006
Full-time employment	95,0	94,3
Part-time employment	5,0	5,7

Source: National Statistical Service of Greece

Table 11: Employed people in thousands (15+ years old) in the three sectors of economy

	2005	2006
Primary sector	542,0	533,3
Secondary sector	980,0	983,3
Tertiary sector	2846,9	2935,7

Source: National Statistical Service of Greece

The foregoing sectors include the following branches:

Primary sector: Agriculture, Cattle, Hunting and Forestry, Fishery.

Secondary sector: Quarries (stone-pits) and Mines, Manufacturing Industries, electric power (electricity) supply, natural gas and water supply, Constructions.

Tertiary sector: Wholesale and retail sale trade, automobile-motor-bikes repairs and personal household items, Hotels and restaurants, Transports, Warehousing (storing) and communications, Intermediate financial institutions-organizations, Real property (estates) administration, leases and entrepreneurial (business) activities, Public Administration and defense, compulsory social insurance, Education, training, Health and Social Welfare. Other activities of services provision in favor of the social entirety, private households employing domestic personnel, extraterritorial organizations and organs.

To be noted that table 11 has come from a processing of the tables 12 and 13 as shown hereinafter.

Table 12: Employed people in thousands (aged 15+) per economic activity and professional status in 2005

	Total	Self employed with personnel	Self employed without personnel	Assistant in the family bussiness	Salaried worker
A. Agriculture, hunting, breeding, forestry, stock	527,8	35,7	320,4	138,55	33,175
B. Fishery	14,2	1,95	7,7	1,875	2,625
C. Mines and Quarries	18,525	0,575	0,3	0,15	17,525
D. Manufacturing Industries	561,35	54,5	68,25	23,4	415,225
E. Power, gas and water supply	38,4	0	0	0	38,4
F. Constructions	361,68	46,25	66,375	7,225	241,85
G. Whole and retail trade, repair of vehicles, cars, bikes and of items of household use	777,1	94,13	222,2	56,825	403,95
H. Hotels - Restaurants	297,8	42,58	53,375	31,1	170,725
I. Transport – Storing - Communication	270,8	10,63	53,175	4,4	202,575
G. Intermediary Financial Institutions	113,58	1,3	10,2	0,6	101,5
K. Real estate management, leases and business activities	286,25	35,93	85,75	8,175	156,4
L. Public Administration and Defense, Social Security	347,68	0,35	0,775	0	346,575
M. Education	311,33	9,45	15,975	1,65	284,225
N. Health and Social Welfare	219,75	5,075	26,725	0,85	187,1
O. Other activities of provision of public utility services	152,23	9,3	29,475	3,4	110,075

P. Private households employing personnel	69,675	0,2	3,475	0,1	65,9
Q. Extraterritorial Organizations and institutions	0,75	0	0	0	0,75
Total	4368,9	347,7	964,2	278,3	2778,6

SOURCE: Manpower Research, National Statistics' Service of Greece (data processed by Analysis & Substantiation Unit of the Ministry of Employment and Social Protection)

Table 13: Employed people in thousands (aged 15+) per economic activity and professional status in 2006

	Total	Self employed with personnel	Self employed without personnel	Assistant in the family bussiness	Salaried worker
A. Agriculture, hunting, breeding, forestry	518,8	35,3	317,7	134,2	31,7
B. Fishery	14,5	1,3	7,7	2,0	3,5
C. Mines and Quarries	18,1	0,9	0,3	0,0	16,9
D. Manufacturing Industries	561,6	57,0	68,7	28,9	407,0
E. Power, gas and water supply	41,2	0,0	0,0	0,0	41,2
F. Constructions	362,4	50,8	59,7	8,8	243,1
G. Whole and retail trade, repair of vehicles, cars, bikes and of items of household use	787,7	92,5	220,7	63,9	410,8
H. Hotels - Restaurants	298,9	46,6	50,6	34,5	167,4
I. Transport – Storing - Communication	282,0	13,3	59,6	6,1	203,0
G. Intermediary Financial Institutions	116,2	1,8	9,7	0,8	104,0
K. Real estate management, leases and business activities	288,1	35,8	90,3	8,1	153,9
L. Public Administration and Defense, Social Security	380,5	0,0	0,3	0,0	380,3
M. Education	329,0	10,5	18,7	1,1	298,8
N. Health and Social Welfare	227,8	5,8	28,6	1,9	191,4
O. Other activities of provision of public utility services	152,1	9,5	29,8	3,7	109,2

P. Private households employing personnel	72,6	0,0	5,9	0,1	66,7
Q. Extraterritorial Organizations and institutions	0,7	0,0	0,0	0,0	0,7
Total	4452,3	360,9	968,1	293,8	2829,5

SOURCE: Manpower Research, National Statistics' Service of Greece (data processed by Analysis & Substantiation Unit of the Ministry of Employment and Social Protection)

Unemployment

Table 14: Unemployment rate of individuals aged 15+ (%)

	2005	2006
Total	9,8	8,9
Males	6,1	5,6
Females	15,3	13,6

Source: Manpower Research, Eurostat

Table 15: Youth unemployment rate aged 15-24 (%)

	2005	2006
Total	26,0	25,2
Males	18,7	17,7
Females	34,8	34,7

Source: Manpower Research, Eurostat

Table 16: Unemployment rate of individuals aged 55-64 (%)

	2005	2006
Total	3,8	3,7
Males	3,3	3,1
Females	4,7	5,0

Source: Manpower Research, Eurostat

Table 17: Long-term unemployment rate (over 12 months) in the total of the labour force of individuals aged 15+ (%)

	2005	2006
Total	5,1	4,8
Males	2,6	2,6
Females	8,9	8,0

Source: Manpower Research, Eurostat

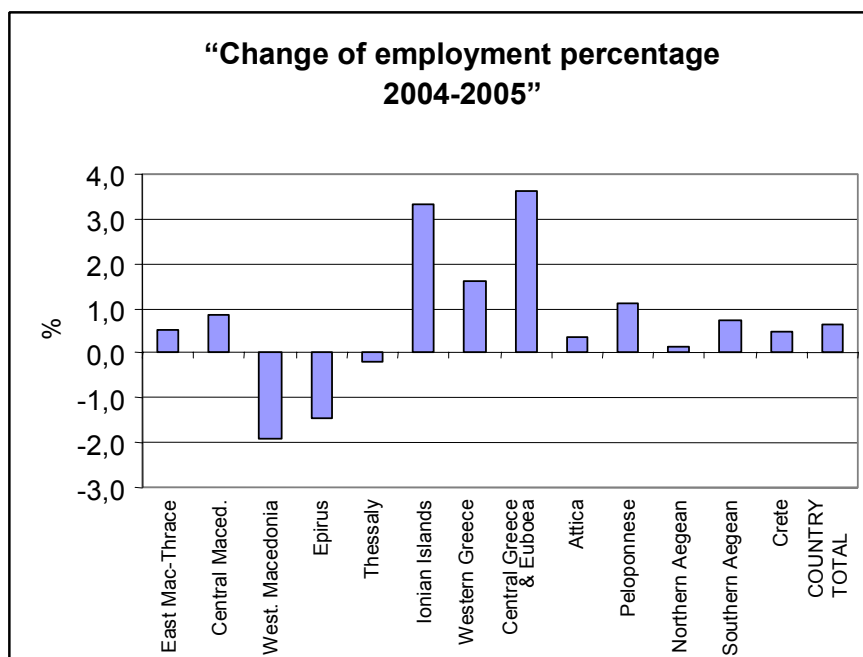
Table 18: Unemployment rate (%) in the regions

	2005	2006
EASTERN MACEDONIA & THRACE	11,9	11,0
CENTRAL MACEDONIA	11,1	9,3
WESTERN MACEDONIA	18,1	14,2
EPIRUS	11,5	9,8
THESSALY	9,5	8,2
IONIAN ISLANDS	8,6	11,2
WESTERN GREECE	10,6	9,5
CENTR. GREECE & EUBOEA	11,0	9,2
ATTICA	8,8	8,3
PELOPONNESE	8,7	7,7
NORTHERN AEGEAN	10,2	9,4
SOUTHERN “	9,3	8,8
CRETE	7,1	7,1

SOURCE: Manpower Research, National Statistics’

Service of Greece

Change in the employment rate, 2004 -2005



Information required by the Conclusions on the 16th Greek Report. – Part Time Employment

Full and part-time employment per cause

	Full time employment	Part time employment 1: Attending lessons or training	Part time employment 2: ill or incapable	Part time employment 3: unable to find full time employment	Part time employment 4: unwilling to find full time employment	Part time employment 5: is taking care of small children or dependent adults	Part time employment 6: other reasons	Part time employment 7: has not stated a reason	Part time Total	Part time employment %	Voluntary part time employment as a percentage of the total part time employment	Involuntary part time employment as a percentage of the total part time employment
EASTERN MACEDONIA & THRACE	216.327	800	335	6.604	2.184	730	2.034	0	12.687	5,5	47,9	52,1
CENTRAL MACEDONIA	701.157	2.800	468	17.601	5.244	2.664	1.899	900	31.576	4,3	44,3	55,7
WESTERN MACEDONIA	88.855	116	0	3.507	3.701	526	537	0	8.387	8,6	58,2	41,8
EPIRUS	115.650	82	100	3.183	1.725	398	964	674	7.126	5,8	55,3	44,7
THESSALY	277.033	315	613	9.104	5.555	509	2.208	0	18.304	6,2	50,3	49,7
IONIAN	85.092	147	111	1.724	2.746	1.041	991	0	6.760	7,4	74,5	25,5

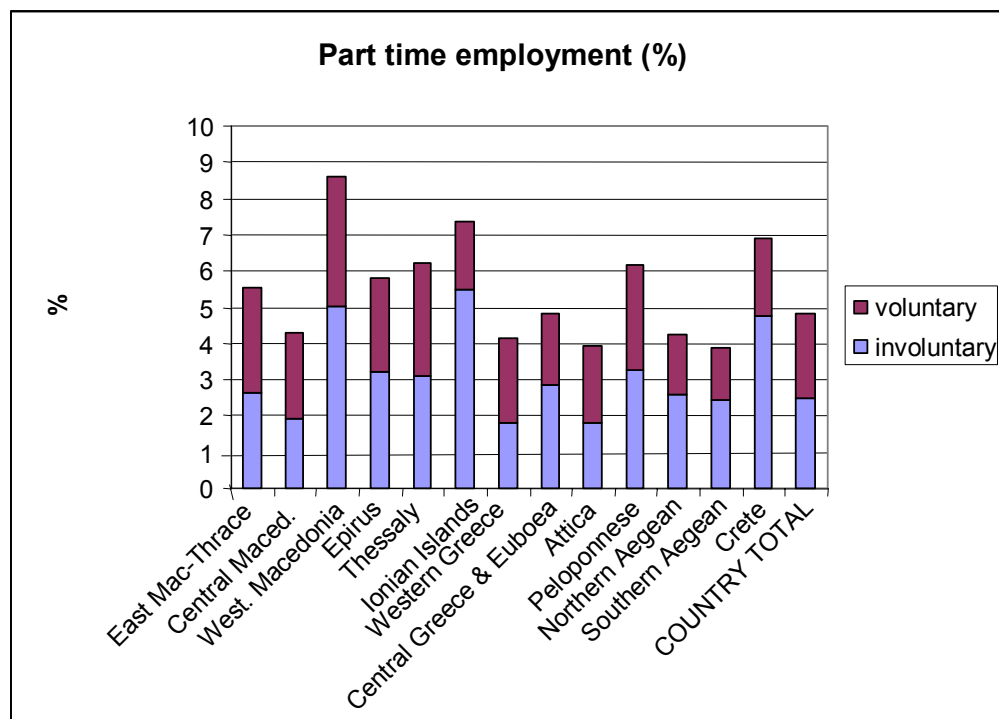
ISLANDS												
WESTERN GREECE	258.206	424	0	6.238	1.341	1.594	1.151	353	11.101	4,1	43,8	56,2
CENTR. GREECE & EUBOEA	207.658	460	295	4.270	2.026	499	1.886	1.092	10.528	4,8	59,4	40,6
ATTICA	1.564.896	4.644	382	34.173	16.439	3.731	3.992	446	63.807	3,9	46,4	53,6
PELOPONNESE	228.716	0	182	7.074	3.659	2.034	1.645	456	15.050	6,2	53,0	47,0
NORTHERN AEGEAN	65.761	113	0	1.127	1.368	208	93	0	2.909	4,2	61,3	38,7
SOUTHERN “	119.085	597	0	1.838	1.368	283	747	0	4.833	3,9	62,0	38,0
CRETE	242.514	623	498	5.548	8.804	839	1.517	89	17.918	6,9	69,0	31,0
COUNTRY TOTAL	4.170.950	11.121	2.984	101.991	56.160	15.056	19.664	4.010	210.986	4,8	51,7	48,3

Employment Observatory-research and informatics SA

The above Table shows the number of the individuals who have a part-time employment per region along with the reasons for which such persons work on a part-time job. Totally in the country, 4, 8% of the employed people are part-time job employees. Significantly higher percentages of a part-time employment are seen in Western Macedonia (8, 6%), Ionian Islands (7,4%) and Crete (6, 9%). The lowest part-time job percentages are seen in the Southern Aegean (3,9%), Attica (3,9%) and Western Greece (4,1%). Compared to 2004, part-time employment was increased on a national level by 0,2% (from 4,6% to 4, 8%). The highest increases in part-time jobs were seen in Eastern Macedonia & Thrace, Epirus and Ionian islands (2,1,6 and 1, 5% respectively) while the higher decreases were seen in the Northern and Southern Aegean (-1,1 and -0,9 %, respectively).

The most significant distinction in part-time job lies to the extent it is preferred by the part-time employment individual due to obligations, illness, lessons attendance (“voluntary”) or a forced choice because he/ she can not find a full-time employment (“involuntary”). As shown in the Chart hereinafter on a national level, 51, 7% of part-time employment is voluntary and 48,3% involuntary. The highest percentages of a voluntary part time employment are seen in Crete, Southern Aegean and Northern Aegean (69,0% and 61,3% respectively, while the highest percentages of an involuntary part-time employment are seen in Western Greece, Central Macedonia and Attica (56,2%, 55,7% and 53, 6% respectively).

Chart 3



In addition to the amending Law 3448/ 2006 of the law 3250/ 2004, the OTA (Local Government Organizations) are enabled to engage individuals who become unemployed either after dismissals in groups or an operation cessation of the business where they used to work, under a part-time employment regime as an independent category. Just for this category special operational plans are designed by the competent bodies on condition that they are individuals who are used to living or staying in the area of their respective territorial venue. Already, within the framework of the Law 3448/ 2006,

2.165 Part-time Employment Positions were approved by the Three member Committee composed of Deputy Ministers in July 2006.

As far as the professional mobility is concerned, the individuals employed in the new employment forms are favored as of 1/1/2005. A significant parameter for the promotion of mobility in work is the equation of work days having been covered in a part-time job with these having been covered for the founding of the retirement rights.

Question C Nature and Trend of vacant Job Posts

Quarterly Research of vacant Job Posts - Reference Period: Fourth Trimester 2005

Table 1: Number of Vacant Job Posts per Economic Activity, Employment Relationship and Availability Term

Sector of economic activity (NACE Rev1 sections)	Vacant Posts	Vacant posts of full time employment to be covered directly	Vacant posts of part time employment to be covered directly	Vacant posts of full time employment to be covered in the near or further future	Vacant posts of part time employment to be covered in the near or further future
<i>Total</i>	38862	14803	1182	37654	1208
(C) Mines, quarries	49	49	0	49	0
(D) Manufacturing Industries	3355	3144	29	3326	29
(E) Public Utility Services	566	566	0	566	0
(F) Constructions	655	655	0	655	0
(G) Wholesale and retail trade, vehicles' repair	3665	2676	950	2711	953
(H) Hotels-restaurants	209	209	0	209	0
(I) Transports, storage, communications	4506	2690	14	4492	14
J) Intermediary financial Institutions	341	341	0	341	0
(K) Real estate management	2718	2350	189	2507	212
(L) Public Administration and Defense, compulsory Social Security	9964	1120	0	9964	0
(M) Education	5246	75	0	5246	0
(N) Health, Care	5638	17	0	5638	0
(O) Other activities for the provision of public utility services and other services of social or personal character	1950	911	0	1950	0

Source: National Statistics Service of Greece

Quarterly Research of vacant Employment Positions - Reference Period: Fourth Trimester 2006

Table 2: Number of Vacant Job Posts per Economic Activity, Employment Relationship and Availability Term

Sector of economic activity (NACE Rev1 sections)	Vacant Posts	Vacant posts of full time employment to be covered directly	Vacant posts of part time employment to be covered directly	Vacant posts of full time employment to be covered in the near or further future	Vacant posts of part time employment to be covered in the near or further future
<i>Total</i>	97283	55409	2188	94940	2344
(C) Mines, quarries	139	139	0	139	0
(D) Manufacturing Industries	6808	5655	231	6577	231
(E) Public Utility Services	716	161	0	716	0
(F) Constructions	564	460	0	564	0
(G) Wholesale and retail trade, vehicles' repair	4960	4036	754	4133	827
(H) Hotels-restaurants	34115	17433	193	33922	193
(I) Transports, storage, communications	8466	6717	128	8316	151
(J) Intermediary financial Institutions	2231	1484	0	2231	0
(K) Real estate management	14162	12630	580	13541	621
(L) Public Administration and Defense, compulsory Social Security	11700	1258	34	11666	34
(M) Education	5939	382	41	5898	41
(N) Health, Care	1895	1236	2	1893	2

Source: National Statistics Service of Greece (NSSG)

Table 3: Vacant job posts per financial activity sector in 2005 and 2006, the change between the 2 years and the percentage change per branch according to the data of the NSSG (referring to the second trimester)

Sectors of Economic Activity	2005		2006		Change between the two years	Percentage change per branch
	Vacant Job Posts	Rate %	Vacant Job Posts	Rate %		
(C) Mines, quarries	31	0,0	389	0,3	358	92,0
(D) Manufacturing Industries	7.074	7,0	8.110	6,0	1.036	12,8
(E) Public Utility Services	1.101	1,1	1.007	0,7	-94	-9,3
(F) Constructions	636	0,6	3.889	2,9	3.253	83,6
(G) Wholesale and retail trade, vehicles' repair	9.240	9,1	9.533	7,0	293	3,1
(H) Hotels-restaurants	2244	2,2	4.081	3,0	1.837	45,0
(I) Transports, storage, communications	4.521	4,5	9.371	6,9	4850	51,8
J) Intermediary financial Institutions	248	0,2	2.124	1,6	1.876	88,3
(K) Real estate management	7.292	7,2	14.632	10,8	7.340	50,2
(L) Public Administration and Defense, compulsory Social Security	51.884	51,4	46.369	34,3	-5.515	-11,9
(M) Education	3.152	3,1	26.584	19,6	23.432	88,1
(N) Health, Care	5.315	5,3	3.702	2,7	-1613	-43,6
(O) Other activities for the provision of public utility services and other services of social or personal character	8.248	8,2	5.524	4,1	-2.724	-49,3
TOTAL	100.986	100,0	135.315	100,0	34.329	25,4

Data: NSSG (procession: Employment Observatory)

Table 4: Vacant Job Posts per specialty - one digit professional category for the years 2005 and 2006, according to the research data of the NSSG, second trimester

One Digit Professional Category	Vacant Job Posts 2005	Rate %	Vacant Job Posts 2006	Rate %
1) SENIOR ADMINISTRATIVE STAFF AND CHIEF EXECUTIVE STAFF OF THE PRIVATE & PUBLIC SECTOR	3270	3,2	2.281	1,7
2) PERSONS PRACTICING SCIENTIFIC, ARTISTIC & RELATED PROFESSIONS	11.819	11,7	39.409	29,1
3) TECHNOLOGISTS, TECHNICAL ASSISTANTS & THOSE PRACTICING RELATED PROFESSIONS	2.879	2,9	5.550	4,1
4) OFFICE EMPLOYEES AND THOSE PRACTICING RELATED PROFESSIONS	21.121	20,9	24.533	18,1
5) EMPLOYED PEOPLE IN SERVICES PROVISION AND SALESMEN IN STORES & OPEN MARKETS	21.028	20,8	18490	13,7
6) SPECIALIZED FARMERS, STOCK-FARMERS, FORESTERS & FISHERMEN	0	0,0	390	0,3
7) SPECIALIZED TECHNICIANS & RELATED PROFESSIONALS	21.919	21,7	22.321	16,5
8) FIXED FACILITIES, MACHINERY & EQUIPMENT OPERATORS & FITTERS	2.033	2,0	4.560	3,4
9) UNSKILLED WORKERS, MANUAL WORKERS & PROFESSIONALS OF SMALL ENTERPRISES	16.823	16,7	17.875	13,2
TOTAL	100.892	100	135.409	100

Data: NSSG (procecion: Employment Observatory)

Paragraph 2 Free assumption of employment

Elimination of all of discrimination forms in employment

Question A Legislative steps-Sanctions

In 2006 Law 3488/ 2006 “Implementation of the principle of equal treatment of men and women as regards the access to work, professional training and evolution, and the terms and conditions of work” was enacted, by virtue of which, a new special adjustments framework is enacted for the application of the principle equal treatment of men and women in the professional sector (please see the Annex for the complete text of the Law).

The provisions of the above law transpose Directive 2002/ 73/ EC of the European Parliament and the Council of September 23rd 2002 and improve as well as supplement the previous protection framework with Law 1414/ 1984 having been almost abrogated in its entirety.

The provisions of the new legislation are as follows:

***Application scope**

Law provisions are applied to individuals who are employed or are candidates to be employed in the private as well as the wider public sector under any labour contract or employment form including the labour contract for the completion of a specific work and the salaried order relationship, irrespective of the nature or kind of the services rendered, to free-lance professionals, as well as individuals receiving vocational training or are candidates to be professionally trained (article 2).

