



22 May 2008

RAP/Cha/GR/XVIII(2008)Add

EUROPEAN SOCIAL CHARTER

Addendum to the 18th 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)

Report registered at the Secretariat on 21 May 2008

CYCLE 2008

Additional information

Article 10 paragraph 1:

Information in connection with the Conclusions of the Committee of Social Rights University entrance of foreign nationals.

The Greek State, has provided for the foreigners that enter Greece and are interested in Higher Education, i.e. in studying at Universities and Technological Educational Institutes (TEI).

Foreigners, whose parents are not of Greek origin, and who are holders of foreign School Leaving Certificates- either from an EU Member State or from a non EU Member State granting them the right to enter a Higher Educational Institute in their own country, may participate in the Pan-Hellenic examinations along with the Greek candidates in order to be admitted in Higher Educational Institutes. Of course this also applies to persons who have studied in Greece and hold a Greek School Leaving Certificate.

Moreover, foreigners, in accordance with the legislation in force (F.151/20049/B6, O.G.272-B/1.3.2007 Ministerial Decision), may come under a special category of candidates, for whom special provisions apply regarding their admission to our country's Higher Education. E.U. students and non-E.U. students can fall into these categories on condition that neither the candidates themselves nor their parents are of Greek nationality or citizenship. The said candidates submit the relevant documents to the Ministry of Education from the 20th to the 30th of July every year, and also fill in the Candidate's Application Entry Form in order to state the Faculties and the Departments of their preference.

Changes in the 18th Greek Report

Please note that all changes are marked yellow in the text

Page 1 last paragraph

“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~~ the difficulty to combine studies and work”.

Page 2

Insertion of footnotes in second, third and fourth paras

Page 12

Insertion of footnote in the last paragraph

Page 13

Addition of indent “a” in the second paragraph

Page 16

In the first line of the third paragraph change “Council” into “European Council”

Second line of the fourth paragraph, insertion of bracketed phrase (“incentives to stay longer in work on a voluntary basis”).

Pages 22, 23 and 31

Insertion of data sources

Page 34

In the caption of chart 3 please note that the colours indicating the levels of voluntary and involuntary part time employment are the opposite.

Also insertion of data source

Page 53

Period of unemployment is calculated in months

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 difficulty 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 created¹.

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 positions².

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 2010³.

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

¹ Source: Employment Observatory, Research and Informatics S.A., PAEP S.A.

² Source: PAEP S.A.

³ Source: PAEP S.A.

	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 situation⁴.

⁴ Source: PAEP S.A.

Page 13 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) active labour market policies

- b) the securing of an equal career development of women,
- c) 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
- d) 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 programs⁵

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

⁵ Source: OAED

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- 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 **European** 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.

