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## **EUROPEAN SOCIAL CHARTER OF 1961**

22nd National Report on the implementation of  
the European Social Charter of 1961

and

4<sup>th</sup> National Report on the implementation of  
the Additional Protocol of 1988

submitted by

**THE GOVERNMENT OF  
GREECE**

(Articles 1, 9, 10, 15 and 18 of the 1961 Charter  
and Article 1 of the 1988 Additional Protocol  
for the period 01/01/2007 – 31/12/2010)

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Report registered by the Secretariat on 9 April 2012

**CYCLE XX-1 (2012)**

## Article 1 - The Right to Work

### Article 1§1 – Policies with a view to the attainment of full employment

#### Question 1 – Legal framework

The basic target in the field of employment during the reference period was **to enhance employment and ensure equal opportunities** for all through the creation of more and better jobs. To this end, crucial policies were those aiming at the activation of the entire labour force, the promotion of vulnerable groups to employment, the improvement of the quality of services and ensuring a decent life.

The main actions concerned the **facilitation of access to employment** primarily for **young people, women and older workers** through active employment policies at a national and regional level, by the implementation of integrated employment plans.

The *National Reform Programme for the period 2008-2010* included policies in the field of employment which concerned the following:

- promotion of matching labour supply and demand;
- facilitating access to employment for all and, primarily, for young people, women, older workers and vulnerable social groups;
- enhancing the adaptability of the human resources and enterprises;
- integration of all into an equal opportunities society;
- combating undeclared work.

The financial and economic crisis and tackling of its consequences in the labour market led to the drafting of an Action Plan for Employment that concerned the reinforcement of active employment policies in April 2009<sup>1</sup>. The plan provided for training and retraining actions, job subsidy programs and vulnerable social groups support programs with emphasis on workers mostly affected by the crisis.

The deterioration of the financial position of the country and the labour market during the period 2009-2010 created the **need to review the employment policy**. In particular, the adverse consequences for the country due to the government debt and deficit induced the Greek government to decide the activation of the support mechanism for the Greek economy by the euro area Member States and the International Monetary Fund (May 2010). The efforts for fiscal adjustment and restoration of competitiveness of the Greek economy in conjunction with the country's obligations deriving from the loan agreement affect the income policy, employment policy and social protection.

In this context, significant reforms in the labour market have been implemented with a view to creating a more competitive productive sector with emphasis on the protection of vulnerable groups. A number of targeted policies aim at encouraging employment and at the maintenance of jobs, halting of unemployment, combating of undeclared work as well as at the proper functioning of

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<sup>1</sup> **Targets:** preservation of jobs, support of vulnerable population groups through targeted actions, creation of new jobs through the utilization of new, dynamic branches of economy, green growth, as well as vocational training and retraining of workers.

the labour market (including the labour regulations). The same applies to the improvement of labour market performance and achievement of the national target for employment in the framework of Europe 2020 Strategy (the target is the employment rate for people aged 20 to 65 years **to reach 70% until 2020**).

At the same time, seriously affected by the economic crisis (increase of unemployment, budgetary discipline measures, prolonged recession) Greece faces the primary challenge of creation of **a social safety net** against poverty and social exclusion, especially for the following years. **Work is the best means for combating poverty** and, to this end, a number of policies, measures and interventions have been developed aiming at the increase of employment rates for all population groups.

***Law 3833/2010 “Protection of national economy” – emergency measures to address the fiscal crisis”***

According to Law 3833/2010 (paragraph 1, article 18) the Manpower Employment Organization (OAED) **drafts programs for the subsidy of up to 100% of (employers’ and workers’) insurance contributions, so that enterprises hire unemployed persons**. The aim is to facilitate unemployed persons’ access to employment and combat undeclared work.

Moreover, the same law (paragraph 3, article 18) enables the drafting of insurance contributions subsidy programs for up to 100% of the workers in order to maintain their jobs in enterprises or employers.

***Law 3845/2010 “Measures for the implementation of the support mechanism for the Greek economy by the euro area Member States and the International Monetary Fund”***

**Cheque for reintegration into the labour market**

By enacting the “reintegration cheque”, the “passive” unemployment benefit is converted into an active policy through work and vocational training chosen by the unemployed person. More specifically, every subsidized unemployed person is entitled to a “cheque for reintegration” into the labour market, whose monetary value is equal to the total amount of the unemployment benefit to which he/she is entitled. The enterprise hires the subsidized unemployed person and receives from the Manpower Employment Organization the monetary value of the “cheque” as monthly subsidy for the number of months remaining until the expiry of the subsidy.

**Work experience acquisition program**

Law 3845/2010 specifies the work experience acquisition contract with a view to facilitating the integration into the **labour market of young people not older than 24 years**.

The duration of the contract may be up to twelve (12) months and the wages correspond to 80% of the minimum basic salary, as defined from time to time by the National General Collective Labour Agreement (EGSEE). Young people are insured for pension, sickness and occupational risk and their insurance contributions are borne by the Manpower Employment Organization. In order to continue working they must enter into an employment contract, whereby they can be included in programs of the Manpower Employment Organization.

Employers in the private sector who enter into contracts with unemployed persons aged 16-24 for the acquisition of work experience for a period of up to twelve (12) months, pay to the employees 80% of the minimum basic salary or day’s wage, as defined from time to time by the National General Collective Labour Agreement, insure them in the branches of pension, sickness in kind and occupational risk with the Social Insurance Institute (IKA) – Unified Social Insurance Fund for

Employees (ETAM), and are entitled to receive insurance contributions subsidy from the Manpower Employment Organization.

Following the expiry of the work experience acquisition contract, the subsidy may continue if the said contract is converted into an employment contract for an additional period of twelve (12) months.

***Law 3863/2010 “New Social Security System, relevant provisions, regulations concerning the employment relations”***

**Self-insurance option for dismissed workers aged 55-64 with the cost being borne by the employer and the Manpower Employment Organization**

Article 74, Law 3863/2010 provides for the right of workers aged 55-64, whose employment contract or relationship is terminated, to have a self-insurance on condition that they remain unemployed. The employer shall participate in the self-insurance cost by 80%, while the Manpower Employment Organization may draft and implement special financial support programs in order to cover the remaining self-insurance cost.

By this law, on the one hand, the worker is **indirectly protected against dismissal**, since disincentives are created for employers against dismissals and, on the other hand, **persons dismissed are protected through the option to continue to be insured**.

In order to enable the proper implementation of article 74, Law 3863/2010, an amendment was drafted, which introduces the necessary terms and conditions for the inclusion of the insured persons and provides for the sanctions to be imposed on the employers who do not abide by it.

**Protection of workers aged 55-64 against collective dismissals**

Law 3863/2010 (paragraph 7, article 74) aims at protecting workers aged 55-64 against collective dismissals and stipulates that **in case of collective dismissals, the number of dismissed workers aged 55-64 may not exceed 10%** of the total number of the dismissed workers.

This provision is very favourable for older workers, since it introduces a limit on the number of older workers who can be dismissed. It should be noted that this **offers a greater protection for workers aged 55-64 than the previous legislation**, because the legislation on collective dismissals prior to Law 3863/2010 did not make any particular reference to this group of workers but only included a simple and general reference to “*criteria for the selection of workers to be dismissed*” (article 15, Law 2736/1999).