***Discriminations due to gender**

Article 3 of the law sets that the implementation of the principle of equal treatment entails the absence any discrimination based on gender either directly or indirectly, in correlation mainly, with marital status. The forms of discrimination based on gender are defined including direct and indirect discriminations, sexual harassment or vexation as follows:

-“direct discrimination”: when a person due to its gender suffers a treatment less favorable than the one that another person suffers, has suffered or would have suffered in an similar situation;

-“indirect discrimination”: when an apparently neutral provision, criterion or practice puts into a disadvantageous position the representatives of the one gender in comparison with the other’s gender’s representative, unless such provision, criterion or practice is objectively justified by a legal target and the means for the accomplishment of the said target are necessary and suitable.

-“Harassment or vexation” when an undesirable behavior is shown or indicated associated with the gender of a person for the purpose to violate such person’s dignity and personality and the creation of a state of a threatening, hostile, humiliating, degrading or aggressive environment.

-“Sexual harassment” when any form of an undesirable verbal, non verbal or corporeal behavior of a sexual character, is displayed in order to assault or abuse the person’s dignity and personality, in particular, with the establishment of a threatening, hostile, humiliating or degrading or aggressive environment.

Subject to article 4 the prohibition of the foregoing discrimination forms based on gender mainly in correlation with the family or marital status is repeated in the application scope and in addition as per the definitions of the law.

***Employment, education-training, evolution, dismissal**

The foregoing prohibition on discrimination is specified in the following sectors:

- 1) Access to employment, its terms and conditions (article 5) ;
- 2) Vocational guidance, vocational training and education (article 6) ;
- 3) Remuneration (article 7) ;
- 4) Professional development (article 8) ;
- 5) Termination of the labour and clerical relationship (article 9) ;
- 6) Participation in trade unions and associations (article 10) ;

In particular, the equality in access to employment is secured in article 5 by prohibiting any kind of discrimination due to gender or family status including selection criteria and hiring terms together with the relevant publications relating to persons' selection.

Furthermore, any unfavorable treatment of a woman being directly or indirectly associated with pregnancy or maternity, including her non hiring as well as any parent's unfavorable treatment on account of use of a child's care leave or a parental leave, is prohibited.

In addition, the right of a working woman following such woman's maternity leave to return to her work position or be appointed to an equal post under the same professional terms and conditions including all of the benefits and allowances she would be entitled to during her absence from work.

As far as the scope of her vocational guidance, occupational training and education is concerned, any form of a direct or indirect discrimination due to gender or marital or family status is prohibited in the fields of access, content and application of such programmes or systems including prerequisites determination and participation in certificates, diplomas or degrees exams.

As far as the employment and work terms and conditions are concerned, in promotions, planning and implementation of personnel's evaluation systems, any kind of direct or indirect discrimination due to gender or marital status of the working individuals is prohibited.

As far as the termination of the labour relationship is concerned, this is prohibited when it takes place on grounds of sex or marital status. Protection against dismissal is also given to the employed because he/ she did not give in to a sexual harassment or bother against him/her as well as in the event of a witness's testimony before a court or in the event he/ she proceeds to some kind of an action in Court or in any other authority on application issues of the foregoing law.

▪ *Positive measures*

Within the regulatory framework being established by virtue of this law, a significant innovation is also the abrogation of the possibility to maintain deviations from the general principle of sexes' equal treatment in parallel with the preservation of a possibility of the taking of positive measures in favor of the underrepresented sex. It is also made clear that the special measures taken for the protection of pregnancy, maternity, paternity and family life are not affected.

- *Legal protection*

Article 12 sets out that any person being of the opinion it is affected due to the violation of the principle of an equal treatment is entitled to a right of a judicial and administrative recourse before any competent authority or his/her being represented by the trade-unions, legal persons or any other associations by such person's own consent even though the relationship within the scope it is presumed such discrimination took place, it has ended.

- *Sanctions*

Subject to article 16 in the event of an infringement of the discriminations prohibition as per this law, civil and administrative sanctions are provided for the purpose of a complete restoration of the victim's damage and loss while, penal sanctions are provided for in the event of an offence of the sexual dignity.

Particularly, in the event of a compensation payment the latter covers any material and moral damage positive or negative of the person so prejudiced without it being determined by a maximum limit.

- *Burden of proof*

The regulation of the P. D. 105/ 2003 with regard to the inversion of the burden of proof is repeated in the cases that the offended person invokes before a court or any other competent authority facts or data from which it can be possibly derived that there exists a discrimination based on sex as per the definitions and the application scope of this law. In such a case the burden is transferred to the defendant in order to prove in court or the competent authority that the above discrimination did not occur. Such settlement is based on what Directive 97/ 80/ EC of the Council requires and it does not apply in the criminal case.

In reality, it is about a more equitable allocation of the burden of proof when some discrimination form is taken into consideration based on sex which is not restricted only in the event of a sexual harassment taking into account the fact that plaintiff's side should in the first place persuade for the seriousness and validity of the evidence and further on, as long as such prerequisite is fulfilled the defendant's side is required to prove in his turn that such discrimination did not occur.

In relation to the support of the harmonization of the family and professional life a sequence of measures is taken in the new Civil Servants Code (law 3528/ 07) as well as in the new Municipal and Community Employees Status Code (law 3584/ 2007) to support women in their efforts to combine family and professional activities. Special care is taken for the single women including mothers having many children. Among other things the following new measures with regard to the already applicable law are referred to:

- Granting of a parent's leave to the father as well. In particular, a granting right for the facilitation of the reduced working hours or the leave of a 9 month baby's upbringing is also recognized for the father employee on condition that the mother employee makes no use of it. The same right is also recognized for the only and single parent of the single parent families.
- In the event of birth of a third child and so on a provision exists for the granting of a 3 month upbringing leave to the employees with full pay. Such leave forms part of the total unpaid leave to be given for the bringing up of a child up to six years old but such a 3 month leave is paid.

- For each and any child beyond the third child the post delivery leave is being increased by two further months.
- A further extension of the facility of reduced working hours for two further years is contemplated in the event of birth of a fourth child.
- Facilitations to the mother adopting a child are provided for the normalization of the transition to her new family life.

A programme by the Research Centre on Equality Issues (KETHI) has been also implemented for the public opinion's posting up and sensitization mainly for men and fathers, with regard to the need for the conciliation and harmonization of their working obligations-commitments with the family life through the redetermination of the cliché perceptions related to a father's role.

Within the Programme framework:

- a) A booklet and a placard has been published in Greek, English, Polish and Portuguese.
- b) T.V. and Radio spots were created together with educational games for pre-school pupils and adolescent students.
- c) Seminars entitled "Father's Role for the reconciliation of both the Professional and Family Life" were conducted in Iraklio and Patra with the participation of the concerned local carriers, working people and employers' representatives, teachers and Non Governmental Organizations' representatives dealing with equality and family issues e.t.c. -60
- d) Cross border Meetings took place in Warsaw, Poland and Athens, Greece with the participation of all of the partners and associates.
- e) The final European Congress entitled "Equality of Sexes and Men's Role in Work and Family was held : Trends and Speculations" on 10, 11 & 12 December 2006 in Athens with the participation of the Interstate and National Partners.
- f) A research entitled "Fathers' Role in the Balancing of the Professional and Family Personal Life" was handed over.
- g) A manual having to do with the thematics of the Programme has been written.

Question B Co-operation of Employers' and Workers' Organizations

A Social Consultation has taken place for the first time with the most representative Employers' Organizations and the Greek Network on Corporate Social Liability for the facilitation of women's participation in employment and reduction of females' unemployment: The outcome of such a social consultation is as follows:

- 1) The signing of a Co-operation Protocol among the Equality General Secretariat and the most representative employers' organisations for the promotion of equal opportunities for women and men in business in general (Zappeio, 26-6 2006). This protocol is of an indefinite term and is subject to an evaluation or rating after the first 2 year period of its having come into force.
- 2) The signing of a Cooperation Memo between the General Secretariat on Equality and the Greek Network for the Corporate Social Liability on the further promotion of equality of opportunities between women and men in companies (22-2 -61 2006). For more information in this particular matter please see article 1, paragraph 1, Question A.

Question C Discrimination prohibition for members of trade unions

No change, please consult our previous reports.

Additional information requested by the ECSR

1) Information on the meaning of the indirect discrimination by the courts as well as information on discrimination based on age during the next reference period.

Following a survey conducted by the competent Directorate of the Ministry of Justice in law magazines and the database “Law”, no published national court decisions were found giving a meaning to the above mentioned forms of discrimination hence no such data can be provided.

2) Information on possible limitations on compensation sums.

In accordance with Article 13 of the Act 3304/2005 on the application of the principle of equal treatment (please see 16th National Report Article 1 para 2), in the case that the said principle is not observed the affected is offered , inter alia, judicial protection. More particularly, taking into consideration the prohibiting rule of article 2 of the said Act, the affected can ask for judicial protection on the bases of the applicable provisions of the substantial law and the general provisions of articles 57.59.281.288.914 and 932 of the Civil Code. The affected can ask for compensation for the restoration of his/her property damage (positive damage and lost profit) as well as pecuniary compensation for moral damage (non property damage).

As far as the extent of compensation is concerned, we note at this point that the rule of damages restoration applies throughout its extent, in other words the compensation is full and complete. The maximum limit is not numerically limited by the law and it ensues from the description of the reimbursable damage the sufferer proceeds to exercising his right to be indemnified. The damage is a precondition of the responsibility of the persons causing the damage and constitutes the object defining the compensation that is specifically set by the court.

3) Information on the Equal Treatment Commission and its competence on employment matters.

The Equal Opportunities Commission is the competent body in the event that the principle of equal treatment is breached by persons or legal entities with regard to the provision of services and the sale of goods.

Promotion carriers of the equal treatment principle in the employment matters are the Inspectorate Body of the Ministry of Employment and Social Protection, and the Ombudsman.

4) Work in Prisons

Detainees’ work in Detention Facilities is being governed by the provisions of the Correctional Code (Law 2776/ 24-12-1999, official Gazette 291A, Articles 40-44 and 46) (please see Annex).

Subject to these provisions only detainees who are willing to work are appointed and get a job post. Work has no punitive or oppressive character and the duration of a job of this kind is of a 3 month period (renewable).

Detainees carry out auxiliary works or services for the serving of the functional needs of the correctional establishment like cleaning, kitchen work, laundry work, or food transfer including gardening, e.t.c.

A Five member Detainees’ Labour Council operates in every facility deciding on the assumption of a job after a hearing of the concerned detainees.

5) Legislation against terrorism explicitly precluding individuals from assuming specific professions.

No special provisions exist in anti terrorism legislation excluding individuals from the assumption of specific employment.

Information with respect to the negative conclusions of the ECSR

1) Duration of the alternative service (conscientious objectors)

The legislative change having been occurred over the last years in Greece with regard to the conscientious objectors is quite remarkable and suggestive of the efforts and steps having been accomplished for Greece's compliance with its international conventional obligations.

Article 4 of the Greek Constitution in paragraph 1 provides that "Greeks are equal before the law" and in paragraph 6 that "Each and any Greek citizen who may carry weapons is obligated to contribute to the defense of his/ her country as per the definitions of the law". An interpretative statement was added to paragraph 6 of Constitution by the last revision reading as follows: "the provision of paragraph 6 does not preclude the provision by virtue of a law of a compulsory rendering of services in or out of the Armed forces (alternative service) for those being documented conscientious objectors with regard to the carrying out of an armed or military service in general".

The unarmed military service and the alternative service of the conscientious objectors is governed by the law 3421/ 05 (official Gazette A' 302) having been in force since 13-12-2005. By virtue of the law 3257/ 29-7 2004 and the law 3421/ 13-12-2005 the Minister of National Defense has the authority to discharge by a decision issued by him the conscientious objectors even before the completion of the additional service time provided for by the applicable legislation but not before the completion of the actual military service time being in force for the final discharge of the persons doing their military service in the armed forces increased as follows:

- 1) At least by the ($\frac{1}{2}$) for those doing an unarmed military duty.
- 2) At least by the double of service reduced by one month for those doing an alternative service.

In execution of this law the Minister of National Defense by virtue of his decision number F 420/ 10/ 80347/ S 45/ 10-3-2006 set the objectors' military service time as follows:

-For those being subject to an unarmed military service:

- a) Eighteen months for those that would carry out a full military service instead of 24 months that used to be in force;
- b) Thirteen months and fifteen days for those that would carry out a reduced 9 month armed military service instead of the 20 months that used to be in force;
- c) Nine months for those that would carry out a 6 month reduced armed military service instead of the 20 month service that used to be in force;
- d) Four months and fifteen days for those that would perform a reduced armed service of 3 months instead of 12 months that used to be in force.

For those subject to an alternative service:

- a) 23 months for those that would perform a full armed service instead of 30 months that used to be in force.

b) 17 months for those that would perform a reduced armed service of 9 months, instead of 25 months that used to be in force.

c) 11 months for those that would perform a reduced armed service of 6 months, instead of 20 months that used to be in force.

d) 5 months for those that would perform a reduced armed service of 3 months instead of 15 months that used to be in force.

It is a very important reduction of the conscientious objectors' military service by virtue of which for the first time the period of time for the alternative service was established at a level below the double of the equivalent period of those that perform an armed military service, satisfying this way a fixed and long-standing demand of the conscientious objectors. The fixed additional increase of the conscientious objectors' service is also replaced by an escalation in service connected with the duration of the military service such objectors would do if they served an armed military service.

In each case, we assume that the increased duration of the alternative military service is legitimate and reasonable based on the following grounds:

1) To the extent the alternative military service is less onerous than the armed service, its longer duration is justified based on the principle of proportional equality. The performance of the armed military service due to the geopolitical location of our country is served in its greatest part in military units of the border areas and the serving soldiers are required to respond to the increased requirements and duties under unfavorable conditions whereas, the alternative military service is performed in services of the broader public sector (economic services, courts, post offices, offices in general, hospitals e.t.c.) under particularly favorable "labour or working" conditions (five days work e.t.c.).

Accordingly, the exemption of the conscientious objectors from the armed Military service justifies the longer duration of their service.

2) Soldiers after their discharge from the armed forces are classified in Reserve and they are periodically called up to join the army to carry out reserve duties (further training, drills, training in the new weapons, maintenance e. t. c.) in contrast with the objectors who are not called up.

3) The increase in the objectors' service is connected with the duration of the armed military service they would be obligated to serve as armed soldiers if they were not identified as conscientious objectors. The performance of an unarmed or a professional military service entails no restriction or difference in employment or other benefits (it does not constitute an appointment impediment in a public post and is recognized as pension establishment time).

It is apparent as per the foregoing constitutional provision as well as the common legislator that those performing an alternative service do not have or acquire an employee's capacity of the carrier of the public sector where he/ she is disposed at therefore, they are not legally equaled with the servants or employees as far as the labour rights and obligations, are concerned. Moreover, an alternative service is deemed as a quasi military service, constitutes a voluntary choice of the conscientious objector and may not be assumed that it is composed of these legal characteristic elements constituting a formal labour relationship as this is recognized by the labour legislation, accordingly, it is not deemed as forced labour. This aspect is also consistent with the provisions of paragraph 3 of the article 4 of the European Convention of Human Rights (having been ratified by the LD 53/ 74, Gazette A' 256) as per which it is expressly

contemplated that any service of a military nature “ is not deemed as a forced or compulsory labour” or in the event of these being conscientious objectors in countries where such a thing is deemed as legal, any other service in substitution of the compulsory military service”.

In addition, the institution has been improved by way of the following legislative adjustments:

- 1) The possibility of a new placement (it is substantially a transfer) of the conscientious objectors following the performance of an alternative service of at least 12 months in length, as long as significant family or social reasons concur.
- 2) Deletion from the penal record of the conscientious objectors’ sentences for the military offence of disobedience as long as they have served the sentence or they were conditionally discharged from prison.
- 3) Lifting of the appointment impediment in a public post for those having performed an alternative military service.
- 4) Equation of the alternate service with the armed service as regards its recognition as a retirement time and employment protection.
- 5) Persons doing a political service as long as their disposal carrier is not in the position to supply them with food and accommodation are entitled to a pay equal to the amount corresponding to the provision of food, housing, clothing and soldiers’ mobilizations (220 E monthly). They are also entitled to a Medicare like the other carriers’ personnel at which they are disposed of without payment of contributions.

Of the foregoing ensues that over the last years quite significant legislative changes have occurred in the specific issue altering radically the way that conscientious objectors are treated by our country.

2) Foreign Citizens’ Access to posts of the Public Sector

The Greek Constitution in article 4, paragraph 4 sets that “only Greek citizens are accepted in all of the public functions save the exceptions introduced by specific laws”.

Of the foregoing it is concluded that the Greek Constitution sets the holding of the Greek citizenship as a basic condition for the engagement in employment positions of the public sector, however, it authorizes the common legislator to introduce by way of special laws exceptions, thus, making less strict the fixed rule that calls for the Greek citizenship as a general formal precondition for the staffing of the public administration.

After all, subject to the foregoing constitutional authorization, law rules have been already enacted allowing for foreign citizens’ employment in the Greek public administration.

A characteristic example of the foregoing are the provisions of the applicable Civil Servants Code (C. C. of the law 3528/ 2007) by virtue of which the following are allowed:

- 1) The appointment of the citizens of the Member-states of the European Union in posts not falling into the exception of paragraph 4 of the article 39 of the E.C. Treaty is permitted pursuant to what is provided for such citizens by a special law (article 4, paragraph 2).
- 2) Aliens’ appointment not being citizens of the member-states of the European Union is allowed only as per what is provided for in such cases by specific laws.

Within this context, it is noted that the concurrence of the Greek citizenship constitutes an unswerving requirement in these labour positions in the public administration sector entailing the direct or indirect participation in the exercising of a public power and relate to duties, competences or responsibilities having as their object the preservation of the state's general interests or other public carriers (the same is contemplated as per paragraph 4 of the article 39 of the E.C. Convention and article 31 of the ESC). It concerns mainly positions in the Judiciary and the Diplomatic Corps, the Army and Police, constituting 20% of the employment posts provided in the Greek public administration.

A sequence of provisions has been enacted for the remaining public sector enabling the access both for the Greeks and the EC citizens and foreign citizens.

More analytically, by virtue of the law 2431/ 1996 the appointment and engagement of citizens having the citizenship of another member-state of the European Union in the public sector services and carriers has been allowed.

Similar is as well, the case of the legislative decree 3832/ 1958, enabling the appointment of Greeks coming from the Northern Epirus (Albania), Cyprus, Constantinople and Imbros and Tenedos islands (Turkey) in the public sector.

Also, as per a sequence of provisions (law 2085/ 1992, law 2413/ 1996, law 1397/ 1983) foreign citizens' appointment or engagement is allowed in specific positions in public administration in the capacity of teaching personnel, as musicians in Greek classical music orchestras, medical staff in infirmaries or hospitals (under certain prerequisites like the knowledge of Greek).

After all, to be stressed at this point that as per a special provision (article 21, law 2190/ 1994) of a horizontal application relating to the entirety of the Greek public administration (Public sector, Legal Entities, Local government organizations of first and second degree) the access of the foreign citizens in all of the sectors of public administration is allowed without need to acquire the Greek citizenship if it is about personnel engaged by virtue of a private law labour contract of definite term to carry out programs or projects (works) funded or subsidized by international organizations or research programs or technical assistance programs or the fulfillment of obligations-commitments arising from conventions with international organizations including programs for the management of seasonal or other periodical or transitory needs.

In view of the foregoing ensues that the appointment and/ or access of EC or foreign citizens is allowed in a wide range of employment positions of the Greek public administration.

In each case we consider that each and any state contracted with the ESC may establish specific criteria on the basis of which foreign citizens' access shall be allowed or not in personnel positions of the national public administration. The enactment of such criteria or a potential restriction with regard to the foreign citizens' access to the national public administration does not infringe the letter or the spirit of the ESC taking into account that the charter itself permits the imputation of restrictions (e.g. for national security protection reasons). In addition, the limitation of access to personnel or staff posts in public administration is required because a number of such positions due to their nature are connected with vital functions of the state, the exercise of a public power and the protection of national interests, in general.

Paragraph 3 Free Public Employment Services

A. Function of the free employment services

The free employment services are rendered, on the one hand, by the Public Employment Services, that is, the Manpower Employment Organization and, on the other hand, by the Private Employment Services, the Private Job Counsellors Offices and the Temporary Employment Agencies.

Public Employment Services

The services are rendered free of charge to all unemployed persons-job seekers who are at least 17 years old, by the employment services of the Manpower Employment Organization in respect of all specialities and almost all professions.

A recent legislative arrangement (Law 3518/A 272/21.12.2006) provides for the redevelopment of the Public Employment Services into one-stop shops aiming at a more effective servicing and better satisfaction of citizens and this is expected to be completed within 2007. The relevant provision of law stipulates the merging of the Local Services of the Manpower Employment Organization into a single official unit together with the relevant Centres for the Promotion of Employment, and renaming of those Local Services (41 as aforesaid) that have already powers corresponding to the powers of the Centres for the Promotion of Employment and provide employment services. Such official units shall be called “Centres for the Promotion of employment 2” and shall be ipso jure incorporated into the Special Agency of the Centres for the Promotion of Employment, Manpower Employment Organization. Such arrangement settles issues of administrative tardiness and additional operational cost that emerged from the split between the Centres for the Promotion of Employment and the Local Services, of actions of the Organization on dealing with unemployment. By this provision it is certain that, on the one hand, valuable administrative time will be saved in respect of the actions of the Manpower Employment Organization on dealing with unemployment and, on the other hand, important expenses resulting from the parallel operation of similar agencies of the Organization throughout the country will be cut down. Within the context of interconnection and complementarity of passive (through benefits) and active employment policies, the unification of the similar structures of the Organization is deemed necessary. Thus, the mediating role of the Manpower Employment Organization is reinforced by the dynamics of an “one-stop shop”, which shall provide a wide range of services to unemployed persons, including income support, job seeking counselling, recommendation to participate in active employment programmes and, finally, by the unemployed person’s job placement.