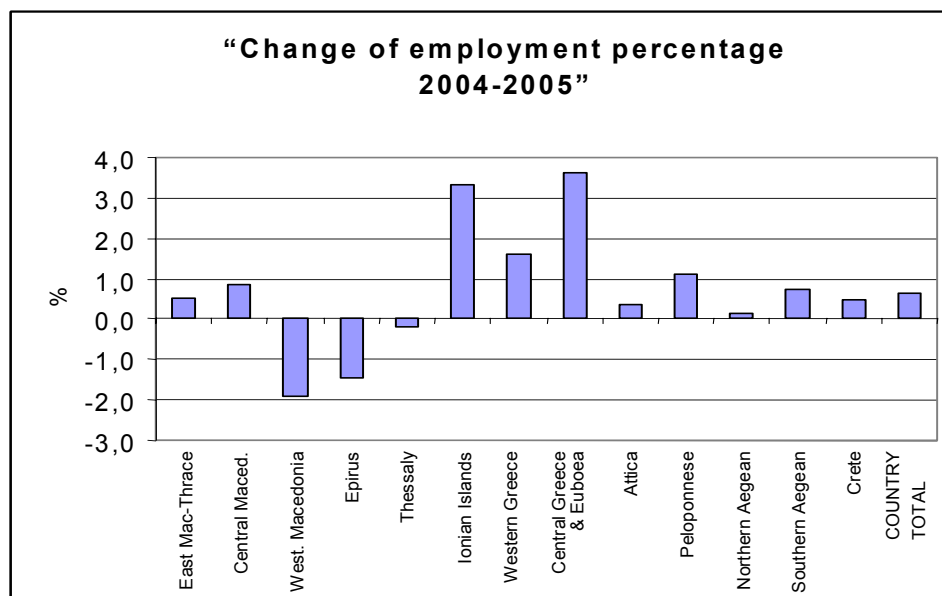
Elderly working people

Government has already started putting a higher emphasis on active aging policies like the flexible retirement schemes (**incentives to stay longer in work on a voluntary basis**), 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

Chart 1 Page 22

“Change of employment percentage, 2004-2005”



Source: Employment Observatory, Research and Informatics, PAEP S.A.

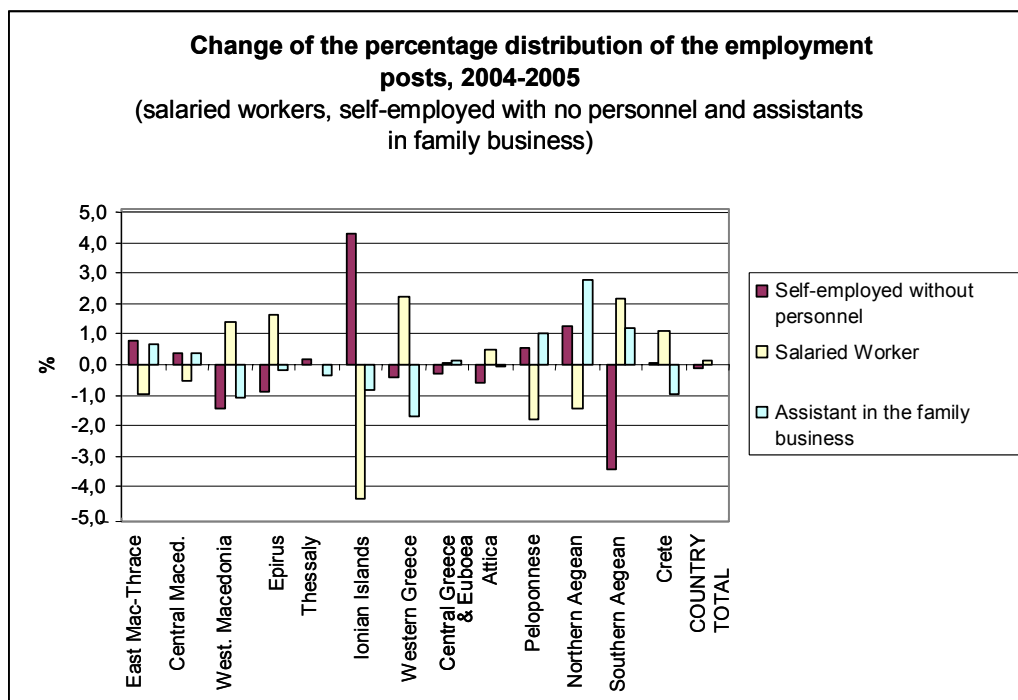
Position in employment (per type of employment and region) **Table 1**

	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

Source: Employment Observatory, Research and Informatics, PAEP S.A.

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



Source: Employment Observatory, Research and Informatics, PAEP S.A.

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%.