**Reduced wage cost for new entrants in the labour market not older than 25 years**

According to paragraph 8, article 74, Law 3863/2010, for new entrants in the labour market younger than 25 years who will receive 84% of the minimum basic salary or day’s wage, as defined from time to time by the National General Collective Labour Agreement, the employers shall automatically be included in a program of the Manpower Employment Organization for subsidy of the insurance contributions for the said new entrants, provided that the employers shall pay to the new entrants, as part of their net wages, an amount corresponding to the amount that the Manpower Employment Organization undertakes to pay to the pertinent social security bodies, in order to cover the insurance contributions for the said new entrants. **The implementation of this provision is pending.**

### **Reduced wage cost for young workers under apprenticeship contracts**

Paragraph 9, article 74, Law 3863/2010 regulates *the terms of employment and insurance for persons employed under apprenticeship contracts*, as follows:

Between the employers and persons who are between 15 and 18 years old special apprenticeship contracts may be entered into for a period of up to one (1) year, **with a view to skills acquisition**. The apprentices receive 70% of the minimum basic salary or day's wage, as defined from time to time by the National General Collective Labour Agreement, and are insured in the sickness in kind branch and 1% against accident risk. For those who have attained the age of sixteen (16) years, the apprenticeship may not exceed eight (8) hours per day and forty (40) hours per week. Those who have not attained the age of sixteen (16) years and those studying at junior or senior high schools of any type or technical vocational schools, whether public or private, recognized by the State, may not work as apprentices for more than six (6) hours per day or thirty (30) hours per week. The apprenticeship may not be performed from 22:00 to 06:00 of the following day. Such persons, with the exception of the provisions on health and safety at work, shall not be subject to the provisions of the labour legislation.

### **Part-time employment in the public sector**

As regards the institutional framework that concerns **part-time employment in the public sector**, we wish to point out the following:

Article 28, Law 3536/2007 reviewed and unified the institutional framework of the part-time employment program in the bodies of the public sector, local government organizations and other public law entities, as formed by Law 3250/2004 and Law 3488/2006, with a view to a more direct access to employment of vulnerable social groups and to a more comprehensive provision of social services to persons served by the employer bodies (citizens and residents in the case of local government).

More specifically, the integration criteria for prospective workers under a part-time contract who belong to vulnerable social groups, wherefrom part-time personnel are selected, became more flexible. More specifically, unemployed persons older than thirty (30) years are not required any more to have exhausted the regular unemployment subsidy and no minimum time of inclusion in the integration registers of the Manpower Employment Organization is stipulated. A minimum unemployment period is not required even for inclusion in the category of unemployed persons not older than thirty (30) years. Furthermore, the definition of parents of large families and children of large families include now parents of three children and children of families having three children respectively.

Regarding the collectively dismissed workers, upon entry into force of article 28, Law 3536/2007, collective dismissals ceased to be an additional criterion for the selection of persons belonging to vulnerable social groups, however, there is an option to hire only collectively dismissed persons through the approval of a special operational plan. On the contrary, this law introduced as a selection criterion the local origin, therefore, candidates who are citizens and residents in the place where the body – for which posts are announced – has territorial jurisdiction, shall have priority over other candidates.

In this context, the Committee in charge of approving the part-time employment operational plans and implementation of the program, granted approvals to bodies of the public sector, local government organizations and other public law entities during 2007, 2008 and 2009, in particular, by

approving 10,052 persons at primary local government organizations and 1,474 persons at secondary local government organizations for 2007, 227 persons at primary local government organizations and 160 persons at secondary local government organizations and 90 persons at the Regions of the State for 2008, as well as 8,344 persons at primary local government organizations for 2009. It should be mentioned that no approvals were granted for 2010.

As regards **immigrants' issues**, we wish to underline that the merging of the work permit with the residence permit is a turning point of Law 3386/2005.

The current framework as from 1.1.2006 is Law 3386/2005 "Entry, residence and social integration of third country nationals in the Greek territory". More specifically, it safeguards the employment terms of aliens who come to Greece by introducing a modern immigrants' social integration system with respect for their rights, in particular, those that concern the free development of their personality and their free participation in the economic and social life of the country, and also with respect for their cultural and religious peculiarities.

The law enacts an administration system that is not bureaucratic but safeguards the rights of economic immigrants in Greece by simplifying the application submission procedure for the issuance of a residence permit, merging the residence permit with the work permit in a single document, creating information structures for the aliens, establishing the status of "long-term resident" for third country nationals, providing for the issuance of residence permits to victims of human trafficking, implementing an integrated action plan for the social integration of aliens in the Greek society, establishing specific requirements for facilitating family reunification and defining the cases where residence permits are issued on humanitarian grounds.

## **Question 2 – Measures for the implementation of the legal framework**

### **Measures for the support of employment**

A basic aspect for the implementation of active employment policies during the period 2007-2009 were the targeted actions. The programs of the Manpower Employment Organization are specifically targeted in terms of population groups (women, young people, unemployed persons not older than 50 years, vulnerable groups), location (with emphasis on the provinces), subject (culture, natural environment, new technologies) and sector (with emphasis on the mass media), with a view to their optimal effectiveness, ensuring a real benefit for the unemployed persons and creating the conditions for their remaining in the labour market. More specifically:

#### **Women**

Actions were implemented for the enhancement of women's employment and promotion of equal access to it, such as the *special program of integrated intervention* (in cooperation with the General Secretariat for Gender Equality, the Research Centre for Gender Equality (KETHI) and the Manpower Employment Organization), which combined accompanying services, counselling and psychosocial support for women in order to be integrated into the labour market, as well as actions for promotion to employment, through programs for work experience acquisition, jobs' subsidy and commencement of independent activity. Moreover, very important were policies for the reconciliation of family and professional life through the available infrastructures (extension of the operation of Social Care structures and all-day schools).

The aim of the interventions for the period 2008-2010, according to the National Reform Programme, was to **continue and intensify the adoption of integrated active measures** to deal with

women's problems and to finance policies that contribute to the development of women's employment and creation of equal opportunities in all sectors.

In order to **boost women's employment**, the following interventions were implemented:

- programs of placement in enterprises by the subsidy of jobs for the acquisition of work experience through training, as well as measures for further reduction of differences in pay and segmentation of the labour market in occupations according to sex;
- actions for the enhancement of women's participation in mass media (either as entrepreneurs or workers);
- actions for the harmonization of family and professional life as well as the special maternity protection benefit (Law 3655/2008), which is granted to mothers insured with the Social Insurance Institute upon expiry of the maternity leave (pre-delivery leave and confinement leave) or a leave equal to the reduced working hours. Its duration is six (6) months and the working woman may use it in whole or in part. The time of her absence from work is considered to be time of actual service and time of insurance in the pension branch of the Social Insurance Institute – Unified Social Insurance Fund for Employees. During the special leave, the Manpower Employment Organization has to pay a monthly amount to the working mother, which is equal to the minimum salary, the Christmas and Easter bonuses as well as the holiday allowance on the basis of the aforementioned amount.

### **Young people**

The actions implemented for young people aimed at strengthening their employment options, their integration into the labour market and at the reduction of unemployment, through the development and improvement of their qualifications and skills in order to respond to market needs, reduction of the period of transition from the educational system to the active professional life as well as implementation of targeted active employment policies.