The new model of the “Centres for the Promotion of Employment 2” aims at providing speedily and reliably all services of the Manpower Employment Organization that may be sought by the citizens at a local level. The ultimate target is the harmonious co-existence and, further, the connection between the employment active (Centres for the Promotion of Employment) and passive (Local Services) policies. The Manpower Employment Organization adopted this model by incorporating the experiences from its attempts and utilizing the relevant experiences from the reorganization of the European Public Employment Services.

For the best rendering of services to the unemployed persons, the training of job counsellors in issues of counselling in Job Seeking Techniques, Vocational Orientation and Undertaking of Business Initiatives has also been completed. Since 2005 counselling group sessions have been offered to the unemployed persons, who are referred to the corresponding counselling group according to their specific needs.

Private Employment Services

Free employment services are provided to job seekers by the Private Job Counsellors Offices and the Temporary Employment Agencies, the incorporation of which requires the granting of a special operation licence issued by the Ministry of Employment and Social Protection, which supervises them.

Reference to the trend in the number and nature of the **job vacancies** has been made in article 1, paragraph 1, Question C.

B. Management of the public employment services

During the reference period 2005-2006 the Employment Services Network of the Manpower Employment Organization expanded and at the end of the period comprised 119 Public Employment Services (78 Centres for the Promotion of Employment and 41 Local Services). The network of the employment structures of the Organization currently numbers 80 Centres for the Promotion of Employment and 39 renovated infrastructures that provide both employment services and social benefits - insurance services (Public Employment Services). We should mention the exceptional (in addition to the Action Plan that provided for 119 Services) creation of two (2) more Employment Structures (in Paros and Santorini) following the identification of the special local needs.

The final aim is that the network shall include within 2007 121 Public Employment Services (80 Centres for the Promotion of Employment and 41 Local Services) to cover the needs of urban, semi-urban and remote (mountain and island) areas.

During the reference period the Special Agency of the Centres for the Promotion of Employment continues to coordinate and supervise the Network of the Centres for the Promotion of Employment, as in detail described in the previous report.

In connection with the geographical distribution, the primary objective of the Organization is to be able to provide its services on terms of full geographical and population coverage so as to achieve as much as possible a comprehensive satisfaction of the needs of the job seekers and of the social and economic bodies of the local labour market.

The network of the Employment Structures is being developed and expanding with the following criteria:

- coverage of the urban areas;
- supporting the basic semi-urban areas (outside Attiki and Thessaloniki) ; and
- coverage of the remote island areas.

At the same time, the aim is to house the various local Agencies in the same premises or close to each other for a better citizens' service.

The Manpower Employment Organization continues its efforts that started in the previous three years and concern the buildings and technological modernization of its structures. The emphasis during the period 2005-2006 was on the modernization of the network of the Centres for the Promotion of Employment and the parallel renovation of the other central and regional services.

More specifically, during the reference period 2005-2006 the network comprises:

1. Seventy-eight (78) wide range Services aiming at the servicing of the urban centres throughout the country. In particular, they cover the entire Prefectures of Attiki and

Thessaloniki, as well as the capital city of every prefecture in the mainland, including the big islands.

2. Forty-one (41) Services for the support of semi-urban and remote (island and mountain) areas. They satisfy additional needs of the big prefectures mainly, where there is already an employment structure, and they constitute the main structure in many island regions.

The overwhelming majority of the aforementioned structures share the same premises, while the distance between those housed in different buildings does not exceed 500 metres, so that the access and servicing of the unemployed persons is not impeded.

Furthermore, for areas with geographical peculiarities – remote and island areas where there is no agency of the Manpower Employment Organization – a contract in collaboration with the Local Government has been stipulated and already exists for making available to the Manpower Employment Organization of special personnel to serve the unemployed persons, according to the invariable policy of the Organization for the best possible citizens' service and in order to avoid their commuting to the nearby agencies. The Correspondents of the Manpower Employment Organization have undertaken to generally assist the work of the Manpower Employment Organization in collaboration with the nearest agency of the Manpower Employment Organization and they implement services at the Centres for the Promotion of Employment/Local Services and they have to inform the Services and to forward the supported documents of those registered, so that their cases are carried through, as well as to give information on the actions and active policies implemented in the area.

The active employment policies include:

- programmes that promote active forms of employment, whether they are co-financed or not by the EU;
- programmes of initial and continuing education and training;
- programmes for Vulnerable Social Groups.

Upon completion of the interview, the corresponding services are proposed to the unemployed person, which include accompanying measures:

1. information and placement of unemployed persons in a job, whether subsidized (New Job Post) or not;
2. information of unemployed persons on the programmes for Young Self-employed Persons;
3. information of unemployed persons on and their referral to vocational training programmes (at certified Vocational Training Centres) ;
4. information of unemployed persons on educational programmes at Technical Vocational Schools – Vocational Training Institutes;
5. information of unemployed persons on and their referral to job seeking counselling
6. information of unemployed persons on and their referral to entrepreneurial counselling;
7. information of unemployed persons belonging to Special Social Groups on and their referral, in addition to the Centres for the Promotion of Employment, to specialized services with collaborating bodies (Bodies Providing Accompanying Supportive Services) ;

8. information of unemployed persons on and their referral to Stage programmes.

Technological modernization

A strategic choice of the Management since 2006 has been the unification as much as possible of all activities of the Organization in a single Computer System for ensuring technological homogeneity and central management of the applications, restricting the repetition of similar data in various systems and ensuring interface with similar Computer Systems of the Public Sector. The attempts by the Organization to this direction led to the unification of the Computer Systems of the Manpower Employment Organization.

Restructuring of resources

The programmes and the actions of the Manpower Employment Organization are financed by community funds, own funds, the state budget, as well as by employers' and employees' contributions, and are implemented in accordance with resolutions of the Board of Directors of the Organization.

The restructuring of resources made available for the more effective operation of the Centres for the Promotion of Employment is carried out every time new needs appear through a continuous process of upgrading and improving important sectors of the Services as follows:

- creation, relocation and upgrading of building structures (the network is to be completed within 2007) ;
- upgrading of the computer system through the creation and installation of an Integrated Computer System;
- reinforcement of personnel through hiring new employees;
- preparing methodologies for the measurement of the performance of the operation of the Centres for the Promotion of Employment.

The interventions at the above levels are included in the strategy of the Manpower Employment Organization for 2006-2009 for a better and more direct servicing of the job seekers and enterprises at a local, regional and national level.

Placements by Public Employment Services

Total number of registered unemployed persons for years 2005-2006

Registered unemployed persons in 2005

Data as of 31/12/2005

TOTAL NUMBERS FOR THE COUNTRY		
Sex	Number of unemployed persons	Percentages
Men	166,446	36.34%
Women	291,573	63.66%
Total	458,019	100.00%

According to the data recorded in the computer system, 17.3%, that is, 79,270 persons have stated that they do not wish to be placed in a job. Therefore, the job seekers are 378,749 persons.

Number of registered unemployed persons which were individually approached in relation to the total number of registered unemployed persons seeking a job by sex for the country

Data as of 31/12/2005

	Grand total number of individualized approaches	Grand total number of registered persons	Percentage %
Men	88,664	135,592	65.39%
Women	161,824	243,157	66.55%
Total	250,488	378,749	66.14%

Registered unemployed persons in 2006

Data as of 31/12/2006

TOTAL NUMBERS FOR THE COUNTRY		
Sex	Number of unemployed persons	Percentage
Men	159,580	35.51%
Women	289,849	64.49%
Total	449,429	100.00%

Furthermore, according to the data recorded in the computer system, 25.73%, that is, 115,666 persons have stated that they do not wish to be placed in a job. Therefore, the job seekers are 333,763 persons.

Number of registered unemployed persons which were individually approached in relation to the total number of registered unemployed persons seeking a job by sex for the country

Data as of 31/11/2006

	Grand total number of individualized approaches	Grand total number of registered persons	Percentage %
Men	107,480	109,125	98.49%
Women	224,660	224,660	100.00%
Total	332,140	333,785	99.51%

Source: Employment Observatory Research-Informatics S.A. (PAEP S.A.)

PLACEMENTS 2005, 2006 BY ACTION AND
PERIOD OF UNEMPLOYMENT

Data as of 27/03/2007

2005 NEW JOB POSTS			2006 NEW JOB POSTS		
PERIOD OF UNEMPLOYMENT	OF	TOTAL	PERIOD OF UNEMPLOYMENT	OF	TOTAL
<3		4754	<3		4046
3-6		1710	3-6		1305
6-12		2117	6-12		1828
12-24		2690	>12		2471
>24		1091			
2005 NEW SELF-EMPLOYED PERSONS			2006 NEW SELF-EMPLOYED PERSONS		
PERIOD OF UNEMPLOYMENT	OF	TOTAL	PERIOD OF UNEMPLOYMENT	OF	TOTAL
<3		314	<3		1624
3-6		187	3-6		614
6-12		288	6-12		685
12-24		301	>12		1155
>24		104			

2005 TRAINING			2006 TRAINING		
PERIOD OF UNEMPLOYMENT	OF	TOTAL	PERIOD OF UNEMPLOYMENT	OF	TOTAL
<3		7365	<3		6896
3-6		2609	3-6		2624
6-12		4177	6-12		2860
12-24		7498	>12		4762
>24		4541			
2005 STAGE			2006 STAGE		
PERIOD OF UNEMPLOYMENT	OF	TOTAL	PERIOD OF UNEMPLOYMENT	OF	TOTAL
<3		488	<3		1297
3-6		691	3-6		601
6-12		1191	6-12		757
12-24		1625	>12		1138
>24		688			

Source: Employment Observatory Research-Informatics S.A., Computers Directorate

PLACEMENTS 2005

	NEW JOB POSTS	NEW SELF-EMPLOYED PERSONS	TRAINING	STAGE	TOTAL	PERCENTAGE OF PARTICIPATION
<3	4754	314	7365	488	12921	29.1%
3-6	1710	187	2609	691	5197	11.7%
6-12	2117	288	4177	1191	7773	17.5%
12-24	2690	301	7498	1625	12114	27.3%
>24	1091	104	4541	688	6424	14.4%
TOTAL	12362	1194	26190	4683	44429	100%

Source: Employment Observatory Research-Informatics S.A., Computers Directorate

PLACEMENTS 2006

	NEW JOB POSTS	NEW SELF-EMPLOYED PERSONS	TRAINING	STAGE	TOTAL	PERCENTAGE OF PARTICIPATION
<3	4046	1624	6896	1297	13863	40%
3-6	1305	614	2624	601	5144	14.8%
6-12	1828	685	2860	757	6130	17.7%
>12	2471	1155	4762	1138	9526	27.5%
TOTAL	9650	4078	17142	3793	34663	100%

Source: Employment Observatory Research-Informatics S.A., Computers Directorate

PLACEMENTS 2006

Age Group	Action	Number of placements
<=25	Direct Placement in a Job Vacancy	3163
	Subsidized Employment (New Job Posts)	3336
	Subsidized Self-employment (New Self-employed Persons)	648
	Seeking in another manner (Open labour market)	8714
	Self-employment	268
	New Forms of Employment	2
	Subsidized Employment - Special Social Groups (National or Co-financed Programme)	24
	Subsidized Self-employment - Special Social Groups (National or Co-financed Programme)	5
	Vocational Orientation	71
	Job Seeking Methods Counselling	273
	Counselling for Special Categories	17
	Accompanying Supportive Services	66
	Vocational Training	4093
	Work Experience Acquisition (Stage)	1509
	Parallel Supportive Actions	6
Total		22168

Age Group	Action	Number of placements
>25	Direct Placement in a Job Vacancy	14048
	Subsidized Employment (New Job Posts)	6960
	Subsidized Self-employment (New Self-employed Persons)	4251
	Seeking in another manner (Open labour market)	43455
	Self-employment	1852
	New Forms of Employment	0
	Subsidized Employment - Special Social Groups (National or Co-financed Programme)	132
	Subsidized Self-employment - Special Social Groups (National or Co-financed Programme)	74
	Vocational Orientation	81
	Job Seeking Methods Counselling	820
	Counselling for Special Categories	127
	Accompanying Supportive Services	350
	Vocational Training	13212
	Work Experience Acquisition (Stage)	2370
	Parallel Supportive Actions	40
Total		87772
Grand Total		109940

Source: Employment Observatory Research-Informatics S.A., Computers Directorate

Placements by Private Employment Services

Below are the general tables that concern placements in job posts by Private Job Counsellors Offices and Temporary Employment Agencies. The annex includes more specific tables that concern the previous work status, level of education, age and specialities of the persons placed in job posts by the Private Job Counsellors Offices and the Temporary Employment Agencies.

Review data of the Private Job Counsellors Offices for Year 2005	
Number of Enterprises (which submitted information to the competent agency)	65
Total placements in job posts	5387

Review data of the Private Job Counsellors Offices for Year 2006	
Number of Enterprises (which submitted information to the competent agency)	63
Total placements in job posts	5713

Review data of Temporary Employment Agencies for Year 2005	
Gender of temporary employed persons in 2005	
Men	3393
Women	4876
Total number of temporary employed persons	8269

Number of temporary employment contracts concluded in 2005	22636
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Review data of Temporary Employment Agencies for Year 2006	
Gender of temporary employed persons in 2006	
Men	3359
Women	5527
Total number of temporary employed persons	8886

Number of temporary employment contracts concluded in 2006	20614
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Question B Coordination of public and private employment services

Review data of the Private Job Counsellors Offices:

At the end of 2005 sixty-four (64) Private Job Counsellors Offices in total had obtained a licence and operated, while at the end of 2006 seventy-four (74) Private Job Counsellors Offices in total had obtained a licence and operated respectively. From the data available at the Employment Directorate of the Ministry of Employment and Social Protection it appears that the total number of job posts, for the filling of which the Private Job Counsellors Offices intervened, was 5,387 for 2005 and 5,713 for 2006. The detailed data concerning the activities of the Private Job Counsellors Offices are presented in the Annex (Table I for 2005 and Table II for 2006). We point out that such data resulted from the processing of the activities reports submitted to the Employment Directorate for 2005 by all sixty-five (65) Private Job Counsellors Offices (since the licence granted to one (1) of them was revoked at the end of the year) and for 2006 by sixty-three (63) out of the seventy-four (74) licensed Private Job Counsellors Offices.

The total number of placements shows the number of job posts occupied by each person through the mediation of the Private Job Counsellors Office. It refers to a correspondence between the person and the job post occupied.

The category of the previous job status presents the data concerning the number of persons placed through the Private Job Counsellors Offices, who were either unemployed prior to such placement or already worked.

We should mention that the category of secondary/post-secondary education includes, in addition to the junior-senior high schools, the colleges, the technical schools, the apprenticeship schools of the Manpower Employment Organization and the Vocational Training Institutes.

Review data of the Temporary Employment Agencies:

According to the data available at the Employment Directorate of the Ministry of Employment and Social Protection, the total number of temporarily employed persons at the Temporary Employment Agencies was 8,269 in 2005, of which 3,393 were women and 4,876 were men. In 2006 the number of temporarily employed persons was 8,886, of which 3,359 were men and 5,527 were women. Both in 2005 and 2006 eight (8) Temporary Employment Agencies operated in Greece after having obtained a special operation licence.

The data by year that concern temporary employment through Temporary Employment Agencies in Greece for 2005 and 2006 appear in the Annex (Table III regarding 2005 and Table IV regarding 2006), which presents in detail the data regarding the number of temporary employed persons, their gender, their age, the number of contracts entered into, the specialities in which the temporary employed persons were placed in the user companies, their level of education, as well as the time of previous unemployment of the temporary employed persons.

It must be mentioned that the number of temporary employed persons is different from the number of the temporary employment contracts entered into, because more than one contract may correspond to one temporary employed person, that is, the temporary employed person may be made available to an indirect employer by the Temporary Employment Agency for more than one time. Moreover, as regards the time of previous unemployment, it is calculated as the status in which the person was, before applying for the first time to a Temporary Employment Agency, that is, it shows whether someone was already employed when applying for the first time to a Temporary Employment Agency and became a salaried employee thereof – temporary employed (and in this case an O appears in the corresponding cell of each Table) or whether one was unemployed during the period before one was hired by the Temporary Employment Agency. In the second case and where there were available data, the relevant period during which the temporary employed person was unemployed appears as well (by the corresponding numbers that concern months). As regards the level of education, the category of secondary/post-secondary education includes, in addition to the junior-senior high schools, the colleges, the technical schools, the apprenticeship schools of the Manpower Employment Organization and the Vocational Training Institutes.

Question D Participation of the representatives of employers and workers

The role of the Social Partners in the development of the policy on employment services is shaped on the basis of their participation in the Board of Directors of the Manpower Employment Organization, as well as in the Management Committee of the Account for Employment and Vocational Training (LAEK), which constitutes a branch of the Manpower Employment Organization:

The *Board of Directors* as an administrative body of the Organization is based on the principle of tripartite representation (Management – representatives of the Government – representatives of employers and employees) and is responsible for the determination of the enforcement means of the government policy from time to time, decides on issues falling within the competence of the Manpower Employment Organization and approves the resolutions of the Management Committee of the Account for Employment and Vocational Training. The representation of employers and employees in the Board of Directors of the Organization creates more favourable terms of dialogue between the State and the Social Partners. More specifically, four (4) representatives of the employees (General Confederation of Greek Workers) and five (5) representatives of the employers (Federation of Greek Industries, National Confederation of Greek

Commerce, General Confederation of Professionals, Craftsmen and Merchants of Greece) participate in the Board of Directors of the Organization.

The *Account for Employment and Vocational Training* concerns the implementation of vocational training programmes for workers in specialities that cover the needs of the enterprises and increase their productivity. For this reason, the Management Committee of the Account for Employment and Vocational Training draws up an annual programme for the use and management of the Account on the basis of which, enterprises, cooperatives, etc. train the personnel employed by them through utilizing such contribution. In addition, in special cases, the Management Committee of the Account for Employment and Vocational Training finances workers' training programmes in enterprises which, due to the rapid increase of competition, run the risk of closing down and reducing their personnel. The aim of such special financing is the training-specialization of workers for the improvement of their vocational qualifications and skills, so that the enterprise becomes viable, more competitive and the workers are not threatened with losing their job. The role of the Social Partners in the Management Committee of the Account for Employment and Vocational Training consists in the joint shaping of interventions for the intensive and quality utilization of resources of the Account. The management of the resources of the Account for Employment and Vocational Training is made by the Management Committee which consists of nine (9) members: the Governor of the Manpower Employment Organization as a State representative who presides, four (4) representatives of the employers (Federation of Greek Industries, National Confederation of Greek Commerce, General Confederation of Professionals, Craftsmen and Merchants of Greece) and four (4) representatives of the employees (General Confederation of Greek Workers). The resolutions are passed by majority of six (6) members.

Moreover, Law 3144/2003 'Social dialogue for the promotion of employment and social protection, and other provisions' (Official Gazette 111 A/8-5-2003) stipulates the formation of the National Employment Committee, whose aim is to promote social dialogue for the shaping of policies on the increase of employment and dealing with unemployment, as well as opinion giving on the shaping, monitoring and evaluation of the National Action Plan on Employment and in general policies on labour and labour law issues. Among the members of the Committee are three (3) representatives of the General Confederation of Greek Workers, one (1) representative of the Federation of Greek Industries, one (1) representative of the General Confederation of Professionals, Craftsmen and Merchants of Greece, one (1) representative of the National Confederation of Greek Commerce, one (1) representative of the Panhellenic Confederation of Unions of Agricultural Cooperatives and one (1) representative of the National Confederation of Disabled People.

Question E Guarantees for ensuring the availability of services to all citizens

See Questions A and B hereof which deal with the redevelopment of the Public Employment Services into one-stop shops aiming at a more effective servicing and better satisfaction of citizens. In respect of the other issues, there has been no change during the reference period.

Article 9 The Right to Vocational Guidance

Question A Services, organisation, operation

The Counselling and Vocational Guidance services (CVG), in combination with the qualitative education and vocational information, are a nodal element of the policies for the development of human resources. The upgrading of operation, the full utilisation and the quality assurance of the existing structures and rendered CVG services, are a prerequisite for the enhancement of effectiveness of the policies of education and employment.

Over the last two years, the efforts to expand and broaden the CVG structures network in education, training and employment have been intensified, so that all citizens concerned should have access to the relevant services at all stages of their life. The system of the counseling and vocational guidance services has been formed as follows:

A. In the field of secondary education, the CVG services are provided to 81 Counselling and Guidance Centres (CGC) that offer Counselling and Guidance services on the level of the law, to 570 School Vocational Guidance Offices (SVGO) that operate in school units of secondary general education throughout the country and to 200 Liaison Offices (LO) operating in school units of secondary technical vocational education and offering Guidance services.

The agencies responsible for the operation of such structures are the Counselling Vocational Guidance and Educational Activities Directorate (CVGEAD) of the Ministry of Education, the Technical Vocational Education Directorate of the Ministry of Education and the School Vocational Guidance Sector of the College of Education.

B. In the field of tertiary (academic) education, the career management services rendered to the students are provided at the Liaison Offices operating in the Universities and the Higher Technological Institutes.

C. In the field of initial vocational training and at the Public Vocational Training Institutes of the Vocational Education and Training Organisation, 114 Vocational Development and Career Offices (VDCO) have been established throughout the country offering relevant services to the trainees.

D. In the field of employment, CVG services are provided to 80 Employment Promotion Centres of the Greek Manpower Employment Organisation (GMEO, in Greek: OAED) operating throughout the country. In addition, relevant services are also offered by the Model Vocational Guidance Centre of the GMEO and in the framework of the Active Vocational Guidance programme implemented by the GMEO.