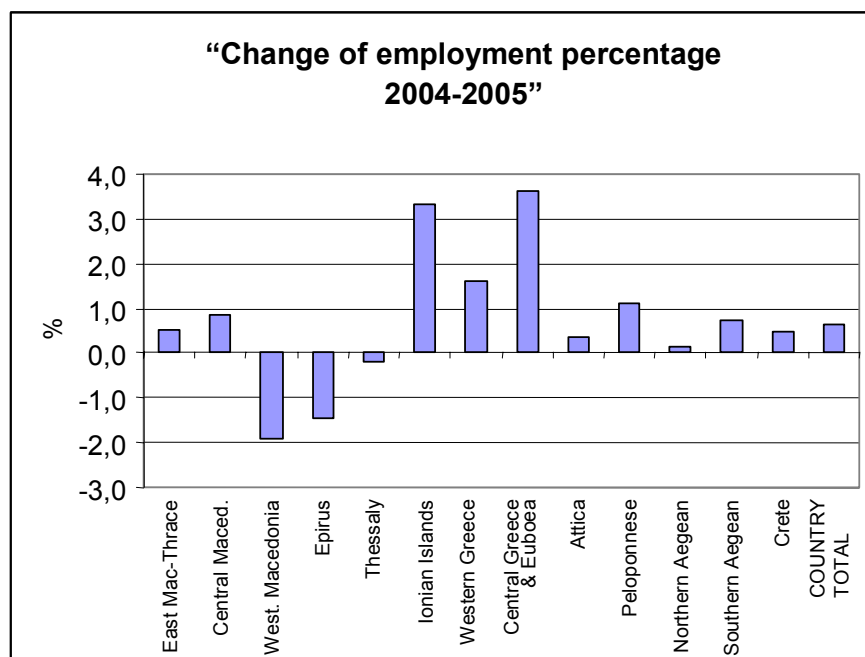
Table 18: Unemployment rate (%) in the regions

	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

Chart Change in the employment rate, 2004 -2005

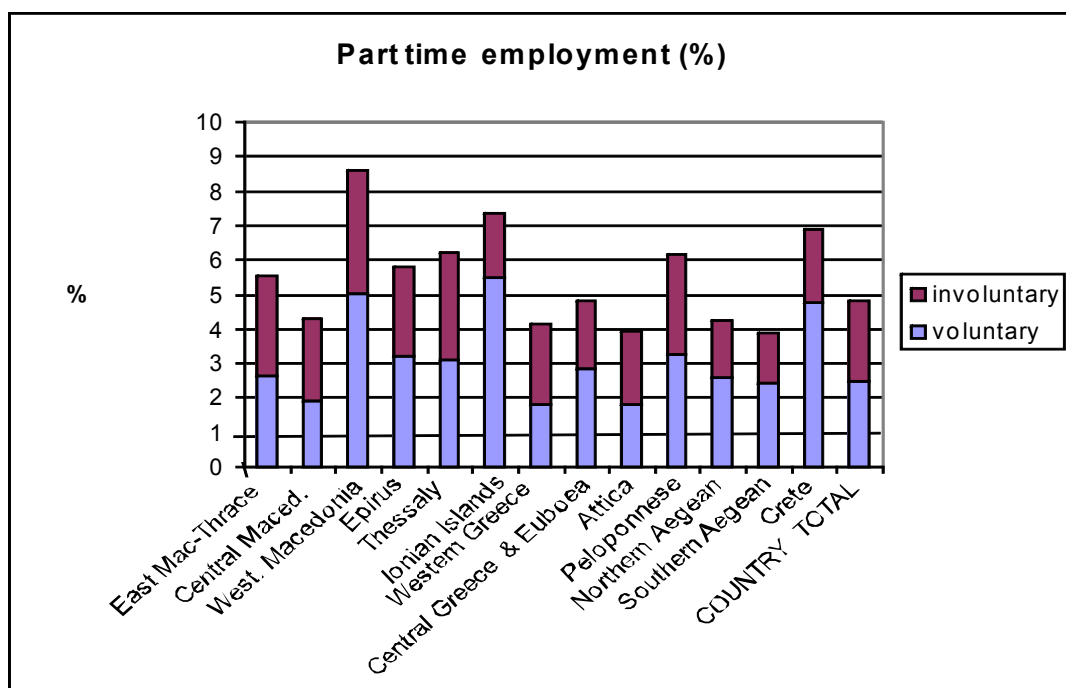


Source: Employment Observatory, Research and Informatics, PAEP S.A.

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



Source: Employment Observatory Research and Informatics, S.A. Paep

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

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 (months)	TOTAL		PERIOD OF UNEMPLOYMENT	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	TOTAL		PERIOD OF UNEMPLOYMENT	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	TOTAL		PERIOD OF UNEMPLOYMENT	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	TOTAL		PERIOD OF UNEMPLOYMENT	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