In this direction, work experience acquisition programs, programs for New Self-employed Professionals with a view to the promotion of self-employment and creation of viable enterprises by young people, as well as programs for New Jobs with a view to the promotion of young people to employment, were implemented.

One of them is the program entitled "One Start, One Chance", which concerns 40,000 young people (aged 16-25), who finish or drop school and do not pursue further studies, and offers them an opportunity of employment or additional training, in order to be immediately integrated into the labour market. The program offered the following options:

- (a) Acquisition of first occupational experience with the minimum salary as well as insurance coverage and medical care, through a five-month previous service, with priority given to small and medium-sized enterprises of the private sector;
- (b) Acquisition of certified computer knowledge and skills;
- (c) Participation in an integrated counselling program (vocational orientation, job seeking, assumption of business initiatives).

At the same time, emphasis was given to youth entrepreneurship as a means of integration of young people into the labour market through the special program for subsidy of 3,000 new self-employed professionals aged 22-32 years, entitled "Youth and Entrepreneurship", with priority given to innovative business ideas and new technologies.

## Older people

During the reference period, employment policies were implemented in order to combat unemployment of older people and create the conditions for the return to the labour market and prolongation of their working life.

The special employment programs concern unemployed persons who are close to the retirement age (5 years left until retirement and up to 1,500 more social security stamps needed to establish pension rights), and aim at ensuring the necessary social security conditions for retirement. Inter alia:

- program for the subsidy of enterprises with a view to the employment of 10,000 unemployed persons older than 45 years;
- increased subsidy for the promotion of older unemployed persons to employment or self-employment through the general programs of the Manpower Employment Organization and integrated interventions at a local level.

Furthermore, measures were taken for the promotion of active ageing and discouragement of early retirement. More specifically, Law 3655/2008 “Administrative and organizational reform of the Social Security System and other social security provisions” attempts to eliminate the long-standing ailments of the social security system. Inter alia, incentives were given for remaining at work (e.g. for the first time, workers in the private and public sectors were offered the opportunity to remain at work for up to three (3) years, after the completion of the required time of service or attainment of the age limit, by increasing the pension amount).

## Measures for the encouragement of employment

In 2010 within the framework of the European Strategy “Europe 2020” and the **national quantitative target** (the target is the employment rate for people aged 20 to 65 years to reach 70% until 2020), the Ministry of Labour and Social Security set **five main policy priorities**: *maintenance of jobs and adaptability of enterprises, integration of young people into the labour market, reintegration of unemployed persons, support of women’s employment, support of vulnerable social groups* in the labour market. The priorities are being implemented through actions of the Manpower Employment Organization and Vocational Training S.A., while they are financed by the Manpower Employment Organization, the Open Account and the Operational Program “Human Resources Development” 2007-2013. There are **17 programs** in total, in the amount of 2.5 billion euro concerning 667,000 workers.

### Priority 1: Maintaining jobs and adaptability of enterprises

A) *Measures for the maintenance of jobs and halting of dismissals by subsidizing the non-wage cost corresponding to the monthly employer’s contributions, as an incentive for the maintenance of at least 400,000 jobs for a period of eighteen (18) months.* Subsidy program for 200,000 full-time jobs through the subsidy of employer’s contributions for the maintenance of at least 400,000 jobs in enterprises and, in general, employers of the private sector. Budget: 992,000,000 euro and financing from the resources of the Manpower Employment Organization.

B) *Programs for workers employed in sectors / areas mostly affected by the crisis*

- **Program for the maintenance of 10,000 jobs through the subsidy of part of the employers’ contributions in hotel enterprises open throughout the year.** Subsidy of part of the non-wage cost corresponding to 40% of the employers’ insurance contributions for a period of twelve (12) months.



The cost of program implementation will be covered by the budget of the Manpower Employment Organization and the maximum expenditure will be 18,620,000 euro in total.

- **Local Integrated Program for 900 unemployed persons and 350 workers in the Prefecture of Kastoria.** The co-financing is from the European Social Fund and the Public Investments Program within the framework of the Operational Program “National Contingency Reserve” 2007-2013. It includes actions such as: creation of three hundred new jobs through the subsidy of insurance contributions, enhancement of business initiatives for 100 unemployed persons, work experience acquisition program for 150 unemployed persons who are new entrants in the labour market, two-year subsidy program for enterprises with a view to the maintenance of 200 jobs. Moreover, there are training / retraining actions for 350 unemployed persons and 150 workers in sectors which are crucial for the needs of the labour market. The estimated expenditure is 13.7 million euro.

C) **Structural adjustment** programs for enterprises with a view to supporting them through the co-financing from the European Union and national resources in the framework of the Thematic Axis “Strengthening of the Adaptability of the Human Resources and Enterprises”, Operational Program “Human Resources Development” 2007-2013:

- Program entitled “Structural adjustment of workers and enterprises within the economic crisis”, which employ at least 50 workers. It concerns the implementation of “Integrated plans of structural adjustment of enterprises and workers” in order to respond to the new conditions resulting from the economic crisis and the incorporation of new technologies in production. It is implemented by the Manpower Employment Organization and the budget amounts to 60,000,000 euro.

- Program of structural adjustment of small and micro enterprises (1-49 employees): it concerns the support of small and micro enterprises through the implementation of “Sectoral plans of structural adjustment of enterprises at a prefectural level” in order to respond to the new conditions resulting from the economic crisis. The management body is Vocational Training S.A.

### **Priority 2: Integration of young people into the labour market and acquisition of work experience**

For the integration of more young people into the labour market and acquisition of work experience, the following programs are being implemented:

- Subsidy programs for acquisition of work experience for 10,000 unemployed persons aged 16-24 years, who are new entrants in the labour market, in private enterprises through the subsidy of the insurance contributions and with the option to continue the subsidy for twelve (12) more months, provided that the contract for acquisition of work experience is converted into an employment contract. The budget amounts to 53,940,400 euro through co-financing from the European Social Fund and national resources. About 2,000 persons have benefited from this program;

- Subsidy Program for 6,000 young scientists with a budget of 126,000,000 euro;

- Subsidy Program for young scientists with a total budget of 39.7 million euro, which benefited 4,250 persons.

### **Priority 3: Reintegration of unemployed persons**

The cheque for reintegration of unemployed persons into the labour market enables the conversion of the unemployment benefit into a financial support for employment or vocational training. This program concerns 10,000 benefited persons and the estimated cost is 120 million euro.

The insurance contributions subsidy programs **link the hiring of persons to the reduction of the non-wage cost**, through the subsidy of the insurance contributions, thus facilitating the integration into the labour market.

- **“Special four-year program for the promotion of employment through the subsidy of the insurance contributions with a view to the hiring of 40,000 unemployed persons.”** The program is financed by the Manpower Employment Organization and the budget amounts to 501,000,000 euro. The program can also include self-employed women who are at the stage of pregnancy, confinement or child care in order to hire an unemployed person for a period of six (6) to eighteen (18) months. After the expiry of this period, they can continue the program if they wish so;
- **“Special two-year program for the promotion of employment through the subsidy of the insurance contributions with a view to the hiring of 25,000 unemployed persons.”** The program is co-financed by the European Social Fund within the framework of the Operational Program “Human Resources Development” and enables employers to hire unemployed persons under part-time employment contracts. Emphasis is given to young people not older than 30 years, long-term unemployed women older than 45 years as well as special groups of unemployed persons. The budget is 170 million euro and 20,000 enterprises are expected to benefit from the program;
- **Enterprises subsidy program for the employment of 2,500 unemployed persons who are close to the retirement age;**
- **Program subsidizing new self-employed professionals for unemployed people aged 22-32 years**, whose budget is 85.1 million euro and which benefited 4,600 persons;
- **Program subsidizing new self-employed professionals for unemployed people aged 22-64 years**, whose budget is 55.5 million euro and which benefited 1,900 persons.