At the same time, the related services rendered by agencies of Continued Vocational Training, Accompanying Supportive Services Agencies (ASS), local government bodies and social partners and various private agencies.

The National Vocational Guidance Centre (NVGC) is the staff body that promotes the coordination of activities and the strengthening of the association among the agencies and organizations engaged in the activities and initiatives of Counselling and Vocational Guidance in the public and private sector. In relation to the institutional context and the project of the NVGC, you are kindly requested to consult our previous report.

We also advise you of the following:

Recently, the new strategic development project of the Centre has been designed for the years 2007-2010 in the context of the directions of the EE to form common principles,

aims and practices for the CVG institution in Europe and according to its statutory role on a national and European level. Its project moves towards actions compatible with the development of policies and actions on a national level, with the purpose of achieving the financial and social aims set at the revised Strategy in Lisbon for the European Union, such as they have been stated in the developmental policy of the new National Strategic Reference Framework 2007-2013 (NSRF).

Through the designed actions, the NVGC sets the development of conditions and bases as a priority for:

1. Systemisation and quality upgrading of the institution of CVG in Greece based on the principles of lifelong learning, and lifelong guidance.
2. Facilitation of access of the citizens to quality vocational development services with the view of supporting the development of human resource, dealing with the social exclusion and strengthening the social cohesion.
3. Support of the linking of education and training with the job market through the upgrading of the CVG services.
4. Provision of qualitative information about issues of Counselling and Vocational Guidance, Education, Training, Employment, Career Development, Entrepreneurship, Lifelong Learning and Mobility, mainly by developing new technologies.
5. Development of the human resources staffing the CVG structures and the scientific support of their work.

Measures to improve the vocational guidance services

The NVGC has developed actions to promote the improvement of the quality of the vocational guidance services mainly by supporting the CVG operations in their work, as follows:

Organising Central and regional training meetings, conferences and seminars for the CVG officers of education, training and employment (2 international and 2 (Greek) nationwide conferences for the CVG institution, 14 training meetings for the CVG officers of the country, 2 training seminars for the total 360 CVG officers of education and employment).

Working out a Study for the Certification of the CVG officers and agencies and Designing the System.

Working out scientific and information material and tools.

Working out electronic information tools and networking.

Finally, the NVGC has recently undertaken to finance the Education & Initial Vocational Training Operational Programme II (EIVTOP II) a project for the upgrading of the Counselling and Guidance Centre (CGC) of the Ministry of National Education and Religious Affairs (MNERA), being the competent national body that provides scientific and technical support to the Ministries of Education and Labour to organise the CVG institution and to coordinate the action of the competent CVG bodies, with the purpose of improving the services already rendered. The basic aim of this project is to upgrade the CGC of the MNERA, so as to support the decentralised CGCs, SVGOs and LOs. To achieve the above aims, actions aiming to the CGC of the MNERA shall be implemented:

1. to connect over a network the relevant foreign public/state educational vocational and social bodies,

2. to create a website, with a material which is in the interest of the Vocational Guidance officers of education in Greece,
3. to develop actions that shall contribute to the increase of awareness of the society and in particular of the persons directly concerned (students and parents) in relation to the SVG institution,
4. to work out a scientific and information material that shall contribute to the quality upgrading of the services and to the better coordination of the CGCs', SVGOs' and LOs actions, with special references to population groups such as the Handicapped and the charismatic persons.

In particular, it shall implement a "Study of occupations and skills equivalence per Category of Handicapped", with the view of supporting the work of the CVG officers in the provision of improved counselling and vocational guidance services to the Handicapped.

Vocational Guidance by the Public Employment Services (GMEO)

Reference has been made in our previous report. We also advise you of the following:

During the period 2005-2006, in order to ensure a close relationship between the Vocational Guidance and the Vocational Training and Employment, the following measures were taken:

introduction and implementation of Vocational Guidance at the Employment Promotion Centres (EPC), b) operation of Vocational Guidance groups within the EPCs using technical methods and tools of counselling and Vocational Guidance to the unemployed and c) information about training and occupational opportunities within the context of operation of such groups.

Since 2005, the vocational guidance groups have been implemented so much in the Employment Promotion Centres (EPC) as in the Model Vocational Guidance Centre (MVGC) of GMEO, which is involved in issues of Vocational Guidance and Information to young people of 15-18 years old, to the unemployed, and in general to any person interested in occupational choice and career. In the case of the EPCs where there are no Vocational Guidance groups, the unemployed are referred to the Model Vocational Guidance Centre.

As it has been previously mentioned, the Vocational Guidance has already been implemented at a certain number of EPCs with the view to developing at all the EPC units. To this end, the GMEO has trained 60 occupational counsellors, Academic Education graduates, in Vocational

Guidance counselling, with a total duration of 240 hours between the period 18/04/2005 and 27/10/2006, so that they would implement the specific counselling at the EPCs. Additionally, a training Seminar in Active Vocational Guidance followed and good practices have been exchanged for the implementation of counselling to the EPCs, with a duration of 40 hours, of the 60 trained Occupational counsellors, between the period 15/05/2006 and 09/06/2006.

Within the year 2007, in the first period between 18/06/2007 and 29/06/2007 and in the second period between 25/06/2007 and 06/07/2007, 20 new officers were trained in the Active Vocational guidance, attending a 72 hours course.

The above seminars have been schedules and organised by the Vocational Guidance Directorate of the GMEO. Additionally, in association with the Education Laboratory of

the department of Philosophy, Children's Education and Psychology (PCES) of the Athens University, the GMEO trained 15 occupational counsellors from EPCs of Attica in the Vocational Guidance, in 14 sessions with a total duration of 42 hours, between 17/10/2005 and 30/01/2006, with the purpose of increasing awareness to the counsellors in issues of Vocational Guidance. A Seminar of Applied Vocational Guidance in association with the University of Piraeus was attended by 42 new officers-occupational counsellors between 18/12/2006 and 26/02/2007. We also mention the seminar in Thessaloniki entitled "Model of lifelong Vocational Guidance", held by the National Vocational Guidance Centre (NVGC) in the context of their participation in the EUROGUIDANCE programme and held in two parts on June 4-7 and attended by 27 occupational counsellors from the EPCs of Thessaloniki.

Finally, during the period of the GMEO report, in the context of the effort to improve the Vocational Guidance services, 1) it worked out a Methodology and Counselling and Vocational Guidance Application Guide, 2) it provided the vocational guidance material and it adapted it to the working out of vocational guidance tools. Finally, the Active Vocational Guidance Programmes to young people of 15-18 years old are implemented to more Technical Vocational Education (TVE) of GMEO compared to previous years.

Question B Measures for the vocational & social promotion

The National System Linking the Vocational Education and Training with the Employment (NSLVETE), established by the Law 3191/2003 was activated in July 2006 at the start of the proceedings of the Staff Committee. The Committee is an organ for the preparation and formation of recommendations so that the National System Linking the Vocational Education and Training with the Employment makes decisions, and the monitoring of the implementation of such decisions.

The National System Linking the Vocational Education and Training with the Employment (NSLVETE) is the integrated total of compatible functions and media through which the national policy is designed and implemented to link the vocational education and vocational training and to link them with the employment so as: a. to satisfy the personal and social needs of the persons with knowledge and skills and b. to cover the needs of the job market for executives in the required specialities and specialisation, with the proper qualifications for the purpose (knowledge, skills and aptitudes).

In the context of the NSLVETE, the following systems operate and interlink:

- a. The Research System of the Needs of the Job Market (S1).
- b. The Technical Vocational Education Systems (S2).
- c. The Initial Vocational Training System (S3).
- d. The Continued Vocational Training System (S4).
- e. The Vocational Training Certification System (S5).
- f. The Counselling, Vocational Guidance System and Linking with the Job Market (S6).

In the context of the NSLVETE, the NVGC is the staff agency for the designing and monitoring of the operation of the CVG System and the Linking with the Job Market (S6). The NVGC in association with the competent agencies of the Ministers of Employment and Education is authorised to coordinate the actions and activities for the implementation of the strategic aims of System 6, which are:

Designing and developing the CGV National System,

Designing and implementing the National Updating and Information Network about the Vocational Education and Training,

Developing and implementing the CVG methodologies and linking with the job market.

Designing and implementing the evaluation-certification-monitoring System of CGV agencies and officers,

Definition of regulations and linking procedures of private and public CVG services with the EPCs,

Supporting the structures of the NSLVETE Systems: S2-S3-S4 to develop the Vocational Guidance and establish the rules and linking procedures with the job market.

Information of the NSLVETE Systems S2-S3-S4 to draw conclusions in relation to the employability of the vocational education and vocational training graduates.

The NSLVETE sets off the strategic role of the Vocational Guidance Counselling System. The research system of the job market needs shall provide the NVGC with data and information on a continuous basis, whilst the system of Vocational Education of the Initial and Continued Training shall provide the NVGC with data as regards the quantitative and qualitative characteristics of their graduates.

With the purpose of linking the Counselling and Vocational Guidance services provision agencies on a national level, the NVGC concludes soon with the financing of EIVTOP II, the creation of a network and electronic communication platform between the agencies and the Counselling and Vocational Guidance Officers, in secondary and academic education, vocational training and employment fields. In particular, the Counselling and Guidance Centres (**CGC**), the Counselling and Guidance Offices (**SVGO**), the Career Service Offices with the Job Market and Vocational Guidance (**SVGO**), the **Liaison Offices of the Higher Education Institutes (AEI) and the Technological Education Institutes (TEI)** and Counsellors of other education, training and employment agencies shall participate in the network, with the purpose to informing and exchanging opinions on issues that concern them. In relation to the determination of the specifications of the related electronic platform, the NVGC has contacted CVG agencies and executives of education, training and employment, to record their opinion and to prepare the entire network.

The electronic platform shall provide the opportunity to send and accept announcements/news/material, to organise forum discussions and to exchange opinions etc. Since the NVGC is the national representative at the European Network of Information Centres about the Vocational Guidance (Euroguidance), the linking and communication of all the Greek agencies [College of Education (CE), CGC-SVGO-LO of the Ministry of National Education and Religious Affairs, Greek Manpower Employment Organisation (GMEO), Liaison Offices of the AEI and TEI, Organisation of Vocational Education and Training (OVET) etc] with the foreign agencies shall be effected through it.

To ensure a close relationship between the vocational guidance and the vocational training on one part, and the employment on the other part, the GMEO promoted the implementation of counselling of the Job Search Specialists at the Employment Promotion Centres. To this end, 17 occupational counsellors at the Job Search Counselling were brought up to date on 14-15-02/2006, for the pilot application of counselling at the EPCs.

In addition, the GMEO, considering the need of the unemployed to establish viable businesses, proceeded to the education and training of 40 occupational counsellors, in

two groups of 20 persons in a 150 hours course (in 2006 & 2007) with the purpose of applying and implementing Business Initiatives Counseling groups at the Employment Promotion Centres.

Question C Information Media

Please refer to our previous report. In addition, we advise you of the following:

-Electronic information

The “Ichnilatis” (“Scout”) Database of the NVGC was officially launched in December 2005 and one can have access to it by visiting the NVGC’s website or the electronic mail address www.ichnilatis.ekep.gr. The database provides information in relation to issues of Education, Training, Employment, Counselling and Lifelong Learning, Vocational Guidance agencies and services and their activities. The “Ichnilatis” Information System may be developed by the vocational guidance counsellors, the pupils, the students, the parents and the educators, by addressing questions related mainly to the education procedure and the prospects of occupations at the job market, by the unemployed or the employed as regards various issues of the job market. Its characteristic advantage is that the user enters a question using the natural tongue, searching the information that interests him/her. In addition, there is the possibility of a guided search but also of a free search of information.

As it has been mentioned in our previous report, the NVGC participated in the establishment of the network tool for the support of mobility “Fit for Europe Enlargement” (www.fit-for-europe.info), in association with organisations and agencies from 16 European countries. It furnishes information to 31 European countries as regards issues of Education, Training and Employment. The NVGC, by participating in this programme, undertook to enter in the network tool the data for Greece and Cyprus. All the information is available in 9 languages: *English, French, Italian, Polish, Rumanian, Spanish, Czech, Hungarian and German*. The network tool users have access to the information (in every country) regarding the Educational Systems, the Vocational Education and Training, the Qualifications Recognition and the Employment in Europe, as well as the Educational and Vocational Programmes of Europe. Language exercises (in 15 languages) help the user to develop his/her language skills, since it is a fundamental prerequisite for the successful process at the European job market. At the same time, the tool provides links with national and European databases, with PLOTEUS and EURES and with the Euroguidance Network.

As it has been mentioned in our previous report, the NVGC is responsible for the entering in the European Web Information Portal on Learning Opportunities “PLOTEUS”, <http://europa.eu.int/ploteus> (Portal on Learning Opportunities Throughout the European Space), of information about the learning and training opportunities in our country. The information at the Ploteus electronic portal is classified in five categories: a.Learning opportunities, b.Education systems, c.Exchanges and other subsidies, d.Contact (communication) points, e.Settling in another country.

In the current period, the National Education Opportunities Database-**PLOTEUS II** is designed by the NVGC with the financing of EIVTOP II. It is the developed PLOTEUS Portal that was the first stage of a broader plan of the European Commission that shall be implemented in association with the national authorities. Through **PLOTEUS II**, in the near future, the linking is provided on a European level of the national bases and local bases for learning opportunities, on the basis of a common protocol that shall

allow their compatibility, in order to furnish to the European citizens a more effective and direct access to information through a uniform tool.

A uniform space shall be created (and especially a new mode shall be established) that shall record the education opportunities provided in Greece. The content provided to be included in the greek databasis of education opportunities may be classified in four priority zones, depending on a) the availability of data from various sources of information and consequently the access facility to the them and b) their significance in terms of the interest shown by the potential users of the national database. These zones are:

1st zone: Higher education (undergraduate and postgraduate studies).

2nd zone: Post-secondary (not academic) education/training and preparatory classes.

3rd zone: Secondary education.

4th zone: Primary education

-Printed information:

During 2005-2006, the preparation or/and publication of the following manuals was completed:

“Career Scope” Vocational Guidance Manual. The Career Scope was translated and adjusted to Greek from the original form *“Career Scope”* of the distinguished Canadian scientists N.Amundson, G.Poehnell, M.Pattern. It was the basic educational material of the seminar in *“The model of the lifelong Counselling and Vocational Guidance”* held by the NVGC in May 2006 in Athens, with N.Amundson and his partner G. Poehnell being the spokesmen.

Guide for studying and working in Greece, in English, with information about Greece, stay in the country, opportunities of studies, etc.

The *Minutes* of the Panhellenic Conference held by the NVGC, in association with the Greek Counselling and Guidance Society (GCGS) entitled: *“The contribution of the counselling-guidance institution to the economic growth of the country”*.

Euroguidance brochures, Fit for Europe Enlargement and Ploteus.

Electronic Edition of the Minutes of the International Meeting held by the NVGC in Athens on December 9th

and 10th 2004, entitled: *“Lifelong Vocational Guidance: Progress and Perspectives”*, available on the website of the NVGC.

The NVGC’s brochures are distributed to the Counselling & Vocational Guidance agencies and officers of the education/training and employment.

At the end of 2006, the NVGC completed the drafting of two Counselling and Vocational Guidance Guides: one for the education and one for the employment (Financing: EIVTOP II). The main scientific philosophy governing the guides is based on the effort to encourage the linking of the CVG agencies and officers in all the areas of application of the institution. The issues of the Guides cover the basic, theoretical and practical matters of the CVG institution. The two guides shall comprise of a basic and useful tool for the Vocational Guidance Counsellors of the education agencies (CGC, SVGO, LO, Career Service Offices of the AEI-TEI), of the training agencies (Graduates & Students Employment Office (GSEO of VTI) and the employment agencies

(GMEO), with the purpose of informing them about the contemporary directions and practices in Counselling and Vocational Guidance.

The working out of 31 Occupational Monographs (financed by: EIVTOP II) has been completed for occupations that in the current period are popular at the job market, mainly in the fields of information-communication, social services, banking and financial operations, etc. The monographs shall be distributed through the CGCs, the SVGOs, the LOs and the EPCs to students, parents and the unemployed. The working out of monographs covers the needs in relation to the description of occupations and opportunities of education or training in the specific occupations. The monographs shall be soon one of the important tools, contributing to the work of the Counsellors and to the information of the persons concerned in forming an integrated idea of the occupations and the job market. At the same time, the monographs may be developed in the procedure of the decision of a person on selecting educational and vocational directions.

The working out of both programmes was financed by the EIVTOP II programme of the Third (C') Community Support Framework and their printing and publication is expected within the year 2007.

Information in respect to the Social Rights European Commission's conclusions - International Comparative Study of the NVGC for the vocational guidance and counselling systems

The Counselling and Vocational Guidance is considered a significant institution that promotes the basic European policies in employment, the lifelong learning and the transition to the society of knowledge, the mobility of the European citizens, the equal opportunities and the social cohesion.

The access of the European citizens, throughout their active live, to high quality services of Counselling and Vocational Guidance is a must. For this reason, ensuring and managing the quality in Counselling and Vocational Guidance was a question of priority for the Group of Specialists in the Lifelong Vocational Guidance of the European Commission. In particular, in the field of Counselling and Vocational Guidance (CVG), there is a Decision of the Ministers of Education of the European Union (May 2004) which, among others, binds the member states to establish systems of lifelong Counselling and Vocational Guidance (CVG) and ensures their quality. The application of the above Decision monitors the **European Lifelong Guidance Policy Network**, recently created (March 2007) by the European Commission.

There are countries that have already developed and apply the system of quality assurance and management properly as regards the Counselling and Vocational Guidance services. Others on the other hand, are at the stage of studying and developing similar systems.

The National Vocational Guidance Centre reckons that it cannot refrain from the European effort for continuous improvement of the Counselling and Vocational Guidance services. As an agency responsible for the design and application of the national policy with regard to the Vocational Guidance, it has, a staff able to evaluate on one hand the public and private services of Vocational Guidance and on the other, to suggest to those structures a standard quality management and assurance system, so as to improve the services provided. So, the NVGC implemented a study entitled "International quality assurance and management systems of Counselling and Vocational Guidance services", financed by EIVTOP II.

The ulterior purpose of the study is to create the proper infrastructure and know-how for the implementation of a quality assurance system in the field of Counselling and Vocational Guidance, a field characterized by a great dissimilarity as to the way the CVG services are provided, the lack of a statutory framework for its operation and finally, the lack of occupational safeguard of its Officers.

In particular, it aims to review the international and national quality management systems in general, but especially in the field of CVG and to suggest a quality assurance system applicable and appropriate for the CVG Services of our country. At the same time, through two training programmes held and with the propagation of the present study, we seek to increase awareness of the CVG agencies and officers, which is a prerequisite in order to accept and to successfully implement a quality system.

The study consists of four independent parts. The first refers briefly to the main international quality systems ISO 9000 and the European Standard of Business Excellence. The second describes the main international quality management systems in the field of the CVG: the related study effected by CEDEFOP, the Canadian Standard *Blueprint* for life/work designs, the British Standard *Matrix Standard* and finally the British Standard Investors in Careers. The third part presents the quality management systems developed in Greece. Then, the main CVG agencies of our country are mentioned and are covered by the proposed quality system. The Fourth part analyses the proposed quality management system, its mechanisms, and the requirements of its application.

Following the completion of the study, a training programme was attended by the staff members engaged scientifically in the object of Counselling and Vocational Guidance at the NVGC, and representatives of the College of Education, the Counselling, Vocational Guidance and Educational Activities Directorate (CVGEAD) of the Ministry of National Education and Religious Affairs and the GMEO (EPC and Vocational Guidance Directorate).

In addition, the Vocational Guidance Counsellors that staff the competent services or/and agencies of the M.N.E. & R.E. and the Ministry of Labour and Social Protection, shall be benefited directly from the study and indirectly from the education.

Secondarily, the teachers that apply the institution of Counselling and Vocational Guidance at the Third (C') Class of High School and at the First (A') Class of Senior High School and the students of High School-Senior High School who visit the basic structures of Counselling and Vocational Guidance services of the M.N.E. & R.A. and their parents shall be benefited from the project. Respectively, the unemployed helped by the Counselling and Vocational Guidance services of the Ministry of Labour and Social Protection through the GMEO, shall be benefited.

Information by the Public Employment Services

The information about the selection of an employment is provided to all the persons coming to the Employment Promotion Centres through the occupational counsellors. To provide adequate information to all the persons, brochures have been printed and are distributed, announcements are entered and articles are released on the press. The website of the GMEO refers to the vocational guidance services, whilst training meetings on counselling and vocational guidance issues addressed to the occupational counsellors are frequently held in association with specialised agencies.

At the same time, special Scientific and Information Manuals with special issues as supporting tools are sent by the EPC Special Service to all the GMEOs, with the

purpose to covering the needs of the Counselling and Vocational Guidance officers and all the occupational counsellors as regards the information and scientific material.

Question D Expenses, staff, benefited, geographical allocation

NVGC

Total annual expenses of NVGC including Leonardo-EIVTOP

2005: 936,390.56€

2006: 1,112,718.42€

Expenses of NVGC for the implementation of CVG actions, financed by EIVTOP

2005: 194,833.21€

2006: 77,945.54€

Expenses of NVGC for the implementation of CVG actions as a Euroguidance Centre of Greece, financed by Leonardo da Vinci

Reference period	Leonardo da Vinci	National Participation 50%
1/7/2005 to 31/12/2005	57,676.77€	28,838.38€
1/7/2006 to 31/12/2006	156,312.89€	78,156.44€

The estimated positions of scientific, administrative, assistant and other staff of NVGC are designated by the Presidential Decree that established it (P.D. 232/1998), as amended by the P.D. 44/2004, to be 67 in total.

The NVGC employs currently 22 executives of various specialities, whilst 45 additional organic positions of staff are expected to be filled.

A detailed table of the permanent staff follows next:

PERMANENT STAFFING OF AN AGENCY		
SPECIALITY	VOLUME	
	EXISTING CONDITION	ESTIMATED CONDITION
General Director		1
Vocational Guidance Counsellors (Holding an Academic Qualification (A.Q.))	5	15
Sociologists (A.Q.)	3	7
Psychologists (A.Q.)	1	5
Economists (A.Q.)	1	3
Legal Counsel (A.Q.)		1
Lawyers on retainer mandate (A.Q.)	1	1
Administrative-Economic (A.Q.)	3	3
Informatics (A.Q.)	1	2

Administrative and/or Economic staff in the Human Resources Management and Administration (A.Q.)		2
Evaluation of systems and services (A.Q.)		3
Social Worker (Holding a Technological Institute Qualification (T.Q.)		4
Library scientist (T.Q.)	1	2
Accountant (T.Q.)	1	1
Administration (Holding a Secondary Education Qualification (S.E.Q.)	2	9
Administration-Accounts Department (S.E.Q.)	1	2
Driver (S.E.Q.)	1	1
Caretakers (holding a Compulsory Education Qualification (C.E.Q.)		2
Cleaning Staff (C.E.Q.)		2
Guard (C.E.Q.)		1
Technician-maintainer with general duties (C.E.Q.)		1
TOTAL	21 (2 seconded)	67+1

Public Employment Services (GMEO)

For the period between **1/1/06 and 31/12/06**, the Vocational Guidance counselling has been implemented **in 21 EPCs**.

The implementation is effected by trained occupational counsellors in issues of Counselling and Vocational Guidance. In total, in the year 2006, 23 counsellors have been employed at the EPCs for the implementation of the groups, 39 groups were implemented and 287 persons were benefited. The division of the benefited person per sex, age and educational level is reflected on the following table.

Division of Benefited Persons from the Vocational Guidance in the year 2006							
	AGE			EDUCATIONAL LEVEL			
	18-30	31-40	41-50	HIGH SC.	SEC. ED.	POST SEC.ED.	AC.ED/ TECH.ED.
MALES	41	5	1	3	32	3	9
FEMALES	198	38	4	7	143	27	63
Total	239	43	5	10	175	30	72

As regards the services that do not have specially trained counsellors in issues of Counselling and Vocational Guidance/Re-Guidance, the following are provided:

- The unemployed of the Attica Province refer to the Model Vocational Guidance Centre (MVGC). The MVGC is staffed by two occupational counsellors and for the period between 1/1/07 and 31/8/07 they have implemented 4 groups of Vocational Guidance from which 29 persons were benefited.
- In the other region, the unemployed refer to neighbouring EPCs in order to be placed among an already scheduled group.

For the period between 1/1/2006 and 31/12/2006, the counselling of the Job Search Specialists has been implemented in 19 EPCs in total, by occupational counsellors trained in issues of Job Search Specialists. In total, 24 Counsellors have been employed at the EPCs for the implementation of the groups, 59 groups have been implemented and 463 persons have been benefited. The counselling service of the Job Search Specialists continues up to date and for the period between 1/1/07 and 31/8/07 it has been applied in 21 EPCs. 21 trained counsellors have been employed at the EPCs for the implementation of the groups, 26 groups were implemented and 212 persons were benefited.

For the period between 1/11/06 and 31/12/06 the Business Initiative Counselling was implemented at 8 EPCs in total. 14 trained occupational counsellors were employed for the implementation of the groups, 8 groups were implemented and 54 persons were benefited. Respectively, for the period between 1/1/07 and 31/8/07, the Business Initiative Counselling implemented at 11 EPCs, 11 groups were implemented coordinated by 17 counsellors respectively and 70 unemployed persons were benefited.

In the year 2005 and 2006, the data on the Vocational Guidance actions –including the total costs- implemented by the GMEO are as follows:

Year 2005

A) Active Vocational Guidance for young people of 15-18 years old

Implemented at 49 TVE of the GMEO throughout Greece.

Period: June-July 2005

Duration: 9 working days

Benefited: 431 students

Cost: 93,649.98 € save overheads of the TVE

B) Training of 20 occupational counsellors in Counselling and Vocational Guidance

Duration: 240 hours

Period: 18/4/05 to 4/11/05

Cost: 49,977.65 €

Directly benefited: 20 trainers

Year 2006

1) Active Vocational Guidance for young people of 15-18 years old

Implemented: at 50 TVE of the GMEO throughout Greece

Period: June-July 2006

Duration: fifteen working days

Benefited: 1131 students

Cost: 133,967.86 €

2) Two trainings of 40 persons in Counselling and Vocational Guidance (2 groups of 20 persons)

Duration: 240 hours X 2 groups, total: 480 hours

Period: 7/11/05 to 24/2/06 and 27/3/06 to 27/10/06

Cost: 51,298.37 and 47,477.42, for 2 years: 98,775.79 €

Directly benefited: 40 trainees

Both actions are financed by the European Union. The active Vocational Guidance is financed by EIVTOP II by 75%. The training of the counsellors is financed by the Operational Programme "Employment-Vocational training" by 80%.

The total cost for the years 2005-2006 amounts to € 376,371.28.

For the Vocational Guidance services rendered by the Model V.G. Centre of Athens for the years 2005-2006, it provides the following statistical data:

-Vocational Counselling Services to 112 persons

-Educational and occupational information to 2.188 persons

-References of 186 unemployed persons from EPCs that do not have the requirements of implementation of group counselling and guidance programmes.

-Speeches at 5 schools (415 students)

Information in respect to the European Committee of Social Rights conclusions - Number of persons benefited from the vocational guidance services of the NVGC

Directly benefited by the NVGC project are:

a. the Vocational Guidance Counsellors working on all the education, training, employment levels of the public and private sector, who are more than 2,500 in Greece and who are the target group of the NVGC actions.

b. The public and private agencies engaged in the NVGC's purpose in the areas of education, training and employment (see answer to Question B).

The actions range of the NVGC is all over Greece and is also linked with the structures of vocational guidance of the E.U.

Based on the NVGC data, be advised of the following:

The following apply for the education field:

Structures and Agencies, Benefited from the Counselling and Vocational Guidance Services	Number	651
Instructors (Men-Women) and other Professionals, Benefited from the	Number of persons	1.000

Counselling and Vocational Guidance Services		
Students (Men-Women) of Secondary General and Technical Education, helped by the CGC, SVGO, LO	Number of persons	692.000

In the field of initial training, at the Vocational Development and Career Offices of the Public Vocational Training Institutions (VTI) of the Education and Vocational Training Organisation (EVTO) 116 officers are employed, whilst according to the EVTO data, the number of the trainees in the Public VTIs amounts to 20,000 approximately.

In the field of employment, at the 80 EPCs of the GMEO approximately 900 Occupational Counsellors work throughout the country who serve all the unemployed. For the second (B') term of 2007, the unemployment amounted to 8.1% based on the Greek National Statistical Service (GNSS), whilst based on the data of the Employment Observatory – Research Informatics S.A. of the GMEO, the registered unemployed were 394,988 in May 2007.

In relation to the number of the staff and the benefited persons, please note that during the period of the report in the field of the initial vocational training and in the Public Institutes of Vocational Training of the Vocational Education and Training Organisation, 114 Vocational Development and Career Offices were established throughout the country providing related services to the trainees.

The no.14769/13-7-2006 Decision of incorporation of the project “Operation of Vocational Development and Career Offices (VDCO) in the VTI of the VETO” in the Education and Initial Vocational Training Operational Programme (EIVTOP II) /Actions 2.3.1/Category of Act g, provides for the strengthening of the pilot structure of the VDCOs and, in particular, the operation of 114 Vocational Development and Career Offices (VDCO) - 83 central VDCOs and 31 branches – in 114 VTI throughout the country, as independent structures, properly staffed and equipped with new technologies. At the same time, by the above decision it was deemed necessary to hire staff on an open end private law employment contract and to approve the recruitment of ninety (90) persons, specialized executives that shall coordinate, and special vocational guidance counsellors that shall provide counselling services. The costs for the payment of wages to the above staff shall be covered by the EIVTOP II.

Question E Equality in the access to the vocational guidance

During the reference period, the law 3304/2005 regarding the “Application of equal treatment regardless of racial or national origin, religion or other conviction, disability, age or sex orientation” was voted. According to the combined provisions of article 1, 2 and 4 of the above legislation, the direct or indirect discrimination in the access to all the types and level of occupational guidance is prohibited.

Article 10 The Right to Vocational Training

Paragraph 1 Promotion of technical and vocational training and granting of facilities for access to higher technical and university education

We refer to our previous report. In addition, we inform you that the Public Vocational Training Institutes (I.E.K.) of the Organization for Vocational Education and Training (O.E.E.K.) for the year 2006-2007 were 114, the teachers at those were 9,042 and the number of trainees was 20,952.

Information in connection with the Conclusions of the Committee of Social Rights – Requirements for admission to the Vocational Training Institutes

The public and private Vocational Training Institutes of all bodies (which in no case belong to higher education) provide initial typical vocational training at a post-secondary education level. The requirements for enrolment of the candidate trainees in the public Vocational Training Institutes of the Organization for Vocational Education and Training are as follows:

- the grade of the title of study;
- the previous service in the speciality either in the public or private sector;
- the age of the candidate;
- the status of parent of a large family or child of a large family.

The equal access of all persons interested to the Vocational Training Institutes on the basis of the requirements mentioned in the previous paragraph is hereby confirmed.

Paragraph 2 Promotion of apprenticeship

We refer to the previous Greek report. In addition, we inform you as follows:

During the reference period, Law 3475/2006 ‘Organization and Operation of secondary vocational education and other provisions’ (Official Gazette 146/A/13-7-2006) was passed. According to this law, apprenticeship lasts two (2) years with four (4) semesters of theoretical subjects at the vocational apprenticeship schools of the Manpower Employment Organization and practical training in the Public or Private Sector. The students must have completed a 10-year compulsory education.

During the school year 2005-2006 the number of students and the courses at the First and Second Cycle Apprenticeship Technical Vocational Schools, as determined by resolution of the Manpower Employment Organization, are as follows:

First Cycle

In the Regional Directorate of Attiki and Islands 1,819 students totally will be admitted to the sections of mechanical engineering, electrical engineering, electronic engineering, information science – computer networks, agricultural science – foodstuffs – environment, beauty therapy – hairdressing, economics – administration, health – welfare, mineral extraction – mineral processing, textile – clothing, applied arts and constructions.

In the Second Regional Directorate of Macedonia 1,375 students totally will be admitted to the sections of mechanical engineering, electrical engineering, electronic engineering, information science – computer networks, agricultural science – foodstuffs – environment, beauty therapy – hairdressing, economics – administration, health –

welfare, mineral extraction – mineral processing, textile – clothing, applied arts and constructions.

In the Regional Directorate of Eastern Macedonia and Thrace 845 students totally will be admitted to the sections of mechanical engineering, electrical engineering, electronic engineering, information science – computer networks, agricultural science – foodstuffs – environment, beauty therapy – hairdressing, economics – administration, health – welfare, mineral extraction – mineral processing, textile – clothing, applied arts and constructions.

In the Regional Directorate of Thessaly 570 students totally will be admitted to the sections of mechanical engineering, electrical engineering, applied arts, beauty therapy – hairdressing, information science – computer networks, economics – administration.

In the Regional Directorate of Epirus 425 students totally will be admitted to the sections of mechanical engineering, electrical engineering, economics – administration, applied arts, agricultural science – foodstuffs – environment, beauty therapy – hairdressing, information science – computer networks.

In the Regional Directorate of Peloponnese 918 students totally will be admitted to the sections of mechanical engineering, electrical engineering, electronic engineering, information science – computer networks, agricultural science – foodstuffs – environment, beauty therapy – hairdressing, economics – administration, health – welfare, mineral extraction – mineral processing, applied arts and constructions.

In the Regional Directorate of Crete 325 students totally will be admitted to the sections of mechanical engineering, electrical engineering, economics – administration, information science – computer networks, applied arts, beauty therapy – hairdressing, agricultural science – foodstuffs – environment.

The aforementioned Schools belong to Secondary – post-Junior High School education (Law 2640/1998), are First Cycle Apprenticeship Technical Vocational Schools and the studies at them are offered entirely free of charge.

Second Cycle

In the Regional Directorate of Attiki and Islands 950 students totally will be admitted to the sections of electrical engineering, mechanical engineering, information science – computer networks, applied arts, beauty therapy – hairdressing, textile – clothing.

In the Second Regional Directorate of Macedonia 1,025 students totally will be admitted to the sections of mechanical engineering, textile – clothing, health – welfare, applied arts, information science – computer networks, electrical engineering.

In the Regional Directorate of Macedonia and Thrace 300 students totally will be admitted to the sections of mechanical engineering, electrical engineering, economics – administration.

In the Regional Directorate of Epirus 25 students totally will be admitted to the section of mechanical engineering.

In the Regional Directorate of Thessaly 350 students totally will be admitted to the sections of mechanical engineering and electrical engineering.

In the Regional Directorate of Peloponnese 550 students totally will be admitted to the sections of mechanical engineering and electrical engineering.

In the Regional Directorate of Crete 150 students totally will be admitted to the sections of mechanical engineering and electrical engineering.

The studies at the Second Cycle are offered entirely free of charge.

Paragraph 3 Vocational training and retraining of adult workers

We refer to the previous Greek report. In addition, we inform you as follows:

A. Workers' vocational training actions

The Manpower Employment Organization implements vocational training programmes financed by the Account for Employment and Vocational Training (LAEK) aiming at the improvement and adaptation of workers' skills to the new conditions of the labour market, and giving emphasis on their specialization in fields that will cover the needs of the enterprise and increase its productivity.

The Management Committee of the Account for Employment and Vocational Training draws up an annual use and management plan of the Account on the basis of which, enterprises, joint ventures, cooperatives etc. train the personnel employed by them through utilizing the contribution paid to the Account.

In special cases the Management Committee of the Account for Employment and Vocational Training finances workers' training programmes at enterprises which, due to the rapid increase of competition, run the risk of closing down and reducing their personnel. The aim 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 Manpower Employment Organization participates also in workers' training programmes financed by the European Union through the Operational Programme 'Employment and Vocational Training'.

The use and management plan of the Account for Employment and Vocational Training and the co-financed programmes for years 2005-2006 are specified mainly in the following actions:

A.1. Workers' vocational training actions financed by the programme of the Account for Employment and Vocational Training			
S/N	Title of Project	Total number of trainees	Budget
1	Workers' Vocational Training Programme (Account for Employment and Vocational Training 0.45%) – 2005	70,000	50,000,000.00 Euro
2	Workers' Vocational Training Programme (Account for Employment and Vocational Training 0.45%) – 2006	113,000	65,000,000.00 Euro
3	Vocational Training Programme (Account for Employment and Vocational Training 1-25) – 2005	38,000	26,000,000.00 Euro
4	Vocational Training Programme (Account for Employment and Vocational Training 1-25) – 2006	36,500	30,000,000.00 Euro

A.2. Workers' vocational training actions financed by the European Union			
S/N	Title of Project	Total number of trainees	Budget
1	'Training of Self-employed Persons in the Secondary and Tertiary Sector at Certified Vocational Training Centres (K.E.K.) 2005-2006' within the context of the Operational Programme 'Employment and Vocational Training' of the Ministry of Employment and Social Protection	11,000	8,910,000.00 Euro
2	'Training of Self-employed Persons for the Development of Basic Skills in the Use of Information and Communication Technologies' at Certified Vocational Training Centres within the context of the Operational Programme 'Information Society' of the Ministry of Economy and Finance	2,598	4,224,053.00 Euro
3	'Basic Skills Training Programme for 15,000 Unemployed Women' at Certified Vocational Training Centres within the context of the Operational Programme 'Information Society' of the Ministry of Economy and Finance	15,000	19,275,000.00 Euro

Within the context of the Equal Community Initiative, during the reference period six (6) projects of a total budget of 7,500,000€ are implemented in Measure 3.1 for the promotion of lifelong learning and labour integration practices. The projects aim at the dissemination and consolidation of culture of education and lifelong learning as an integral part of the business activities and competitiveness of the enterprises. Within the framework of the projects, the utilization of new information and communication technologies is promoted for the expansion of access to lifelong learning and of the possibilities of flexible learning tailored to the needs of workers with few qualifications and a precarious job and persons belonging to vulnerable social groups. The summaries of all EQUAL Projects appear in the Programme's website www.equal-greece.gr.

B. Unemployed persons' vocational training actions

Such actions concern mainly unemployed persons' training and aim at achieving and/or increasing their employability, so that they can claim and obtain a job.

Priority will be given to young unemployed persons before the completion of a six-month period of unemployment, as well as to adults before the completion of a twelve-month period of unemployment.

The above actions provide also for the training of population groups excluded from or threatened by exclusion from the labour market and they are intended for those persons

that can and are ready to attend training programmes in subjects required for their integration in the labour market and promoted at Vocational Training Centres, which provide such training. The said persons are integrated in training sections of the general population of unemployed persons in accordance with the mainstreaming policy.

More specifically, the particular programmes for years 2005-2006 are analysed below:

B.1. Unemployed persons' vocational training actions financed by the programme of the Account for Employment and Vocational Training			
S/N	Title of Project	Total number of trainees	Budget
1	Training of unemployed persons in the Prefecture of Preveza at Certified Vocational Training Centres	340	1,878,400.00 Euro
2	Training of 20 unemployed persons in the Prefecture of Kavala in the speciality 'Installations assistant electricians'	20	130,000.00 Euro
3	Training of 140 workers whose work has been suspended at the 'Keranis Tobacco Industry'	140	840,000.00 Euro
4	Training of 100 unemployed persons who have been dismissed by the Triumph Hellas SA	100	600,000.00 Euro
5	Training of 100 unemployed persons within the framework of the 'Special integrated intervention programme for 400 unemployed persons in the Prefecture of Pieria'	100	480,000.00 Euro
6	Training of 168 persons dismissed by 'Preveza Spinning Mills'	168	1,209,600.00 Euro
B.2. Vocational training actions in issues of entrepreneurship for Young Self-employed Persons financed by the programme of the Account for Employment and Vocational Training			
S/N	Title of Project	Total number of trainees	Budget
1	Training of 300 Young Self-employed Persons in the Prefecture of Achaia for 30 hours in issues of entrepreneurship	300	58,500.00 Euro
2	Training of 200 Young Self-employed Persons in the Prefecture of Etoloakarnania for 30 hours in issues of entrepreneurship	200	39,000.00 Euro
3	Training of 150 Young Self-employed Persons in the Prefecture of Evros for 30 hours in issues of entrepreneurship	150	29,250.00 Euro
4	Training of 150 Young Self-employed Persons in the Prefecture of Achaia for 30 hours in issues of entrepreneurship	150	29,250.00 Euro

C. Bilateral Cooperation Programmes

The Manpower Employment Organization aiming at the support and upgrading of the labour force through utilizing the potentials arising from the use of resources, participates actively in the implementation of programmes and bilateral cooperation with a view to the improvement of the professional qualifications and skills of the labour force, so as to approach a full correspondence of labour supply and demand.

C.1. Development cooperation programmes DAC/OECD			
S/N	Title of Project	Total number of trainees	Budget
1	Development and Application of an Integrated System of Vocational Training in border towns of Albania-Greece	30	109,590.00 Euro
2	Development and Application of Training Programmes within the Framework of Integrated Intervention for the support of special categories of unemployed Albanians	30	90,000.00 Euro
C.2. Cross-border cooperation programmes within the framework of the INTERREG III Community Initiative 2000-2006			
S/N	Title of Project	Total number of trainees	Budget
1	Training of unemployed persons in Greece-Bulgaria	201	500,000.00 Euro
2	Training of unemployed persons in Greece and Cyprus	120	597,950.00 Euro

Question E

The Equal Community Initiative within the framework of the Sub-programme 4 'Equal Opportunities for Men and Women' implements eight (8) projects of a total budget of 9,725,425.01 euro for 'Reconciling Family and Professional Life' (Measure 4.1) and 'Encouragement of the Abolition of Job Segregation' (Measure 4.2).

The projects aim at the harmonization of family and professional life and combating job segregation on the basis of gender, inter alia, through actions for the utilization of employment opportunities in new sectors and new skills/specialities in the labour market for the benefit of women. A detailed presentation of the projects of the Equal Community Initiative is available on the website of the Programme www.equal-greece.gr.

Information in connection with the Conclusions of the Committee of Social Rights – Total funds spent for the vocational training of workers and unemployed persons

In accordance with the estimates of Eurostat for the year 2005 the total funds spent on vocational training amounted to 0,039 as a percentage of the GDP.

Information in connection with the Conclusions of the Committee of Social Rights – Workers' right to obtain an education or training leave

The law in force and the National General Collective Agreements include special provisions on the examination leave. More specifically:

- According to paragraph 1, article 2, Law 1346/1983, as amended by article 5 of the National General Collective Labour Agreement 1994 ratified by article 50, Law 2224/1994, workers who are pupils or students of educational units of any type and level that are public institutions or are supervised by the State in any manner, and who have not attained the age of 25, shall be entitled every year to an additional leave of twenty (20) working days without any pay from the employer, so that they can participate in examinations. Such leave shall be granted in consecutive days or in parts.

- Article 7 of the National General Collective Labour Agreement 1996 stipulated the increase of the said leave to thirty (30) days for those pupils or students who have not attained the age of 28.

- Finally, article 6 of the National General Collective Labour Agreement 1998 which entered into force on 01-01-1998, stipulated that the leave for participation in examinations pursuant to paragraph 1, article 2, Law 1346/1983, shall also be granted to men and women workers who have attained the age of 28, but only for the stipulated duration of their studies increased by two (2) years.