In addition, programs are being implemented at a sectoral and local level, in order to tackle problems in certain sectors or local labour markets. They are interventions that include actions for the strengthening of entrepreneurship, creation of new jobs, maintenance of jobs, training / retraining actions, as well as programs for the acquisition of work experience.

- **Local programs:** intervention program for 600 workers dismissed by enterprises that have made mass redundancies, program for 680 unemployed persons from enterprises that have made mass redundancies in the Prefecture of Thessaloniki, and program for 900 unemployed persons and 350 workers in the Prefecture of Kastoria.
- **Sectoral programs:** programs for extension of the tourist period through the subsidy of the insurance contributions for rehiring unemployed persons in seasonal hotel enterprises.

#### **Priority 4: Integration and support of women in the labour market**

##### ***A) Promotion of women's entrepreneurship***

**“Subsidy Program for 4,000 Female New Self-employed Professionals”** aged 22-64 years. The budget amounts to 96,000,000 euro and is covered through co-financing from the European Union and national resources within the framework of the Thematic Axis “Facilitating access to employment”, Operational Program “Human Resources Development” 2007-2013. Every beneficiary may receive an amount of 24,000 euro for a period of three years.

##### ***B) Hiring encouragement in the private sector / providing incentives for unemployed persons' hiring / reintegration***

Measures concerning, among others, **long-term unemployed women older than 45 years and unemployed women older than 50 years, members of large families, members of families having three children, heads of single-parent families.**

### **C) Reconciliation of family and professional life**

The policies for the facilitation of access to employment and reconciliation of professional and family life are the following:

#### **Policies for the care of children and elderly people through specific interventions**

Access to goods and services is ensured by the expansion of the structures for the supervision of children and hospitality of other helpless persons, through the increase of the budget of actions and posts offered. An example is the action “**harmonization of family and professional life**”, Operational Program “Human Resources Development” 2007-2013. The budget for 2010-2011 was revised from 69,990,000 euro to 102,160,000 euro, which resulted in the increase of the available posts in child care structures by 50% in response to the increased demand for social solidarity services due to the economic crisis.

#### **Care structures for elderly and helpless persons**

The program **Help at Home** is an action supporting vulnerable social groups by providing care services to elderly people, persons with disability and those in need, and helping families that are in charge of their care.

Moreover, in the framework of the Operational Program “Human Resources Development”, the “**Day Care Centres for the Elderly**” have been co-financed initially until 2010. An extension of their co-financing has been approved, while the actions are expected to be announced anew.

### **Priority 5: Support of persons with disability and vulnerable social groups**

#### ***1) Promotion to employment of unemployed persons belonging to special groups***

In 2007 by a Joint Ministerial Decision of the Minister of Economy and Finance and the Minister of Labour and Social Security, the following employability programs for certain population groups, whose position in the labour market is insecure, were drafted:

- **Subsidy program for 700 new professionals who are disabled, detoxified persons and former prisoners**, with a view to creating sole proprietorships and corporations. The amount of subsidy was fixed at 16,600 euro per subsidized individual. The basic amount of subsidy for each new self-employed professional included in the program shall be increased by 1,500 euro if the professional is a woman or older than 50 years.

- **Subsidy program for employers with a view to creating 2,096 new jobs** (1,760 new full-time posts, 40 new part-time posts and 296 full-time fixed-term posts), for the employment of persons belonging to vulnerable social groups (persons with disability, detoxified persons, former prisoners and young offenders or socially excluded young persons). For new full-time posts the amount of subsidy was fixed at 25 euro per day for each person employed for a period of 36 months, increased by 1,50 euro if the worker is a woman or older than 50 years. For the new part-time posts the amount of subsidy was fixed at 15 euro per day for each person employed for a period of 36 months. For the new fixed-term posts the amount of subsidy was fixed at 25 euro per day for each person throughout the duration of the contract (3-8 months).

- **Special three-year program for the support of employers through a subsidy** corresponding to the amount of the total insurance contributions, for the hiring of 2,300 unemployed persons with disability, detoxified persons, former prisoners and young offenders or socially excluded young

people. The duration of the subsidy shall be thirty-six months. After the expiry of the subsidy, the enterprises shall be obliged to maintain the personnel for an additional period of twelve months.

- **Subsidy program for 150 posts of ergonomic arrangement** of the workplace for persons with disability. The beneficiaries are persons with disability included in the programs for new jobs and the employers are to be included in the special three-year employers' support program. The Manpower Employment Organization participates by 90% in the total required expenditure for each of the ergonomic arrangements deemed necessary, up to the amount of 2,500 euro.

The budget of the aforementioned projects shall be 30,500,000 euro in total. About 2,917,390 euro from this amount shall be covered by resources of the Manpower Employment Organization and about 27,582,610 euro shall be covered by the regular state budget for persons with disability (about 27,582,610 euro for the program of new job posts for persons with disability and about 125,000 euro for the ergonomic arrangement program).

### ***II) Promotion of entrepreneurship of special groups***

- **Subsidy program for 800 new self-employed professionals who are unemployed** persons with disability, detoxified persons and former prisoners. The amount of the subsidy was fixed at 28,000 euro for each subsidized person.

### ***III) Enhancement of the employability of older people***

The aim of the following measures is to facilitate older persons to remain at work and in the social security system and avoid early retirement, to help persons who are close to the retirement age to complete the retirement requirements and improve their skills and adaptability, as well as to reduce the unemployment rate.

**A) Encouraging the hiring of people in the private sector / providing incentives for the hiring / reintegration of unemployed persons:** The measures concern many groups but favour the participation of **older people**, since they are intended for unemployed persons who are close to the retirement age, long-term unemployed women older than 45 years and unemployed women older than 50 years.

### **B) Prevention of dismissals / maintenance of jobs**

Measures aiming at the maintenance of jobs and halting of dismissals through the subsidy of the non-wage cost corresponding to the monthly employer's contributions as an incentive for the maintenance of at least 400,000 jobs for a period of eighteen (18) months, with emphasis on special groups of workers (persons with disability and workers aged at least 50 years).

### **C) Protection against dismissal**

Law 3845/2010 provides for the possibility of adopting measures for the prevention of dismissals of workers, who are close to the retirement age, regardless of whether they are collective or individual dismissals. More specifically, Law 3863/2010 introduces a restriction in cases of collective dismissals, according to which the number of dismissed workers aged 55-64 years may not exceed 10% of the total number of dismissed workers.

### **D) Operational Program "Human Resources Development" 2007-2013**

In the framework of the Priority Axis "Strengthening of the Adaptability of the Human Resources and Enterprises":

- programs are being implemented for the structural adjustment of enterprises (employing not more than 49 workers or at least 50 workers) with emphasis on the workers whose economic activity has been reduced (training in conjunction with work, rotation work);

- it provides for the action “encouraging the active participation of older workers”, which concerns the utilization of the experience of older people and the transfer of knowledge and experience to younger workers.

In order to tackle unemployment and facilitate the access to employment by older people, in the framework of the Priority Axis “Facilitating access to employment”:

- the “Special two-year program for the promotion of employment through the subsidy of insurance contributions with a view to the hiring of 25,000 unemployed persons” is being implemented (its management body is the Manpower Employment Organization), which concerns, among others, unemployed person who are close to the retirement age, long-term unemployed women older than 45 years and unemployed women older than 50 years.

#### **E) Social Security Regulations (Law 3863/2010) “New Social Security System, relevant provisions, regulations concerning the employment relations”**

Taking into account the demographic problem and the economic situation, the State **reformed the social security system** in order to rationalize it and ensure its sustainability. Law 3863/2010 introduced the following changes:

- **change in the retirement age limits:** it introduced **uniform retirement requirements and uniform rules for the calculation of the pension**, following a transitional period (2011-2014), during which the retirement age limits and the required time of insurance shall be gradually adjusted;

- **establishment of the basic pension:** welfare benefit for those in need of state care, even if they have not established a pension right or are uninsured;

- **employment of pensioners:** the Greek Constitution provides for the option of reintegration into the labour market of persons already retired. As regards the old-age pensioners of main insurance bodies and the State, who take up work, Law 3863/2010 provides for the suspension of payment of the main and supplementary pension until they attain their 55<sup>th</sup> year of age. After attaining the 55<sup>th</sup> year of age, such persons shall receive the amount of the main pension(s) corresponding to thirty day’s wages of an unskilled worker, as they have been fixed on the 31<sup>st</sup> of December of the previous year, while the amount of the main pension(s) exceeding thirty day’s wages of an unskilled worker shall be paid with a reduction of 70%

The provisions on suspension of pension payment shall also apply to pensioners having a supplementary insurance, who take up work or are self-employed after attaining the 55<sup>th</sup> year of age.

- **Incentives for remaining at work**

**Pension supplement after 35 years:** The option to remain at work is prescribed for every insured person dismissed ipso jure and compulsorily<sup>2</sup> on the basis of employment regulations, enterprise collective agreements, etc., provided that the insured wishes so, for a period of up to three (3) years after attaining the prescribed age or completing the time of insurance required for dismissal. In cases where the three-year period, during which the insured remains at work, does not lead to the establishment of full pension rights, this period may be longer than three (3) years.

Moreover, the **pension supplement** for employees insured for the first time until 31.12.1992, who retire after the entry into force of this law having completed more than 10,500 days of insurance or more than 35 years of insurance, is determined anew and becomes **more favourable**. The

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<sup>2</sup> It should be pointed out that compulsory retirement / dismissal is not prescribed for IKA-ETAM, where the majority of the workers are insured, but (in general) for enterprises of the public and wider public sectors.

adjustments of the supplement rates improve further the financial incentives for prolongation of the working life.

#### **Restriction of voluntary departure programs**

The notional time provided for in schemes of enterprises of the wider public sector in respect voluntary departure of their personnel, **is not recognized** by the social security bodies falling within the jurisdiction the Ministry of Labour and Social Security, **for the establishment of pension rights or the pension supplement**. Given that early retirements deteriorate the condition of the social security system (financial burden for social security funds, reduction of resources), special requirements are prescribed for the amendment of the article.

#### **Self-insurance**

In the event of dismissal of workers aged 55-64 years, Law 3863/2010 provides for the possibility of self-insurance for such workers, whose contract has been terminated and who remain unemployed in the next two (2) months, with employer's participation being:

- 50% of the self-insurance cost for insured persons aged 55-60 years for three (3) years; and
- 80% for individuals aged 60-64 years for three (3) years.

#### **Education and training policies**

The national policy on employment is implemented in line with the European guidelines on employment and constitutes a section of the **National Reform Programme** submitted in the context of the European Strategy "Europe 2020". The National Reform Programme furthers the coordination among the labour market policies as well as the coordination among the macroeconomic policies.

In the framework of the Operational Program "Human Resources Development" 2007-2013 of the Ministry of Labour and Social Security, strategies are being implemented, which aim at the development and promotion of active employment policies for the prevention of and fight against unemployment, prevention of long-term unemployment, facilitation of reintegration of long-term unemployed persons into the labour market and support of occupational integration of young people and persons returning to the labour market.

In the light of the new conditions resulting from the economic crisis, focus is on the improvement of the quality of human resources through the upgrading of education and vocational training, undertaking of business initiatives, innovation, efficient functioning of the labour market and ensuring equal opportunities of access to employment for all.

In particular, the Operational Program "Human Resources Development" includes interventions for the facilitation of access to employment for all groups of unemployed persons as well as solicitation and maintenance of a greater number of persons in the labour market through active employment policies. Emphasis is given to the employment of women, young people, long-term unemployed persons and unemployed persons belonging to special social groups (older unemployed persons or unemployed persons belonging to vulnerable groups).

The particular targets of the operational program are as follows:

1. Enhancement of employment of young people and women through active employment policies;
2. Activation of long-term unemployed persons and those belonging to special social groups through targeted actions;
3. Improvement of effectiveness of employment policies.

### **A. Continuing Vocational Training Programs for Unemployed Persons and Enhancement of Employability**

- Vocational training for unemployed persons and compulsory employment for 30% of the trainees in the construction sector with a budget of 89.6 million euro, which benefited 7,000 persons;
- Vocational training for unemployed persons and compulsory employment for 30% of the trainees in tourism with a budget of 45.4 million euro, which benefited 3,500 persons;
- Vocational training for unemployed persons and compulsory employment for 30% of the trainees in green jobs with a budget of 94.6 million euro, which benefited 7,000 persons;
- Vocational training for unemployed seamen with a budget of 14.7 million euro, which benefited 27,500 persons;
- Vocational training for unemployed persons in specialized computer and communication technology skills with a budget of 15 million euro, which benefited 4,000 persons;
- Provision of computer and communication technology e-learning services with a budget of 15.6 million euro, which benefited 10,000 persons;
- Training and retraining programs for unemployed persons in the Prefecture of Kastoria with a budget of 1.8 million euro, which benefited 300 persons.

### **B. Programs for promotion to employment of unemployed persons and enhancement of entrepreneurship**

- New jobs program for unemployed persons aged 31-44 years with a budget of 25.2 million euro, which benefited 2,600 persons;
- New self-employed professionals subsidy program for unemployed women aged 22-64 years with a budget of 10.9 million euro, which benefited 2,350 persons.

### **C. Program for Harmonization of Family and Professional Life**

The program “Harmonization of family and professional life through care services provided at home to dependent members of families of unemployed persons and of workers threatened with unemployment that benefit from active employment policies” aims at:

- The enhancement of employability and equal participation of indirectly benefited persons in employment through care provided to persons who cannot look after themselves;
- The strengthening of social cohesion through equal access of all to the labour market; and
- the improvement of the quality of life of persons who need supportive, medical and nursing services or assistance at home, in order to stay in a familiar environment, avoid institutional care and social exclusion, and have a decent life.