A General Provision is included in the National General Collective Labour Agreement 2006-2007, which, in article 8, provides that the parties must design and support common actions for the upgrading of lifelong vocational education and training.

Moreover, article 9 of the above National General Collective Labour Agreement stipulates that a leave of nine (9) months without pay shall be granted to workers who study at the Centre for Education Policy Development of the General Confederation of Greek Workers. The leave shall be granted upon agreement between the worker and the enterprise, provided that the harmonious operation of the enterprise is not impeded. The wages and insurance contributions shall be paid by the Account for Employment and Vocational Training in the form of a scholarship.

Paragraph 4 Encouragement for the full utilization of available facilities

Public Institutes of Vocational Training

Tuition Fees

The Joint Ministerial Decision D/8007/13-5-2002 of the Minister of Economy and Finance and the Minister of National Education and Religious Affairs 'Increase of tuition fees of trainees at the Public Vocational Training Institutes falling within the competence of the Ministry of National Education and Religious Affairs', stipulates that the trainees shall pay tuition fees amounting to 367€ per semester of training. The tuition fees shall be paid, upon enrolment of the trainee, as a lump sum to a Bank contracted with the Organization for Vocational Education and Training (OEEK).

Poor students shall pay tuition fees amounting to 190€, provided that their family income does not exceed 7,340€ or their personal income does not exceed 4,410€ and at the same time they are members of large family or orphans.

Apart from the poor students, the same amount shall be paid by Persons with Special Needs who are trained at classes for Persons with Special Needs, regardless of the amount of their income.

The trainees whose families reside permanently in areas that have been declared in a state of emergency (e.g. earthquake-stricken, flood-stricken, fire-stricken) shall pay tuition fees amounting to 5€ per semester of training.

Scholarships

As regards the Public Vocational Training Institutes, the granting of financial assistance consists in the granting of two types of scholarships, as defined by the Joint Ministerial Decision E/9975/23-6-1997 of the Minister of Finance and Minister of National Education and Religious Affairs 'Replacement of the Scholarships Regulation of the Public Vocational Training Institutes' (Official Gazette 557, Part B/7-7-1997).

The Type A Scholarship shall be granted to the trainee ranked, on the basis of his/her marks, first in a course, while the Type B Scholarship shall be granted on the basis of income and other social criteria and shall be paid to an average percentage of 8% of the total number of enrolled trainees at the Vocational Training Institutes.

The equal treatment regarding the financial assistance for the nationals of all Contracting Parties to the Charter, who reside permanently or work regularly in the country, is ensured by the Ministerial Decision D/13074/7-6-2000 (Official Gazette 780/23-7-2000 Part B, article 5§5).

Universities

Tuition Fees

The basic studies in higher education are offered free in Greece, namely without the payment of fees. In addition, textbooks are also offered free to students of Universities and Technical Institutes.

Postgraduate Studies

Approximately 120 out of 435 postgraduate courses have tuition fees amounting from 150 to 275 Euros per semester.

Educational allowances and benefits

a) Students' Housing Benefit

By virtue of Article 10 of Act 3220/2004 (OG 15A /2004) an annual housing benefit of 1000 euros is granted to undergraduate students of Higher and Highest Educational Institutes, provided that the attendance concerns the obtaining of a first degree, the student stays in rented housing and his/her annual family income of the previous year does not exceed 30000 euros (increased by 3000euros for each additional child).

b) System of scholarships and loans

The system of public care is introduced for undergraduate students including 2 types of allowance: scholarships based on performance, as well as scholarships and loans of support.

b1) Performance scholarships

These are granted solely on the basis of the academic performance of the student as follows:

In departments with 100 students or less, scholarships are granted to the 2 students with the highest grade.

In departments with more than 100 students, one additional scholarship is offered to the student having the following highest grade for every additional group of 100 students.

b2) Support loans and scholarships

These are granted first on the basis of the financial situation of the student and second, on the basis of his/her performance. The number of beneficiaries is set at 6 students for

each department which has up to 100 students and increases by 1 for each additional group of 100 students (departments with more than 100 students) half of the amount of support is a scholarship and the other half is an interest free loan.

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

Paragraph 1 Vocational training and education of persons with disabilities

Questions A, B, C

We refer to our previous report. In addition, we inform you as follows:

Answers to the Additional Questions of the European Committee of Social Rights (ECSR)

Negative conclusion of the ECSR-Education of persons with disabilities

The Constitution of Greece, after the revision of April 6th 2001, in article 21 para6 recognizes a special right for people with disabilities and states the following: “Persons with disabilities have the right to enjoy measures that ensure their autonomy, vocational integration and participation in the social, economic and political life of the country”.

In Greece, according to article 1 of Act 2817/2000, the special needs’ education is part of the general education and its courses are offered in all educational levels, to persons with special educational needs, from the age of 4 up to the age of 22. The aim is to offer the appropriate education and vocational training to the pupils who are in need of special education. Within the context of the primary and secondary education, the pupils with special educational needs can attend: Firstly, the common school class, receiving, at the same time, the support offered by a special education teacher and secondly, specially organized and properly staffed classes of integration that are offered within the schools of general and technical vocational education.

In case the attendance at common schools or at integration courses is impossible, then the education of pupils with special educational needs is offered as follows: Firstly, in independent special education schools and secondly, in schools or classes that are either independent or operate as departments of other schools in hospitals, institutions, etc, and thirdly, at home, in exceptional cases, i.e. “home schooling”.

The Special Education School Units (article 1, para13 of Act 2817/2000) are equivalent to the relative schools of primary and secondary education.

New Act on Special Education

The new Bill on the education of persons with special needs that will soon be passed, institutes the compulsory schooling of persons with disabilities, as is the case concerning the education of other children.

Thus, especially vulnerable categories of persons with disabilities (i.e. persons with severe and multiple disabilities, with autism etc), who might still remain out of the educational system, will be integrated in it.

The aim of the new bill is the modernization of the institutional frame and the codification of the existing regulations, as the existing legal frame presents a lot of problems in its implementation. Emphasis is given to the creation of mechanisms for the timely identification of the educational needs of each pupil as well as for the information and support of pupils’ parents. The basic aim is the establishment of horizontal connection between special and common schools, as well as the integration of persons with special educational needs into the common schools.

Information regarding Educational Programmes for persons with severe disabilities

The issue of students with multiple disabilities has been dealt with by the Ministry of National Education and Religious Affairs. A Special Kindergarten and the first Special Primary School for deaf-blind pupils in the Centre for the Education and Rehabilitation of the Blind of Kallithea were established. This issue certainly requires a special treatment and the Ministry of National Education and Religious Affairs follows it with due diligence.

Within the framework of the Third Community Support Framework, an advanced training programme for 300 educators and Special Education Personnel and a specialization programme for 80 educators of students with multiple disabilities, were implemented.

As regards the schools for spastic children, a six-class Special Primary School was established in the Cerebral Palsy Greece (formerly Spastic Society Athens).

Currently, the specialized structures do not operate throughout the country but mainly in the big urban centres.

The Special Agency for the Implementation of Community Support Framework Programmes of the Ministry of National Education and Religious Affairs is now applying and implementing the project 'Supply of Computer and Special Equipment for (Computers and Peripheral Devices) for the Support of Students with Special Needs' of Measure 1.1 'Equipping and Networking Schools and Universities' within the context of the Operational Program 'Information Society' that concerns the provision of technological aids, ensuring of digital accessibility and adapted material in the category of disability, and already the students with vision impairments – 328 students, 49 deaf-blind students – have been recorded so that computers and special equipment are provided to them, and this will be completed in 2008.

During the period 2002-2003 many Special Education School Units operated throughout the country covering the educational programmes for persons with mental disability (mental retardation) through the employment of specialized personnel. All individuals with mental disability (mental retardation) are compulsorily integrated into the special educational framework.

Information regarding Centres for Diagnosis, Evaluation and Support (KDAY)

In respect of the measures taken for the improvement of operation of the Centres for Diagnosis, Evaluation and Support we inform you that the new draft law promoted by the Special Education Directorate of the Ministry of National Education and Religious Affairs provides for:

- the increase in the number of the members of the diagnostic groups from 3 to 5;
- the increase in the number of the diagnostic groups in the existing Centres for Diagnosis, Evaluation and Support;
- the establishment of new Centres for Diagnosis, Evaluation and Support throughout Greece so as to facilitate the servicing of the persons interested and satisfy the increased needs of the students;
- the creation of committees consisting of a Special Scientific Personnel that will operate in the Regional Directorates of Primary and Secondary Education and examine the appeals against decisions of the Centres for Diagnosis, Evaluation and Support.

Moreover, the students at the Special Education Technical Vocational Schools may attend ENTREPRENEURSHIP SUMMER SCHOOLS within the framework of act 2.3.2.g of the Operational Programme ‘Education and Initial Vocational Training’ (EPEAEK) : ‘Development and implementation of programmes of vocational information and entrepreneurial encouragement in entrepreneurship summer schools for students at the Technical Vocational Schools and Vocational Senior High Schools’.

Information in respect the Committees’ question whether the general training of educators includes educational lessons for persons with special needs.

Support of educators serving within educational frameworks of Special Education that operate in ordinary schools.

The basic and necessary target, so that the educator can deal with issues of special education in an ordinary school, is the knowledge of the subject, his/her specialization and further training. The basic task of the School Counsellors of General and mainly Special Education is the support of educators in ordinary schools.

Every year a significant number of educators of Primary Education receives advanced education in Special Education Classes of the Teacher Training Colleges in issues of Special Education, with the prospect of advanced training in Special Education for educators of Secondary Education beginning very soon. Through the programmes of the Operational Programme ‘Education and Initial Vocational Training’ the further training of the following has been completed:

- 2,500 educators for students with mental retardation
- 1,000 educators for students with autism
- 800 educators for students with vision problems or blind students
- 800 educators for students with motor problems
- 800 educators for students with hearing problems or deaf students
- 300 educators for students with multiple disabilities
- 500 educators of preschool education for students with learning difficulties
- 2,500 educators of Primary Education for students with learning difficulties
- 2,500 educators of Secondary Education for students with learning difficulties
- 300 educators for students with language and speech problems.

It should be mentioned that the Centres for Diagnosis, Evaluation and Support with their inter-disciplinary groups are those services that support the educators serving in ordinary schools, so that they can better discharge their duties.

The new draft law that will be soon passed provides that all University Schools, from where educators graduate, shall have compulsory modules on Special Education and training, as well as postgraduate courses.

Information regarding the attendance of schools of general compulsory education and senior high schools and regarding whether the offer as to education, both general and special, is according to demand.

Replying to the above question regarding the effectiveness of integration of students with special needs and the ratio of offer and demand, we would like to mention the following:

A. During school year 2004-2005 the Special Education School Units (SMEA) that operated for the first time were 24 in Primary Education and 15 in Secondary Education. The number of the Integration Classes (TE) that operated for the first time in the same year was 382 in Primary Education and 79 in Secondary Education (Official Gazette 1400/Part B/13-9-2004).

During school year 2005-2006 21 Special Education School Units and 339 Integration Classes operated for the first time in Primary Education, while 17 Special Education School Units and 108 Integration Classes operated in Secondary Education (Official Gazette 1397/Part B/10-10-2005).

During school year 2006-2007 17 Special Education School Units and 207 Integration Classes operated for the first time in Primary Education, while 7 Special Education School Units and 113 Integration Classes operated in Secondary Education (Official Gazette 1438/Part B/2-10-2006 and Official Gazette 1509/Part B/13-10-2006).

Finally, during school year 2007-2008 12 Special Education School Units and 177 Integration Classes operated for the first time in Primary Education, while 8 Special Education School Units and 45 Integration Classes operated in Secondary Education (Official Gazette 1856/Part B/13-9-2007).

B. The annual increase of the School Population of the Special Education structures since 2004 has been about 15% on the average per year and, particularly, in respect of the reference year 2006 we attach the detailed table for each structure.

C. The ratio between educators and students in the Educational structures of Special Education is as follows:

- Special Kindergartens: 1 to 2.53
- Special Primary Schools: 1 to 3.5
- Integration Classes in ordinary Kindergartens: 1 to 3.35
- Integration Classes in ordinary Primary Schools: 1 to 13.65
- Special Junior High Schools: 1 to 0.64
- Special Senior High Schools: 1 to 1.02
- Special Education Technical Vocational Schools: 1 to 2.13
- Secondary Education Integration Classes: 1 to 7.70
- Special Vocational Education and Training Laboratories: 1 to 3.93.

The role of the Special Assisting Personnel in the Special Education School Units includes mainly the offer of assistance to students having difficulties in satisfying their basic needs and facing problems in looking after themselves (personal hygiene and care, feeding, etc.)

Currently, 120 permanent members of Special Assisting Personnel serve, of whom 90 work since 2004 and the other 30 were appointed in October 2006. One member of assisting personnel corresponds to approximately 30 students. Since the problems of students are special and diverse ranging from minor to very serious, not everybody needs individualized support from the Special Assisting Personnel. However, when more members are necessary, substitutes can be appointed.

D. As regards the organic posts in structures of Special Education we inform you as follows:

As to the educators, in view of the creation of branches by a Presidential Decree which is in progress now, we plan to appoint permanent educators through a Special Education Examination held by the Supreme Council for Civil Personnel Selection as follows:

For Primary Education, (a) Special Education Primary School Teachers: 300 permanent educators; (b) Special Education Kindergarten Teachers: 100 permanent educators. For Secondary Education, Special Physical Education: 100 permanent educators.

In respect of the other branches of Secondary Education, we are going to create organic posts in the corresponding Special Education School Units belonging to Secondary Education.

Concerning the Special Assisting Personnel, the nature of the multiple and ever changing difficulties faced by students requires that the Agency always ensures the increase of the human resources. More specifically, the creation of 60 new organic posts of Special Assisting Personnel has been planned for the full coverage of the needs of every student so that the student can be treated as a different personality.

Finally, we plan the appointment of 110 permanent members of Special Educational Personnel (EEP) for Special Education School Units (SMEA) and Centres for Diagnosis, Evaluation and Support (KDAY), and 60 permanent members of Special Assisting Personnel (EVP) for Special Education School Units.

E. The educators and the Special Assisting Personnel serving in Special Education for the current school year are as follows to this day:

- In Primary and Secondary Education: 1,795 permanent teachers, 1,064 substitute teachers and 517 teachers paid by the hour.
- Special Assisting Personnel: 120 permanent teachers and 187 substitute teachers.

F. The Educational Personnel has been increased since 2004 in proportion to:

- the foundation of Special Schools and Integration Classes in Primary and Secondary Directorates of Education throughout the country; and
- the educational needs recorded in every school year.

Information on the access of disabled persons to higher education, including the university education

1. Method of examination-admission of candidates with disability / special educational needs to tertiary education.

1.1 Examination of students of the Unified Senior High School who have special educational needs ('physically' weak candidates) for graduation from secondary education and access to tertiary education.

Institutional framework:

Article 27, Presidential Decree 60/2006 (Official Gazette 65/A).

Requirements – general information:

There are two cases of students falling under the category of 'physically weak' and, more specifically, those tested only by written examinations and those tested only by oral examinations. In particular:

- Students tested only **by oral examinations** upon their request are those who are unable to undergo a written examination because they are blind or have a percentage of vision disability of at least 80% or motor disability of at least 67%, whether permanent or temporary, related to the upper extremities, who suffer from spasticity of the upper extremities, fracture or other temporary damage of the upper extremities that makes them unable to write, or whose performance in the lessons cannot be tested through written examinations due to a special language disorder (dyslexia).

- Students tested only **by written examinations** are those who have special serious hearing problems (deaf, hard of hearing people) at a percentage of at least 67% and those having language and speech problems (dysarthria, stammering).

Process:

- In respect of the **oral examination**:

The relevant application is submitted to the senior high school of the student, accompanied, for cases (a) to (d), by a report (pursuant to the applicable disability certification system from time to time) issued by the appropriate Medical Committee, which shows that their performance in the subjects cannot be tested by written examinations. In case the student presents dyslexia, he/she must produce a special diagnosis report issued by the Centre for Diagnosis, Evaluation and Support operating in the Region of the appropriate Directorate of Secondary Education or appropriate Regional Directorate of Secondary.

In the event that there is no Centre for Diagnosis, Evaluation and Support in the Region of the appropriate Regional Directorate of Education or certification cannot be done by it solely for objective reasons as confirmed by the competent Regional Director of Education, a special diagnosis report issued by a recognized public Medical Pedagogic Centre or Station shall be accepted, which shall certify that the knowledge cannot be tested by a written examination due to dyslexia. This diagnosis report shall be valid for three (3) years from the date of its issuance. Diagnosis reports not showing that the person cannot be tested by a written examination due to certified dyslexia, shall not be accepted.

The opinion reports by the Medical Committees and the diagnosis reports by the Centres for Diagnosis, Evaluation and Support and the Medical Pedagogic Centres or Stations shall be issued, by priority, upon relevant application by the person concerned. The applications and special opinion reports shall be submitted to the Principal of the appropriate Senior High School not later than 31 January of each year. In extraordinary and unforeseen cases they may be submitted later.

- In respect of the **written examination**:

a certification by the appropriate Medical Committee upon application by the person concerned, is required.

Method of examination:

- The students of the First, Second and Third Grades shall be examined in the subjects tested **in-school** at the same time with the students of their grade and on the same topics. More specifically, the students tested only orally shall be examined in the presence of a Committee formed for this purpose by the Principal of the Senior High School and composed of the Principal or Assistant Principal as Presiding and two (2) teachers of the same or relevant speciality. The average marks given by the two (2) teachers shall be the mark of the student in the said subject.

- The students of the Third Grade tested in subjects **at a national level** through common topics shall be examined:

(a) At the appropriate Marking Centre operating in the Directorate of Secondary Education to which the school they attend belongs, and in the presence of an examination committee of physically weak persons for **those who are examined only orally**. If the number of students examined at a Marking Centre is bigger than fifty (50), a decision of the competent Director of Secondary Education may designate a special Examination Centre as branch of the Marking Centre where the Examination Committee of Physically Weak Persons shall operate.

At the location of the Committee a school physician or other physician of the State or private physician appointed by decision of the competent Prefect upon recommendation of the appropriate Head of the Directorate of Secondary Education, shall be present in order to deal with any emergency related to the examinees. The appointed physician must be present at least half an hour prior to the commencement of the examinations and remain there throughout the examinations. The task of every Committee shall be to examine, mark or remark every subject of students belonging to the category of 'physically weak' and examined only orally. During the examination a remarker shall be present in order to evaluate the student in case of difference in the marks given. A person having a relationship 'by blood' or 'by marriage' up to third degree with a student examined by the Committee or a teacher who taught during the said school year in the Senior High School attended by the examined student, may not participate in the Committee.

(b) At the Examination Centre where the students of the said Senior High School are examined, in respect of **those tested only by written examinations**. The examination of those students takes place in a separate room and the examination time may be extended by decision of the Senior High School Committee. Their papers are collected along with the papers of the other students and forwarded for marking to the appropriate Marking Centre.

Examination of 'physically weak' candidates for admission to the Departments of tertiary education requiring special subjects:

- Those falling within the provisions of article 27, Presidential Decree 60/2006 (Official Gazette 65/A) in respect of oral examination, as in force from time to time, shall be examined in the special subjects in accordance with the provisions of article 9, Ministerial Decision F.253/128314/B6/10-12-2002 (Official Gazette 1538/B) (it also applies to graduates of the Unified Senior High School and graduates of Second Cycle Technical Vocational Schools), as amended by the Ministerial Decision F.253/46301/B6/2006 (Official Gazette 674/B), provided that they have submitted a relevant application accompanied by copies of the certificates stipulated by the said provisions.

More specifically:

(a) The graduates of the Senior High School who have submitted the relevant application-statement to senior high schools of Macedonia, Thrace and Thessaly and graduates of Technical Vocational Schools who have submitted the computerized form to the appropriate Committees of the corresponding areas, shall be examined in all special subjects, except for Spanish, by the Examination Committee of the 'Physically Weak' located in the Marking Centre for Special Subjects of Thessaloniki.

In particular, as regards the subject 'Testing of the Music Hearing Abilities' the said Examination Committee of the 'Physically Weak' may by decision of the President of

the Marking Centre for Special Subjects of Thessaloniki be located in the Examination Centre of Thessaloniki designated for the examination of this special subject.

(b) The graduates of the senior high school who have submitted the relevant application-statement to senior high schools of the others areas, except for those mentioned in the previous paragraph, as well as graduates of Technical Vocational Schools who have submitted the computerized form to the appropriate Committees of the corresponding areas, shall be examined in all special subjects, except for the subjects 'Testing of the Music Hearing Abilities', Italian and Spanish, by the Examination Committee of the 'Physically Weak' located in the Marking Centre for Special Subjects of Athens.

(c) The persons mentioned in case (a) for the subject of Spanish and case (b) for the subjects 'Testing of the Music Hearing Abilities', Spanish and Italian, shall be examined by the Central Committee for Special Subjects, which for this case operates as an Examination Committee of the 'Physically Weak' located in Athens at the building of the Central Agency of the Ministry of National Education and Religious Affairs.

- The process required for the examination is as follows: the candidates submit the relevant application accompanied by the requisite certificates and the application for participation in the special subjects examination from 1 to 10 February every year with the appropriate Senior High School. The Senior High School forwards then the candidates' applications together with the relevant opinion reports through the competent head of the directorate or office of secondary education to the appropriate Marking Centre for Special Subjects, where the Examination Committee of the 'Physically Weak' is located, or to the Central Agency of the Ministry of National Education and Religious Affairs.

- The method of examination is as follows: the 'Physically Weak' candidates are tested by written or oral examinations or by both written and oral examinations by the appropriate Examination Committee of the 'Physically Weak' at the same time, with the same schedule and on the same topics as the other candidates.

By decision of the same Committee the duration of the examination may be extended, as the case may be, beyond the time determined for each subject examined.