In the context of the above, the following programs are being implemented:

- Harmonization of family and professional life for years 2008-2009 with a budget of 20.5 million euro, which benefited 7,300 women;
- Harmonization of family and professional life for years 2009-2010 with a budget of 46.7 million euro, which benefited 16,600 women;
- Harmonization of family and professional life for years 2010-2011 with a budget of 75.2 million euro, which benefited 26,700 women.

### Question 3 – Statistical data

High unemployment rates (especially for young people and women) and low employment rates (especially for women)<sup>3</sup> are some of the basic characteristics of the Greek labour market. According to the most recent monthly data of the Hellenic Statistical Authority (EL.STAT.)<sup>4</sup>, the unemployment rate in Greece was **16%** in **June 2011** from **16.6%** in **May 2011**, **15.8%** in **April 2011** and **11.6%** in **June 2010**. It must be noted that in May 2008 the total unemployment rate was low at 6.6%.

The decrease of the unemployment rate to 16% in June 2011 from 16.6% in May 2011 is a positive development; however, it is early to draw conclusions about a trend change.

**Table 1: Manpower Survey Data - April 2011**

	<b>June 2011</b>	<b>June 2010</b>
<b>Unemployment rate (total)</b>	<b>16%</b>	<b>11.6%</b>
Unemployment rate (men)	13.2%	8.9%
Unemployment rate (women)	19.9%	15.5%
<b>Number of unemployed persons</b>	<b>793,685</b>	<b>582,363</b>
Number of unemployed persons (men)	377,537	257,726
Number of unemployed persons (women)	416,148	324,637
<b>Persons employed</b>	<b>4,161,125</b>	<b>4,429,823</b>
Persons employed (men)	2,484,660	2,653,317
Persons employed (women)	1,676,465	1,776,506
<b>Economically inactive persons</b>	<b>4,385,583</b>	<b>4,292,452</b>
Economically inactive persons (men)	1,698,578	1,630,060
Economically inactive persons (women)	2,687,005	2,662,392
<b>Unemployment rate of young people (aged 15-24 years)</b>	<b>43.3%</b>	<b>29.8%</b>
Unemployment rate of persons aged 25-34 years	22.6%	16.2%

Source: EL. STAT.

As shown in the above table, the economically inactive persons in June 2011 (4,385,583) outnumber the persons employed (4,161,125 persons).

The trend in the unemployment rate in Greece is shown in Graph 1. Since May 2008 (when the unemployment rate was only 6.6%) the dominant trend in the unemployment rate has been rising. The unemployment rate in Greece has risen by **9.4** percentage points from a low level in May 2008 until June 2011. The impact of the crisis and recession has been huge in Greece.

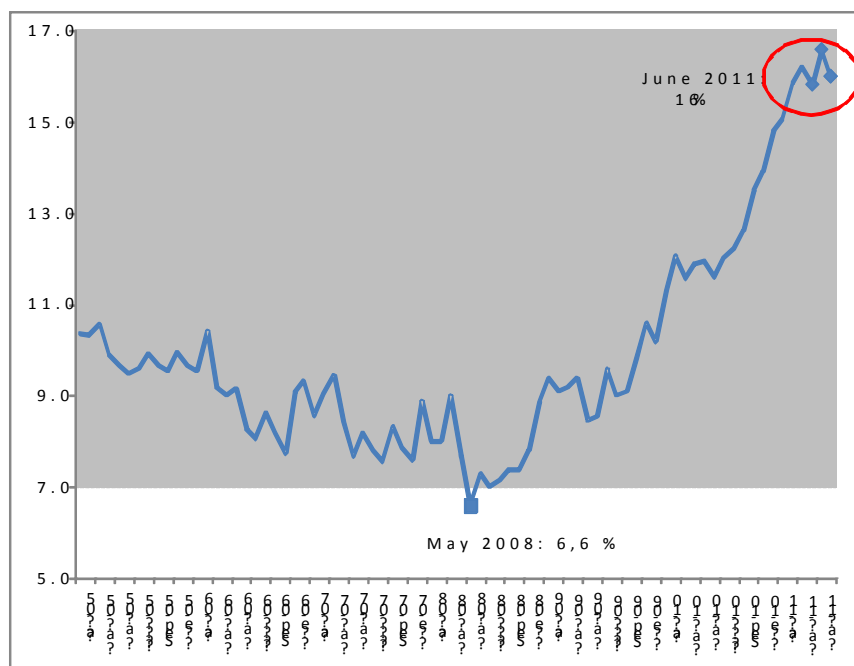
#### **Graph 1: Unemployment rate in Greece (monthly data)**

**The crisis stopped the downward trend of the unemployment rate observed in the period until May 2008.**

<sup>3</sup> The employment rate for women aged 55-64 years is particularly low in comparison to the average rate in the European Union of 27 Member States (about 10 percentage points difference)

<sup>4</sup> Manpower Survey Data: June 2011





January 2005; March 2005; May 2005; July 2005; September 2005; November 2005;  
 January 2006; March 2006; May 2006; July 2006; September 2006; November 2006;  
 January 2007; March 2007; May 2007; July 2007; September 2007; November 2007;  
 January 2008; March 2008; May 2008; July 2008; September 2008; November 2008;  
 January 2009; March 2009; May 2009; July 2009; September 2009; November 2009;  
 January 2010; March 2010; May 2010; July 2010; September 2010; November 2010;  
 January 2011; March 2011; May 2011

The structure of unemployment by age group shows that the highest unemployment rate in **June 2011** was of young people aged **15-24** years (**43.3%** as compared to 29.8% in June 2010). The unemployment rate of age group **25-34** years was 22.6% in June 2011 from 16.2% in June 2010.

At the level of Region, the highest unemployment rate in June 2011 was observed in Western Macedonia (22.1% from 14.9% in June 2010). On the other hand, the lowest unemployment rate was in Southern Aegean (8.2% in June of the current year from 7.1% in June 2010, but from 20.2% in January 2011 – the Region of Southern Aegean is affected by the tourist traffic which is increased during the summer months). The unemployment rate in Attica was 15.8% in June 2011 from 11.4 in the same month last year. The unemployment rates by region are shown in **Table 3**.

**Table 2: Unemployment rates by region**

	2007	2008	2009	2010	June 2011	1 <sup>st</sup> Quarter of 2011
<b>TOTAL FOR THE COUNTRY</b>	<b>8.3%</b>	<b>7.7%</b>	<b>9.5%</b>	<b>12.5%</b>	<b>16%</b>	<b>15.9%</b>
Eastern Macedonia /Thrace	9.7%	8.7%	10.9%	14.2%	15.8%	18.0%
Central Macedonia	8.9%	8.3%	9.9%	13.5%	19.1%	17.5%
Western Macedonia	12.1%	12.5%	12.5%	15.5%	22.1%	22.2%
Epirus	10.0%	9.9%	11.2%	12.6%	18.5%	15.4%
Thessaly	7.8%	8.4%	9.2%	12.1%	17.8%	14.3%

Ionian Islands	9.0%	8.5%	9.7%	14.8%	11.4%	20.3%
Western Greece	9.6%	9.6%	9.5%	11.7%	15.2%	15.1%
Mainland Greece	9.4%	8.5%	10.5%	12.5%	16.5%	16.1%
Attica	7.6%	6.5%	8.8%	12.3%	15.8%	14.7%
Peloponnese	7.5%	7.2%	8.0%	9.8%	13.4%	12.4%
Northern Aegean	7.9%	4.5%	6.0%	9.0%	16.1%	12.6%
Southern Aegean	9.1%	8.1%	12.0%	14.2%	8.2%	24.3%
Crete	5.3%	6.3%	8.8%	11.7%	10.9%	15.7%

Source: EL. STAT.