1.2 Graduation of students of the Third Grade of the Special Education School Units and of students of the Third Grade of the Unified Senior High School who have a disability of at least 67%.

Institutional framework:

Article 36, paragraph 4, Presidential Decree 60/2006 (Official Gazette 65/A).

Requirements:

- The students of the Third Grade of the Special Education School Units may, by their application submitted at least ten (10) days prior to the end of the lessons of the second four-month period, be examined in all subjects at their school on topics designated by the appropriate Teachers' Association.

- Those stipulated above apply accordingly to the students of the Unified Senior High Schools, who have a disability of at least 67% as certified by the opinion report of the appropriate Medical Committee of the Prefecture.

Basic information:

- The graduates of this category shall be granted a Certificate of Graduation from a Unified Senior High School, which shall mention that it was granted pursuant to the specific provisions.

- It must be specified that those acquiring a certificate of graduation through in-school examinations in accordance with the above shall not be granted the right of access to tertiary education, unless they fall within the stipulations of the following section.

1.3 Examination of the students of the Technical Vocational Schools having special educational needs ('Physically Weak' candidates) for access to tertiary education.

Institutional framework:

Article 12, Presidential Decree 197/1993 (Official Gazette 71/A), article 5, paragraph 3, Ministerial Decision F.153/8104/B6/26.1.2004 (Official Gazette 167/B).

Requirements – basic information:

- The category of 'Physically Weak' includes those falling within the provisions of paragraph 3, article 5, Ministerial Decision F.153/8104/B6/26.1.2004 and article 12, Presidential Decree 197/1993.

- The candidates of the Second Cycle of the Technical Vocational Schools, on whom the Primary Medical Committee in accordance with the Employees' Code reports that, due to a permanent or temporary bodily harm, they cannot participate in written examinations together with the other candidates, shall undergo special written or oral examinations at the Marking Centre held by the appropriate Examination Committee of the 'Physically Weak' at the same time, with the same schedule as the special entrance examinations of the Second Cycle of the Technical Vocational Schools and on the same topics as the other candidates. By decision of the appropriate Examination Committee of the 'Physically Weak' the duration of the examination may be extended, as the case may be and only for this category of candidates, beyond the time determined for each subject examined according to the examinations schedule.

- The above shall also apply to the candidates who have produced a special diagnosis report issued by a Medical Pedagogic Centre or Station or Centre for Diagnosis, Evaluation and Support, which shows that their performance in the subjects cannot be tested by written examinations due to dyslexia.

Process:

The candidates mentioned in the previous paragraphs shall until the end of April of the year of the examinations submit their application along with the relevant opinion report to the appropriate Technical Vocational School, which shall forward them to the appropriate Marking Centre, where the Examination Committee of the 'Physically Weak' operates.

1.4 Special Vocational Training Institute "Teiresias": Switchboard operators with vision problems'.

Institutional framework:

Training Regulation for the "Teiresias" specialization (Official Gazette Public Law Entities 8/15.1.2003).

Basic information:

The Special Vocational Training Institute “Teiresias” provides initial, post-secondary vocational training in the field of computer science – telecommunications and networks.

It was founded upon cooperation with the Vocational Education and Training Organization (OEEK), Centre for the Education and Rehabilitation of Blind Persons (KEAT), Panhellenic Association of the Blind (PST) and the National and Capodistrian University of Athens, Department of Computer Science and Telecommunications.

Process:

As regards the selection, registration and tuition fees, applicable is what applies to all Public Vocational Training Institutes, and the relevant information is included in the Operation Regulation of the specialization.

1.5 Admission to tertiary education of graduates of the senior high schools and Second Cycle Technical Vocational Schools who suffer from serious diseases.

Institutional framework:

Ministerial Decision F.151/17104/B6/17.2.2006 (Official Gazette 259/B), Circular F.151/23572/B6/7.3.2006.

Requirements – basic information:

● Graduates of the Senior High Schools or Second Cycle Technical Vocational Schools who are:

blind, deaf, those suffering from thalassaemia - sickle-cell anaemia or sickle-cell trait, congenital hydrocephalus with permanent bypass (shunt) accompanied by other conditions, such as arachnoid cyst with phenomena of epileptic seizures, Duchenne muscular dystrophy, heavy vascular dysplasia of the brain stem, malignant growths (leukemia, lymphoma, solid tumours), Bund Chiari syndrome, Fabry disease, heavy fibrocystic disease (pancreas, lungs), multiple sclerosis, heavy myasthenia gravis and receiving pharmaceutical treatment, kidney failure treated with dialysis, hereditary hemorrhagic diathesis-haemophilias undergoing treatment with coagulation factors, those who have underwent a bone marrow transplant or transplant of the cornea, heart, liver, lungs, kidney, pancreas, those suffering from insulin-dependent juvenile-onset diabetes type 1, Evans syndrome, thalassaemia and receiving multiple transfusions, those with movement problems due to a disability of over 67%, those suffering from phenylketonouria (PKU), hereditary thrombophilia and receiving anticoagulant therapy for life, arrhythmogenic right ventricular dysplasia with implanted defibrillator, as well as those suffering from GAUCHER disease, shall register in any School or Department they wish up to 3% of the total number of admitted candidates in excess, except for the Schools or Departments where due to the nature of the science, attendance is difficult for them as stated by a justified decision of the School or Department approved by the Senate of the Institution. For this reason, candidates belonging to the above categories, before asking for enrollment, shall have to contact the Department's Registry Office to make sure whether the relevant decision has been issued.

In particular, for Schools and Departments which require specialized knowledge that is proven through examinations on special subjects, they must contact the relevant Registry Office in order to find out whether examinations on special subjects are required or not. If such examinations are required, they shall be conducted by the relevant Department and not at national level.

In case the number of applications of the above candidates for a School or Department is higher than the number of places corresponding to the above percentage, the School itself shall select the candidates for enrollment according to their graduation grade in

descending order and until the places of the above percentage are filled in. In case of same grade with the last candidate for enrollment, all candidates who have the same grade shall be enrolled in that School or Department as redundant.

Candidates who fall under this case shall be able to submit an application to more than one School or Department.

It is clarified that the foregoing shall also apply to Cycle B graduates of Technical Vocational Schools for admission to Technological Educational Institutions.

Process:

Candidates belonging to the above categories shall submit a relevant application to the Department where they wish to enroll, together with the supporting documents submitted by newly-admitted students and a certificate of the Primary Medical Committee of their prefecture, certifying their health problem and issued after a free-of-charge certification of a medical doctor who has the relevant speciality and is a member of the Teaching and Research Staff of any Greek Higher Educational Institution.

The application and aforementioned supporting documents shall be submitted by the candidate concerned or a legally authorized person, exclusively within the deadline for enrollment of newly-admitted students every year.

Paragraph 2 Placement of persons with disabilities in work

Question A

Employment of Persons with Disability

We refer to our previous report. In addition, we wish to inform you as follows:

In order to ensure that the persons with physical or mental disabilities can be employed, the following measures were taken during the reference period:

A. On the basis of Law 2643/1998

In December 2004 1,126 job posts in the public sector for the entire country had been announced by the competent services of the Manpower Employment Organization for Persons with Disabilities on the basis of the above law.

During the reference period (years 2005 and 2006) the following process was followed: receipt of candidates' applications by the competent services of the Manpower Employment Organization, computer processing of applications, compilation of the indicative tables of marks, production of the supporting documents, compilation and announcement of the first points table on the basis of the supporting documents, submission by the persons concerned of remedy applications against the first points table, examination of the remedy applications, compilation and announcement of the final points table on the basis of the supporting documents. Then, on the basis of the final points tables, the Primary Committees as per Law 2643/1998 made the placements in the 1,126 job posts announced.

The placement tables were issued by the Primary Committees after the reference period, in June 2007.

B. Inclusion of Persons with Disabilities in Subsidy Programmes for New Job Posts and Young Self-employed Persons during the period 2000-2007.

On the basis of the Programmes for New Job Posts and Young Self-employed Persons during the period 2000-2007 13,547 persons with disabilities benefited from the said programmes.

Subsidy Programmes for New Job Posts and

Young Self-employed Persons in 2007

(A) Subsidy Programmes for New Job Posts and Young Self-employed Persons, National Policy of the Manpower Employment Organization (200064/15-03-2007 Joint Ministerial Decision, Official Gazette 430/28-03-2007)

A.1 Subsidy Programme for New Job Posts

(A) Full-time four-year programme

Duration of subsidy: 36 months, the employer must employ the person for another 12 months without subsidy.

Amount of subsidy: 25€ for each day of person's employment for the entire 36 months.

Increment: 1.50€ if the person is a woman or older than 50 years.

(B) Part-time four-year programme

Duration of subsidy: 36 months, the employer must employ the person for another 12 months without subsidy.

Amount of subsidy: 15€ for each day of person's employment for the entire 36 months.

(C) Full-time programme under a Fixed Term contract for the subsidy of Enterprises operating on a seasonal basis (tourist enterprises, etc.)

Duration of subsidy: between 3 and 8 months.

Amount of subsidy: 25€ for each day of person's employment.

Increment: 1.50€ if the person is a woman or older than 50 years.

A.2 Subsidy Programme for Young Self-employed Persons

Duration: 2 years

Amount of subsidy: 16,600 euro to 18,100 euro analyzed as follows:

1st year: 10,800 euro, of which 5,000 euro shall be down payment, so that the Young Self-employed Person can cope with the first organizational and operational expenses of the enterprise, while the remaining amount shall be paid in two equal six-monthly instalments.

2nd year: 5,800 euro

Increment: 1,500 euro, if the Young Self-employed Person is:

- a woman
- older than 50 years.

The Young Self-employed Person may use only one of the above cases of increment.

A.3 Subsidy Programme for the Ergonomic Arrangement of workplace of persons with disability benefiting from the Programme for New Job Posts and Young Self-employed Persons

Number of posts: 50

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, five hundred (2,500) euro for each one of the ergonomic arrangements of the workplace as they may be deemed necessary.

(B) Programmes Co-financed by the European Union
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(B1) Measure 3, Axis 2: Subsidy Programme for Young Self-employed Persons within the context of the Operational programme 'Employment and Vocational Training', Third Community Support Framework

Subsidy Programme for 2,000 Young Self-employed Persons intended for unemployed persons belonging to disadvantaged groups, who have benefited from actions of integrated interventions that concern:

- Integrated interventions for unemployed persons belonging to disadvantaged groups who run the risk of being excluded from the labour market;
- Promotion to Employment of persons benefiting from integrated interventions for unemployed persons belonging to disadvantaged groups who run the risk of being excluded from the labour market;
- Integrated interventions for unemployed persons and sectors of high unemployment, including the promotion to employment.

Duration of subsidy: twelve (12) months from the date of issuance of the relevant approval decision.

Amount of subsidy: 16,000 euro.

Down payment: 4,000 euro after the issuance of the approval decision for inclusion in the programme and payment of the remaining amount in three (3) equal four-monthly instalments.

C. EQUAL Community Initiative

EQUAL is a Community Initiative of the period 2000-2006 intended for all socially vulnerable groups, including persons with physical or mental disability, and aimed at making innovative interventions in the field of employment.

All actions of the Programme are financed by the European Social Fund (ESF) and national funds and apply experimentally with the prospect of integrating better practices in the central body of the national and community policies on employment and social integration.

During the reference period (2005-2006) the Second Cycle of implementation of the Community Initiative was in progress. Within the context of the second cycle (2004-2006) 64 Projects of a total budget of 80,226,015 euro were approved and are implemented, which cover the entire Greek territory and where the biggest part of the representative bodies of the economic and social life of Greece participates.

Of the 64 Projects, 11 (of a total budget of 13,640,855.02€) include actions intended, in particular, for persons with disabilities, giving emphasis to their strengthening and promotion to employment. Such Projects are included in the following measures:

1.1 'Easing of access and return to labour market'

2.1 'Access for everybody with respect to the enterprise setting up procedure'

2.2 'Strengthening the social economy'

3.2 'Support of adaptability of companies and workers'

4.1 'Reconciling family and professional life'.

During the reference period the projects had just commenced the implementation of their action plans. We present below the measures taken by the said Second Cycle projects for the easing of employment of Persons with Disabilities.

Measure 1.1 'Easing of access and return to labour market'

1. Project: Education and employment of Persons with Disability through the development of an integrated information system for the promotion of the region of Epirus.

Development Partnership: DI.P.O. NET – Disabled People Operating Network.

This project promotes the study and recording of the problems of discriminations and inequalities faced by persons with disabilities in the local labour market, the improvement of their professional qualifications and their employment in posts related to the use of new technologies. The Project of the Development Partnership includes actions such as: interviews and 'psychometric' tests of persons with disability, training and educational packages for the target group, creation of a portal for access to the labour market, placement of infokiosks in central points of Epirus that will promote the employment portal, creation of an information portal for Epirus by the employment of persons with disability during its creation and organization of one-day meetings for training, awareness of enterprises for the target group. The final target of the project is the placement of persons with disability in job posts related to new technologies, marketing and clients' service.

2. Project: Integrated Intervention for equal participation of persons with disability in work.

Development Partnership: New Approach.

The project of Development Partnership 'New Approach' focuses on the problems of discriminations and inequalities faced by Persons with Disability when attempting to be integrated in the labour market. Within the context of the project, actions are implemented which concern an integrated intervention for the equal participation of Persons with Disability in work, such as:

- Guide of organization and operation of Support Centres for Persons with Disability in the field of employment. It concerns the compilation of a guide that provides guidelines on the framework of organization and operation of the centres and the support network for Persons with Disability in the field of employment.
- Advanced Training of Employment Counsellors for Simple and Multiple Discriminations.
- Creation and operation of accessible electronic services for the support of employment of persons with disability.
- Creation and operation of a network of multi-service Centres for the support of persons with disability in the field of employment. It concerns the creation and operation of a network consisting of eight multi-service Centres (six new and

two upgraded) for the support of persons with disability in the field of employment.

- Electronic system of linking work offer and demand. It concerns the design and development of an electronic system focused on the interconnection of persons with disability who are prospective workers with the labour market through the development of Web services.
- Network for the Support of the Employment of Persons with Disability who face simple or multiple discriminations.

3. Project: Reinforcement of the Skills of the Persons with Disability through the formulation of a pilot and innovative distance educational programme – ePIMENO.

Development Partnership: ePIMENO.

The measures for the support of persons with disabilities within the context of the project concern mainly actions of counselling support of persons suffering from a neuromuscular disease with a view to preparing them for integration into the labour market. To this day, such services (counselling support in issues of benefits, employment, labour legislation, etc.) have been provided to about 200 persons.

Measure 2.1 ‘Access for everybody with respect to the enterprise setting up procedure’.

4. Project: Integrated intervention for supported business activity through a cooperation network of persons with motor and mental disabilities.

Development Partnership: Market on Wheels.

For the support of the employment of persons with disability, the Development Partnership ‘Market on Wheels’ proceeds with the creation of a supportive Structure/Incubator which is in fact an Electronic Incubator intended for enterprises of persons with disabilities, as well for cooperating professional-productive laboratories for the promotion of their products. Moreover, in the framework of the project, an enterprise was created under the name ‘Elefsis’, which was incubated within the context of the Incubator and aims at channelling the products of professional-productive laboratories of persons with disabilities through the corporate scheme of persons with motor disabilities who, as young self-employed, claim for themselves and the mentally retarded persons a space in the labour market.

5. Project: Development of business activity by sensitive social groups through the utilization of the Olympic and athletic infrastructures.

Development Partnership: Post-olympic Business Partnership.

The aim of the project is to promote the business activities of persons with disability with the parallel utilization of the athletic infrastructures. More specifically, the targets of the project are: creation of a cooperation network among the structures and bodies supporting the entrepreneurship and the structures supporting the target groups of the project (young unemployed persons, women, persons with disabilities), awareness of persons belonging to the target groups in respect of business partnerships, investigation of fields of business activities in Olympic and athletic infrastructures in Greece, so that business activities are developed by the target groups of the project, reception, information and guidance of persons belonging to the target groups at the One-stop Shops, with a view to creating new enterprises that will utilize the Olympic and athletic infrastructures, provision of training to persons belonging to the target groups, etc.

Measure 2.2 ‘Strengthening the social economy’.

4. Project: Incubator for the development of social economy.

Development Partnership: Social and Economic Development Partnership of Crete – KRI.K.O.S.

This project for the support of the target group implements actions such as: creation of clusters of Women's Cooperatives and Protected Productive Laboratories of Persons with Disability, advanced training of the members of the existing social enterprises but also of unemployed persons belonging to the target groups who will establish social enterprises, establishment of social enterprises, creation of a showroom/saleroom for the products of the social enterprises.

7. Project: 'CRESCENT'

Development Partnership: Kaleidoscope.

The project for the support of persons with disability focuses on the creation of an Incubator of Social Entrepreneurship with the purpose of providing specialized services of information, counselling and guidance for the assumption of business activity within the context of social economy. At the same time, in the framework of the Project, a pilot social, cultural, tourist enterprise will be created for the prospective social entrepreneurs, after they have received a targeted training.

8. Project: 'Social Economy in Greece. Framework, pilot trials and support structures.'

Development Partnership: Socio-eco.gr.

The project of the Development Partnership 'Socio-eco.gr' focuses on issues of Social Economy and in respect of promotion to employment of persons with disability, it implements entrepreneurship support actions, such as training actions of the target groups in topics of management and administration of social enterprises with a view to creating a Cooperative – Social Company specialized in the education of persons with disability in music, painting and computers, as well as in issues of accessibility to urban-building and particularly tourist-cultural infrastructures.

9. Project: 'Social and professional rehabilitation of Persons with Disability and Greek Roma through a programme of recycling electrical and electronic waste in Greece.'

Development Partnership: Social/professional rehabilitation in recycling – Hope for the Environment.

The project contributes to the viable development of the geographical areas of Thessaly and the North Aegean and to the integration in the labour market (that concerns mainly issues of environmental protection) of Roma and persons with disability. Moreover, it promotes the field of viable management of waste electrical and electronic equipment.

Measure 3.2 'Supporting the adaptability of firms and employees'.

10. Project: Adaptability of Small and Medium-sized Firms of tourism and local products of Epirus.

Development Partnership: Flexibility

The project focuses on small and medium-sized tourist and local products firms creating an integrated intervention plan for the adaptability of such firms and their employees (residents of remote areas, persons with disability, etc.) to the ever changing needs of the new market and economy. The project focuses on the support of adaptability of 20 at least firms.

Furthermore, the employment of persons with disability in call centres, the training of employees and employers in specialized knowledge of the modern tourist environment, as well as the creation of support structures of adaptability and continuing training for the coverage of the ever changing needs of the market, are promoted.

Measure 4.1 'Reconciling family and professional life'.

11. Project: Network of social solidarity for reconciling family and professional life.

Development Partnership: Zefxi

The project promotes the employability of persons (men, women) having family responsibilities and introduces simple and applicable practices of social economy among the productive classes, vulnerable social groups and the State. In addition, it develops the integration of persons with special characteristics, such as disabilities or diseases, in the network of social solidarity and their promotion to the labour market through actions such as: creation of a support structure of tele-working, actions for the information of scientists who are in charge of the Centres of Support of Working Parents, training actions for vulnerable social groups, creation of workers' service centre in the areas of implementation, networking of the Centres of Support of Working Parents, etc.

Information requested by the Committee regarding the total number of persons with disabilities who are at an employment age, as well as regarding the number of persons with disabilities employed.

The registers of unemployed persons of the Manpower Employment Organization include about 16,000 to 18,000 persons with disabilities. Of those, an average of 2,500 persons every year is integrated in 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.

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.

At the moment, there are no publications or studies by the National Statistical Service on a regular basis. The most recent available information still comes from a survey of the National Statistical Service of Greece conducted during the second quarter of 2002 within the framework of the Labour Force Survey. It is underlined that this survey did not concern only persons with disabilities but considered, in general, characteristics of persons with health problems or disabilities in relation to their position in the labour market. The main findings are as follows:

- 8.9% of the persons with disabilities and health problems remains unemployed, which is a percentage lower than that of the general population (9.6%).
- However, 84% of the persons with disabilities and health problems is economically inactive (they do not look for work), which is a percentage much higher than that of the general population (58%)².

² It must taken into account that unemployment is calculated (unless mentioned otherwise) as a percentage of the labour force (labour force = workers + unemployed persons, that is, persons available for work) and not as a percentage of the general population at an employment age (general population at an employment age = workers + unemployed persons + idle persons).

- It should be noted that the majority of the aforementioned economically inactive persons is not interested and would not want to have a work for reasons (as they claim) not related to discouragement or dissuasive structures and behaviours. The main reason for their non-inclusion in the labour force was, as stated, the existence of a pension or their condition itself.

Moreover, we inform you that the National Centre for Vocational Orientation, which is supervised by the Ministry of Employment and Social Protection and the Ministry of National Education and Religious Affairs, is soon going, through the financing of the Operational Programme 'Education and Initial Training II', to implement inter alia the 'Study of the correspondence between occupations and skills per category of persons with disability'. The aim of the study will be the support of the work performed by the Counselling and Vocational Orientation (SYEP) officers in respect of the provision of improved counselling and vocational orientation services to persons with disability.

Information requested by the Committee regarding the new Law 3304/2005 on the prohibition of discriminations.

On 27-1-2005 Law 3304/2005 (Official Gazette 16A/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 promulgated, whereby the two Directives of the European Communities: 2000/43/EC 'implementing the principle of equal treatment between persons irrespective of racial or ethnic origin' and 2000/78/EC 'on the equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation in the field of employment and occupation' were incorporated in the national law.

This law prohibits direct or indirect discrimination of individuals in the public and private sectors, due to racial or ethnic origin, inter alia, in the field of employment and occupation, and due to religious or other beliefs, disability, age or sexual orientation exclusively in the field of employment and labour.