### Part-time employment

The part-time employment rate was **6.8%** of the total number of persons employed in the 1<sup>st</sup> Quarter of 2011. **54.1%** of this subtotal chose this option, because they could not find full-time employment (involuntary part-time employment).

The following table shows that the part-time employment rate may remain low in our country also in comparison to the European average, however, it increased from 5.6% in 2008 to 6.4% in 2010 (this is usually observed in periods of crisis and recession).

**Table 3: Full-time – part-time employment rates (%)**

	2010	2009	2008	2007	2006	2005	2004	2003	2002	2001	2000
Full-time	6.4	6.0	5.6	5.6	5.7	5.0	4.6	4.3	4.4	4.0	4.5
Part-time	93.6	94.0	94.4	94.4	94.3	95.0	95.4	95.7	95.6	96.0	95.5

Source: Data processed by EL. STAT.

### Flexible forms of employment

According to the data from the **Labour Inspectorate**, in the first half of 2011 there is a decrease by 23.23% in the full-time employment contracts, while the part-time employment contracts increased by 3.84%. Moreover, rotation employment increased by 6.52%.

It is obvious that more and more full-time employment contracts are converted into part-time employment and rotation work contracts. In 2010 26,253 full-time employment contracts were converted into other forms of flexible employment contracts. The number increased by 54.6% in comparison to the number in 2009. In the first half of 2011 30,366 full-time employment contracts have already been converted into either part-time employment contracts or rotation work contracts.

It should be noted that, while in 2009 the full-time employment contracts represented 79% of the new contracts, in 2010 they represented 66.9% and in the first half of 2011 59.77%. On the other hand, the ratio of part-time employment contracts to the total number of new contracts increased from 16.7% in 2009 to 26.1% in 2010 and 32.09% in the first half of 2011. Finally, rotation work contracts represented 4.3% of the total new contracts in 2009, 6.9% of the new employment contracts in 2010 and 8.14% of the new employment contracts in the first half of 2011.

### Distribution of employment on the basis of the position in the profession

According to the data of the EL.STAT., the rate of employees in the period 2008-2010 decreased to 64% in 2010 and 63.4% in the 1<sup>st</sup> Quarter of 2011 from 64.6% in 2008. The rate of employees in Greece is lower than the European Union average (~80%). However, in Greece the rate of self-employed persons is particularly high as shown in the following table.

**Table 4: Distribution of persons employed on the basis of the position in the profession**

	2000	2007	2008	2009	2010
Self-employed with personnel	8.1%	8.1%	8.5%	8.4%	8.0%
Self-employed without personnel	24.2%	21.2%	21.1%	21.5%	22.3%
Employees (with salary or day's wage)	58.2%	64.3%	64.6%	64.3%	64.0%
Assistants in family business	9.5%	6.4%	5.9%	5.8%	5.7%

Source: EL. STAT.

### Employment by sector of economic activity

The number of persons employed in the primary sector of economy increased by 2.5% in 2010 as compared to 2009 (following an increase of 3.8% in 2009 as compared to 2008). The ratio of persons employed in the primary sector to the total number of persons employed increased to 12.5% in 2010 from 11.9% in 2009, as shown in the following table. The ratio of persons employed in the primary sector to the total number of persons employed was 12.4% in the 1<sup>st</sup> Quarter of 2011.

In the secondary sector, the decrease in the number of persons employed was 10% in 2010 as compared to 2009 (following a decline of 6% in 2009 as compared to 2008). The number of persons employed in the secondary sector in the 1<sup>st</sup> Quarter of 2011 (that is, 770,900) fell to the **lowest level** since 1998. The ratio of persons employed in the secondary sector to the total number of persons employed was 19.7% in 2010 from 21.2% in 2009, while it was 18.4% in the 1<sup>st</sup> Quarter of 2011.

**Table 5: Persons employed (aged 15+) by sector of economic activity**

	2000	2007	2008	2009	2010	# persons employed (in thousands)	
						2010 (avg)	2000 (avg)
Primary sector	17.3%	11.5%	11.3%	11.9%	12.5%	549.8	706.3
Secondary sector	22.8%	22.5%	22.3%	21.2%	19.7%	864.6	930.4
Tertiary sector	60.0%	66.9%	66.4%	66.9%	67.8%	2,974.3	2,451.7

Source: Data processed by EL. STAT. (avg = average of the quarters)

Finally, as regards the tertiary sector of economy, the number of the persons employed declined by 1.4% in 2010 as compared to 2009 (following a marginal fall of 0.3% in 2009 as compared to 2008). This, in conjunction with the employment trend in the other two sectors, resulted in a ratio of employed persons in the tertiary sector to the total number of persons employed at about 68% in 2010, **which is the highest rate since 1998**. Regarding the 1<sup>st</sup> Quarter of 2011, there is a further increase to 69.2%.

The following table shows a decline in employment in the 12 out of the 21 sectors in total (2010 as compared to 2009). **A severe downturn is observed in the construction sector** (the number of the persons employed in the construction sector declined by 12.7% in 2010 as compared to 2009 or by 46,700 jobs). The ratio of persons employed in the construction sector to the total number of persons employed decreased from 8.7% in 2008 to 8.2% in 2009 and 7.3% in 2010. The number of persons employed in the manufacturing sector dropped by 8.5% in 2010 as compared to 2009. Moreover, the number of persons employed in the wholesale/ retail trade declined by 2.5% in 2010. It should be pointed out that this sector has the biggest share in employment (~18%).

**Table 6: Persons employed (aged 15+) by sector of economic activity**

	% to the total number			D # persons employed	
	2010	2009	2008	2010 /2009	2009 /2008
<b>TOTAL</b>				-2.7%	-1.1%
<b>A.</b> Agriculture, forestry and fishery	12.5%	11.9%	11.3%	2.5%	3.8%
<b>B.</b> Mines and quarries	0.3%	0.3%	0.4%	-5.7%	-16.0%
<b>C.</b> Manufacturing	10.7%	11.4%	11.8%	-8.5%	-4.7%
<b>D.</b> Power, gas, steam supply and air-conditioning	0.6%	0.6%	0.8%	-8.2%	-17.6%
<b>E.</b> Water supply, sewage treatment, waste treatment and sanitation activities	0.7%	0.7%	0.7%	8.5%	-0.6%
<b>F.</b> Construction	7.3%	8.2%	8.7%	-12.7%	-6.6%
<b>G.</b> Wholesale and retail trade, repair of vehicles and motorcycles	18.1%	18.1%	18.2%	-2.5%	-1.5%
<b>H.</b> Transport and storing	4.8%	4.8%	4.7%	-2.8%	1.2%
<b>I.</b> Accommodation and restaurant services	7.0%	7.0%	6.9%	-2.8%	-0.3%
<b>J.</b> Information and communication	2.0%	1.9%	1.6%	1.3%	12.7%
<b>K.</b> Financial and insurance activities	2.6%	2.5%	2.6%	2.3%	-5.1%
<b>L.</b> Real estate management	0.1%	0.2%	0.2%	-26.4%	-4.3%
<b>M.</b> Professional, scientific and technical activities	4.9%	5.1%	5.1%	-6.0%	-1.0%
<b>N.</b> Administrative and supportive activities	1.7%	1.6%	1.7%	0.7%	-3.3%
<b>O.</b> Public administration and defence. Compulsory social security	8.5%	8.3%	8.3%	-0.9%	-0.6%
<b>P.</b> Education	7.3%	7.2%	7.0%	-1.2%	1.3%
<b>Q.</b> Human health and social care activities	5.6%	5.1%	5.1%	5.8%	-0.6%
<b>R.</b> Arts, entertainment and recreation	1.1%	1.2%	1.3%	-8.1%	-8.6%
<b>S.</b> Other service provision activities	2.0%	1.9%	2.0%	1.6%	-6.5%
<b>T.</b> Private households employing personnel	2.1%	2.0%	1.7%	2.1%	17.4%
<b>U.</b> Activities of extraterritorial organizations and bodies	0.04%	0.03%	0.04%	3.2%	-5.0%