More specifically, the prohibition of discrimination due to religious or other beliefs, disability, age or sexual orientation, as stipulated in article 8, Law 3304/2005, applies to:

- (a) the terms of access to work and employment, including the terms of selection and appointment and professional development;
- (b) the access to all kinds and levels of vocational orientation, vocational training, advanced training and vocational reorientation, including the acquisition of practical professional experience;
- (c) the terms and conditions of work and employment, including those that concern dismissals and payments;
- (d) the membership and participation in workers' and employers' organizations or in any professional organization, including the advantages deriving from the participation therein.

Regarding the enforcement of Law 3304/2005 and according to its provisions (article 19), the competent bodies to promote the principle of equal treatment shall be the following:

- (a) the Ombudsman in case the principle is violated by the public services;
- (b) the Labour Inspection Body (SEPE) in case the principle is violated in the field of employment and occupation. The said Body may, inter alia, investigate or inspect

whether the provisions of the labour legislation are enforced, examine complaints lodged by victims of discrimination, inform citizens on their new rights deriving from the said law. Furthermore, it may impose administrative sanctions³ as prescribed by law or take conciliatory actions for the settlement of individual or collective labour disputes between the employer and the worker (Settlement of Labour Dispute) ; and

- (c) the Equal Treatment Committee of the Ministry of Justice in case the principle of equal treatment is violated by natural or legal entities in respect of the provision of services and sale of goods.

The Committee requests information regarding how the new legislation stipulates a reasonable arrangement, how it is implemented in practice, whether there is a case law on the subject and whether it has caused an increase in the employment of persons with disabilities in the open labour market.

The safeguarding of the principle of equal treatment for persons with disability is reinforced and broadened by Law 3304/2005, which stipulates reasonable adjustments for persons with disability (article 10). More specifically, the employer must take all appropriate measures from time to time, so that the persons with disability can have access to a job post, discharge the relevant duties and progress professionally, as well as participate in vocational training. Those measures should not result in a disproportionate burden on the employer. Such burden shall not be considered disproportionate for the employer when counterbalanced by protection measures taken within the context of the policy in favour of persons with disability.

As regards the existence of relevant case law, we inform you that the investigation we conducted in the law journals and the Legal Information Bank ‘Nomos’ did not disclose any judgements entered by the national courts, which would interpret the discrimination due to disability during the reference period and, hence, we cannot provide relevant details.

Moreover, we advise you that due to the short period of enforcement of Law 3304/2005 there are no available data confirming or not the increase of employment of persons with disability in the open labour market.

The Committee requests information regarding the management of protected employment and the status of the persons employed in this manner.

Article 17, Law 2646/1998 ‘Development of the National System of Social Care and other provisions’ introduced in our country the possibility of operation by welfare bodies (Public Law Entities and Private Law Entities) of *Protected Productive Laboratories* for Persons with Disabilities. According to the provisions of the above article, at least three fifths of the persons employed at the Protected Productive Laboratories shall be persons with mental retardation, autism, severe physical and multiple disabilities, provided that they have attained the age of twenty (20) and have attended a vocational training programme for at least two (2) years. It also stipulates the issuance of a Presidential Decree upon recommendation by the Minister of Finance,

³ As regards the administrative sanctions prescribed by article 17, Law 3304/2005 due to the violation of the principle of equal treatment in the field of employment and occupation, they consist in a fine payable by the employer amounting to five hundred (500) euro to thirty thousand (30,000) euro, according to paragraph 1 (a), article 16, Law 2639/1998 ‘Creation of the Labour Inspection Body and other provisions’, as amended by article 4, Law 3227/2004 ‘Measures to address unemployment and other provisions’.

Minister of Employment and Social Protection and Minister of Health and Social Solidarity, which shall regulate the legal form, organization, operation, requirements of employment and terms of financing of the Protected Productive Laboratories and specify the employment relationship and method of calculating the remuneration of the above persons employed there, as well as the process of promoting the products of the Protected Productive Laboratories.

By decision no 2/46689/0022 of the Minister of the Interior, Minister of Economy, Minister of Health and Social Solidarity (Official Gazette 361/17-08-2007) a Project Management Group was formed for the study of preparing the said Presidential Decree. In consideration of the fact that the process of issuance of the said Presidential Decree has not been completed, the operation of the Protected Productive Laboratories for Person with Disability in Greece was or is implemented by some welfare bodies only in a pilot form.

Article 18 The right to carry out profit-making business activities in other Member-States

Paragraph 1 Implementation of the existing regulations in a liberal spirit

Question A

The legislative framework (Acts 1975/1991 and 2910/2001) being in force in Greece over the previous reference period 1999 to 2002, arranging for third countries citizens' entry and stay procedure to carry out profit-making activities in the Greek territory, has changed. The applicable framework since 1.1.2006 has been the Law 3386/2005 "entry, stay and social integration of third countries' citizens in the Greek territory" (see Annex)⁴.

By virtue of the new legislative framework a radical section with regard to the foreigners' entry and stay regime in our country has been attempted by means of a mapping out and application of a modern immigration policy that takes into consideration the legal obligations arising both from the international conventional texts our country has signed and ratified – such as the European Social Charter- and from the fact that it is a Member-state of the European Union.

The new law establishes a modern and socially fair and just immigration policy. In particular, the working terms and conditions of foreigners coming to Greece in order to work under conditions attributed to a state of law are duly secured, while a modern regime of a foreigners' social accession is introduced. Immigrants' rights and mainly those having to do with the free development of their personality and their free participation in the country's economic and social life are protected by a social justice regime, with respect to their cultural and religious particularities.

The new law institutes a non-bureaucratic management system that is safe for the economic immigrants' rights in Greece by simplifying the procedure of application filing for the granting of a stay permit, the consolidation of the stay permit and work permit into one and a single document, the establishment of information provision structures to the foreigner, the enactment of the regime of the "long stay" citizens' of third countries in Greece, the provision of granting of stay permits to the victims of human trafficking, the implementation of an action integration program for the foreigners' social incorporation to the Greek society, the establishment of clear prerequisites for the facilitation of the family reunion and the definition of the cases for the granting of stay permits for humanitarian reasons.

This law also made an effort to legalize illegal foreigners. It offered the possibility for the granting of stay permits to the citizens of third countries who used to live illegally in Greece and could prove by specific means their stay until 31.12.2004. The proof of such citizens' stay was effectuated either by a stay permit that had been granted until 30-6-2004 and had not been renewed, or by an entry visa into the country, or by the submission of an application for the granting of a stay permit for humanitarian reasons, or by the granting of a taxpayer's number, or the certification of stamps payment to an

⁴ Taking into account the fact that in the middle of the reference period the immigration law has changed, this report mainly refers to the practical implementation of the previous immigrant legislation 2910/2001, while, a presentation of the new legislation 3386/ 2005 the implementation of which started in 2006, also takes place.

insurance carrier, or the decision for the rejection of a sanctuary granting. Said third countries citizens' spouses submitted independently an application and obtained an individual stay permit. Stay permits having been granted as per the legalization procedure lasted for a year and were given instead and lieu of work permits.

Question B

Due to the lack of processing (computerization) means of the competent services no exact data related to the applications number is available for the granting of work permits (initial and renewals) having been granted or rejected. Relevant data is quoted in the Table hereunder on an **approximately** basis of the Athens Prefecture.

WORK PERMITS TO ECONOMIC IMMIGRANTS			
YEAR	APPLICATIONS	PERMITS GRANTED	REJECTED APPLICATIONS
2003	110,657	104,492	6,165
2004	113,411	87,230	26,181
2005	51,113	35,606	15,507
2006	7,761	7,116	645

WORK PERMITS AFTER AN INVITATION			
YEAR	APPLICATIONS	GRANTED PERMITS	REJECTED APPLICATIONS
1999	512	512	4
2000	381	376	5
2001	290	280	10
2002	1564	1,534	34
2003	337	333	4
2004	471	463	8
2005	1710	1,108	602
2006	264	264	-

For information purposes it is stated that regarding the invitations, the overwhelming majority of the holders' work permits after an invitation concerned translators, foreign language teachers in private colleges, specialized engineers and electronic technicians, cooks, traditional food-sweet makers, in-house domestic helps, seaplanes (hydroplanes) pilots, acrobats etc.

Question C

The carrying out of profits-making business activities by citizens of third countries in Greece is not subject to any restrictions but to specific procedures contemplated by the applicable legislative framework aimed at the adjustment of the particular activity. In particular, the provisions of the articles 14 and 15 of the Law 3386/2005 in force, define the required prerequisites for the conduct of a dependent job or services provision or work by citizens of third countries. Similarly, the prerequisites for the carrying out of an independent economic activity on the part of third countries' citizens are outlined in articles 24 and 25 of the same law; articles 26 and 27 define the prerequisites for the development of an investment activity by third countries' citizens in Greece. Last but not least, article 16 of the same law arranges for the entry and stay of third countries' citizens in the Greek territory for a seasonal employment.

The above-mentioned prerequisites do not substantially entail the imposition of restrictions but they constitute an effort for the adjustment of these activities aiming at the legal integration of such third countries citizens to the labour market. The fulfilment of the above requirements on the part of third countries citizens secure the equal performance of profit-making business or activities in Greece under the same terms and conditions as carried out by the domestic citizens.

Paragraph 2 Simplification of the existing formalities, reduction or abolition of the administrative dues and charges

Question A

The access to the labour market for the carrying out of profits-making activities for the third countries' citizens is allowed on condition of holding a work permit for:

- a) dependent work or services or work provision;
- b) seasonal work;
- c) an independent economic activity;
- d) the development of an investment activity;

Third countries' citizens applying for a stay permit for one of the above-mentioned categories ought to have obtained a special entry visa in Greece on such ground. The above work permits are in lieu of a work permit.

Subject to the foregoing, third countries citizens' entry and stay to offer dependent work in Greece is adjusted by articles 14 and 15 of the Law 3386/ 2005 in force and effect. During the last three months of every year, the Regions of the country proceed to the drafting of reports in which the existing needs in manpower in the Region are entered together with the vacant labour positions per specialty, prefect and length of employment that may be covered by citizens of third countries. By decision of the competent Ministries the maximum number of the work permits for employment purposes granted on an annual basis to the citizens of third countries is fixed per prefect, citizenship, kind and duration of employment. Such decision is transmitted to the several Regions, the Manpower Employment Organization (OAED), the Ministries as well as the several consular authorities. Employers, subject to this list submit or file applications for the engagement of third countries' citizens to offer dependent work stating the number, specialty and citizenship of third countries' citizens they wish to employ. The Greek consular authorities receive applications for job posts as per the above list and send to the Regions nominal catalogues based on which employers ask that they invite specific citizens of third countries. The General Secretary of the Region approves citizens' employment and then transmits the approval to the competent consular authorities that grant the respective entry visa to the citizens of third countries.

The new law in article 16 also provides for the granting of a stay permit for seasonal employment. The citizens of third countries may enter Greece to be seasonally employed up to six months during the year with a particular employer and employment post. The procedure for the specific permit is the same as regards the permit for dependent work. However, in the event of a seasonal employment the employer submits an application containing complete particulars of the identity of the citizens of third countries the employer is desirous to invite.

The entry of a third country citizen who is interested in carrying out an independent economic activity (articles 24 and 25, Law 3386/ 2005) is permitted on condition that such citizen shall have sufficient sources to carry out such activity of at least sixty

thousand (60,000) Euros and such activity contributes to the development of the national economy.

The entry of a third country citizen who is interested in carrying out an investment activity (articles 26 and 27, Law 3386/ 2005) is allowed as long as such citizen carries out an investment of at least three hundred thousand (300,000) Euros and such investment has positive impacts on the national economy. The application for the granting of a stay permit is submitted with the competent Greek Consular authority sitting in the place of residence of the third country citizen. The foregoing citizens of third countries maybe accompanied by members of their family (husband or wife and minor children) who are granted an individual stay permit.

Exceptions applying with regard to the usually applied rules concern stay permits that also stand for a work permit granted to:

- a) third countries citizens, Board of Directors, administrators and corporation personnel (article 17, Law 3386/ 2005 in force) ;
- b) third countries citizens who move from a business established in a Member-state of the European Union or the European Economic Area or a third country for the purpose to render services (articles 18 and 19 of the Law 3386/ 2005 in force) ;
- c) athletes and coaches (article 20, Law 3386/ 2005 in force) ;
- d) members of artistic groups (article 21, Law 3386/ 2005 in force) ;
- e) intellectual creators (article 22, Law 3386/ 2005) in force;
- f) members of foreign archeological schools (article 23, Law 3386/ 2005 in force).

Question B

Subject to paragraph 6 of the article 14 and section 2 of article 16 of the Law 3386/ 2005 an employer in order to engage third countries citizens by virtue of a contract of dependent working relationship files an application with the Municipality or the Community accompanied by a bank letter of guarantee of an amount equal at least to the quarterly earnings of an unskilled worker in order to cover the foreigner's expenses for a three-month period living in Greece and an amount covering his re-entry or deportation to the country of origin. In the event of an engagement of third countries' citizens for seasonal personnel the monthly pay corresponds to an unskilled worker's monthly pay.

The application for the granting and renewal of stay permits is accompanied by a deposit which, if due to reciprocity reasons is not otherwise defined, it amounts up to one hundred fifty (150) Euros per year.

Question C

Please see the reply of Question A, paragraph 1, article 18 of the relevant questionnaire where the basic points of the new legislative framework are outlined. Nevertheless, some amendments of the Law 2910/2001 for the purposes of simplification of the respective procedures were effected until the commencement of coming into force of the new immigration law.

Answers referring to the Additional Questions of the European Committee of Social Rights

Given that the immigration law has changed, the new immigration law 3386/2005 does not provide any direct OAED involvement in the invitation procedure of a third country citizen for employment in Greece.

The dues paid for the issue of stay permits include reciprocity element as they are disposed of to partially cover administrative cost entailed by the issue of stay permits and actions implementation in favor of the stay permits holders.

Paragraph 3 Regulations Flexibility for foreign workers' employment

Question A

A third country citizen having obtained a stay permit for a dependent employment in Greece is allowed to enter into a labour contract with another employer during the time the initial stay permit is in force on condition that has been no change in the specialization for which he was granted the special entry visa or the insurance carrier, occurs. Also, he may work in another prefect of the same or a different Region after the lapse of a year of the granting of the initial permit and provided his previous labour relationship has been terminated, an announcement of the reason why the previous relationship was solved and has concluded a new labour contract with another employer. In addition, third countries' citizens have the option to work in the sector of services or work provision only after an one year lapse of the granting of the stay permit for a dependent work, have complied with their tax obligations and have accomplished a minimum wages number as contemplated for by the applicable legislation. After all, the stay permit for a dependent work upon its renewal is not permitted to change into a stay permit for the carrying out of an independent economic activity before the lapse of a three year period of time of the commencement of force of the initial stay permit.

In case of a stay permit of a foreign citizen to carry out independent economic activities, a change of purpose of permit issue is not allowed before the lapse of a two year period of the initial stay permit having come into force and effect. Following its renewal and as long as an established interruption of the specific activity has occurred, a change of the professional activity can be made. As far as the carrying out of investment activities is concerned, the period of time of an object change is three (3) years.

A dependent work stay permit is granted initially for a year with the perspective to be renewed for 2 years from time to time as long as the third country citizen has fulfilled his fiscal (tax) obligations, has entered into a contract for the provision of dependent work on monthly earnings equal at least to the unskilled worker's earnings and has completed a minimum number of wages as contemplated by the applicable legislation. The stay permit for an independent economic activity is initially granted for two years being capable to be renewed for two years each time as long as the business activity having been approved goes on being carried out and is within the limits of the same prefect, it's the same activity and all of the tax and insurance obligations have been fulfilled. The stay permit for the development of an investment activity is granted for a three year period being renewable for an equivalent period as long as the activity having been approved is still ongoing, it is the same activity and any or all of the tax and insurance obligations have been complied with. A stay permit of seasonal work cannot be renewed.

Question B

A third country citizen having obtained a stay permit to carry out dependent work and is fired or resigns during the force of the stay permit may legally stay in the country until the expiry of his stay permit and apply for the renewal of his stay permit as long as he complies with the requirements as set for the renewal of the stay permit for work purposes.

Third countries' citizens who are holders of a stay permit to work or a certification of paragraph 3 of the article 11 (type A) of this Law that they have submitted the required supporting documents for the issue of the said stay permit may, according to paragraph 1 of the article 86, can be engaged and employed. In the event that during the term of their stay permit their contract is rescinded or they withdraw on their own will from work they may be enrolled as unemployed in the unemployment records of OAED and be subsidized (in case of a denouncement of their labour contract) taking into account the fact that they fulfill the prerequisites of the subsidized unemployment.

In the event that the stay permit for independent economic activity is repealed or not renewed a period of up to six months may be granted by decision of the Minister for the Interior, Public Order and Decentralization to the citizen of a third country to leave Greece as long as this is deemed to be necessary for the liquidation of such citizen's business.

Question C

First of all, the new immigration law 3386/2005 codified all of the scattered regulations applicable for third countries citizens' entry and stay within the Greek territory. The unification of the stay permit and work permit into one document constituted a significant innovation. In addition, by virtue of the new legislative framework foreigners' invitation system for work in Greece has been compensated by strengthening and activating the Regional Immigration Committees who shall determine labour force (manpower) needs on a Region level analytically for each prefect of the Country in conjunction with the offer and demand of labour per specialties category and of course always in conjunction with the existing respective domestic and foreign manpower. At the same time an application submission procedure for the granting or renewal of the stay permit was quite simplified while the third countries citizens were enabled to submit the foregoing applications with the Municipality or the Community of their place of residence where information centers were established for them to avoid any hardship for them. In addition the conduct of economic activities and the realization of large investments was facilitated from an aspect of a stay permit granting. After all, by virtue of the new law an updated regime of a social incorporation of the citizens of third countries into Greece was introduced.

Information referring to the ECSR question on the registration of third countries' citizens to the unemployment records

The denouncement of the labour contract, or the voluntary withdrawal from the employer with whom the labour contract was concluded at the time of the submission of supporting documents for the stay permit granting or renewal, is a necessary precondition for the registration of stay permit for work holders in the unemployment registers of third countries.

Such requirement does not exist for the cases of third countries citizens who were legalized by another category of the law 3386/ 2005 (e.g. spouses of Greeks, mothers of domestic minor children, humanitarian reasons etc) taking into account that the form of the stay permit they get and is in lieu and instead of a work permit does not presuppose the entering into a contract with the employer and thus their registration into the unemployed records does not call for the above prerequisite.

The foregoing requirement of a labour contract denouncement or a voluntary withdrawal does not exist as well for the construction workers (builders), home workers, night nurses and these employed in the agricultural sector.

Paragraph 4 Exit right of the citizens of Contracting Parties wishing to carry out profit-making activities in the country of other Contracting parties

Question A

The exit of Greek citizens out of the Greek territory is allowed by presenting the relevant passport or an identity card (as long as the country they go to does not require a passport). As it has been already set forth, the only restrictions imposed concern any existence of an exit prohibition measure due to the not fulfillment of the military service or the existence of a request of a judicial authority.

Today's existing legal framework governing a passport issuance for Greek citizens is:

*Law 3101/2003 "Passports issuance by the Greek Police and other provisions";

*P.D.25/2004 " Requirements for the issuance of passports, validity, replacement, loss and invalidation" as amended by the P.D.193/05";

*P.D. 126/2005 "Passports Directorate Establishment and other provisions" which abolished the P.D.37/ 2004;

*Joint Ministerial Decision (J.M.D) 3021/2005 "Supporting documents and issuance formalities, form and content of a passport indication as amended by the JMD 3021/ 22/10-d/2005;

In particular, as far as the restrictions for the issue of passports are concerned, these are cumulatively entered in article 1, section 2 of the P.D.25/2004 as amended by article 1 of the P. D. 193/2005 where it is stated that no passport is granted to any one who:

- a) Has been finally convicted for certificates forgery and counterfeit, documents subtraction, false not under oath statement or false declaration (articles 216, 217, 222 and 225 of the Penal Code and article 22, paragraph 6 of the Law 1599/ 1986) as long as such offences are related to the issue, use or loss or theft of the passport. In such case the prohibition is in force for 5 years of the issue of the sentence and on condition the penalty has been served.
- b) A penal prosecution has been commenced against him or he/ she has been indicted to a trial for the offences of the previous section and for whatsoever time such pendency lasts.
- c) An exit prohibition measure is pending against him/ her out of the country;
- d) He has been declared as draft-dodger or deserter.

In particular, as far as the objections set forth are concerned, for the right of Greek citizens to leave the country, we inform you of the following:

Recruiting legislation arranging for these matters has changed now and the relevant provisions are governed by the Law 3421/ 2005 in force since 13/ 12/ 2005. By virtue of the article 54 of this law, draft-evaders and deserters are forbidden to:

-leave for any country abroad or sign on, on board any overseas line ships;

-be granted any passport visa with the exception of the draft-evaders abroad who live in a country abroad.

The substantial difference with regard to the previous legislative framework is that the granting of passports to the draft-evaders abroad is now permitted without any terms and conditions as it just applies for the rest citizens.

ANNEXES

1. Article 1 paragraph 2

Law 3488/2006 “implementing the principle of equal treatment between men and women as regards the access to employment, vocational training and promotion the terms and conditions of labour and other relevant dispositions”.

Correctional Code (Law 2776/ 24-12-1999, official Gazette 291A, Articles 40-44 and 46)

2. Article 1 paragraph 3

Review data of placements in job posts by Private Job Counsellors Offices and Temporary Employment Agencies for Years 2005 & 2006 by previous work status, level of education, age and specialities of the persons (available only in Greek language).

3. Article 15

Law 3304/2005 “application of equal treatment regardless of racial or national origin, religion or other conviction, disability, age or sex orientation”

4. Article 18

Law 3386/2005 “entry, stay and social integration of third countries citizens in the Greek territory”