Source: Data processed by EL. STAT. (D = difference, # = number)

The following tables show the employment and unemployment rates for age groups 20-64, 15-24 and 55-64 for the period 2000-2010. It is obvious that the performance of young people in terms of employment deteriorated during the period 2000-2010. The employment rate for persons aged 55-64 years improved by 3.3 percentage points during the same period.

**Table 7: Employment rate (age group 20-64) - %**

Greece	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total	61.9	61.5	62.5	63.6	64.0	64.6	65.7	66.0	66.5	65.8	64.0
Men	78.8	78.3	78.7	79.6	79.5	79.8	80.3	80.4	80.4	78.8	76.2
Women	45.5	45.1	46.6	47.9	48.8	49.6	51.2	51.6	52.5	52.7	51.7

Source: EL. STAT. Processing of Manpower Survey Data

**Table 8: Employment rate (age group 15-24) -%**

Greece	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total	27.6	26.2	26.5	25.3	26.8	25.0	24.2	24.0	23.5	22.9	20.3
Men	32.7	30.7	31.5	30.8	32.3	30.1	29.7	29.2	28.5	27.7	24.5
Women	22.4	21.7	21.4	19.8	21.3	19.8	18.7	18.7	18.5	18.1	16.2

Source: EL.STAT. Processing of Manpower Survey Data

**Table 9: Employment rate (age group 55-64) - %**

Greece	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total	39.0	38.2	39.2	41.3	39.4	41.6	42.3	42.4	42.8	42.2	42.3
Men	55.2	55.3	55.9	58.7	56.4	58.8	59.2	59.1	59.1	57.7	56.5
Women	24.3	22.9	24.0	25.6	24.0	25.8	26.6	26.9	27.5	27.7	28.9

Source: EL.STAT. Processing of Manpower Survey Data

**Table 10: Unemployment rate (age group 15+) - %**

Greece	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total	11.4	10.8	10.3	9.7	10.5	9.9	8.9	8.3	7.6	9.5	12.5
Men	7.5	7.3	6.8	6.2	6.6	6.1	5.6	5.2	5.1	6.9	9.9
Women	17.2	16.2	15.6	15.0	16.2	15.3	13.6	12.8	11.4	13.2	16.2

Source: EL.STAT. Processing of Manpower Survey Data

**Table 11: Unemployment rate (age group 15-24) - %**

Greece	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total	29.2	28.2	26.8	26.8	26.9	26.0	25.2	22.9	22.1	25.8	32.9
Men	21.6	21.6	19.9	18.9	19.1	18.7	17.7	15.7	17.0	19.4	26.7
Women	38.2	35.9	35.3	36.6	36.3	34.8	34.7	32.1	28.9	33.9	40.6

Source: EL.STAT. Processing of Manpower Survey Data

**Table 12: Unemployment rate (age group 55-64) - %**

Greece	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total	3.9	4.2	4.1	3.2	4.5	3.8	3.7	3.4	3.2	4.6	6.3
Men	3.7	4.1	3.9	3.1	4.2	3.3	3.1	2.9	2.9	4.1	6.2
Women	4.3	4.4	4.7	3.4	4.9	4.7	5.0	4.3	3.9	5.5	6.5

Source: EL.STAT. Processing of Manpower Survey Data

### Number of employed, unemployed and economically inactive persons

On the basis of the quarterly data, the unemployment rate in the **1<sup>st</sup> Quarter of 2011** was **15.9%** (19.5% for women, 13.3% for men) from 11.7% in the 1<sup>st</sup> Quarter of 2010 (15.5% for women, 9% for men). The number of unemployed persons in the 1<sup>st</sup> Quarter of 2011 (792,600) increased by 11.3% as compared to the previous quarter and by 35.1% as compared to the 1<sup>st</sup> Quarter of 2010 – according to the data from EL.STAT. The number of employed persons in the 1<sup>st</sup> Quarter of 2011 (people older than 15 years) declined by 2.4% as compared to the previous quarter and by 5.2% as compared to the 1<sup>st</sup> Quarter of 2010.

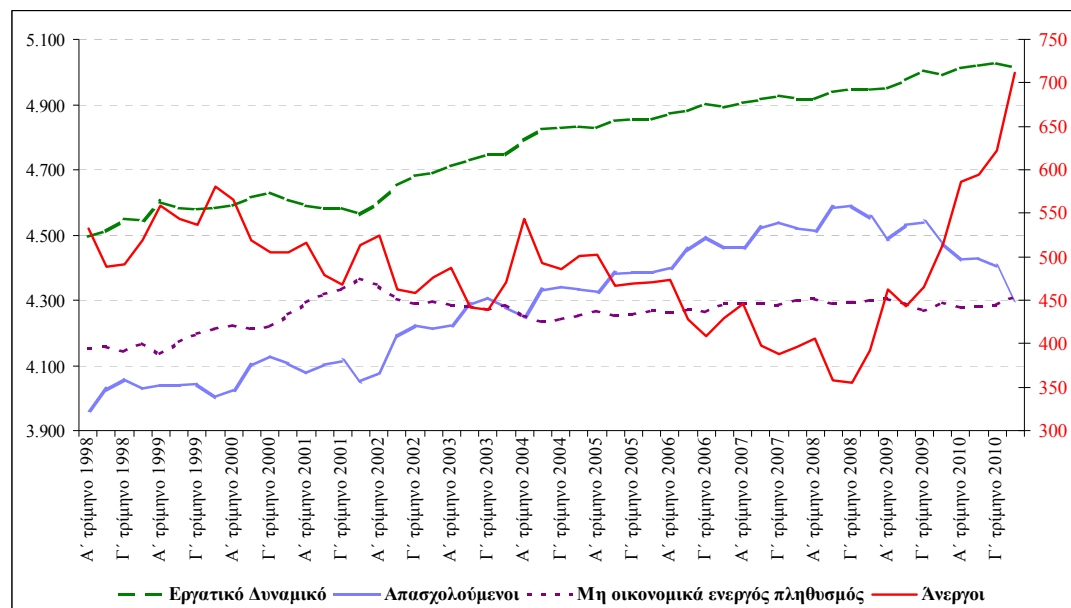
**Table 13: Population aged at least 15 years by employment status**

Source: EL STAT.

	<b>Employed</b>	<b>Unemployed</b>	<b>Economically inactive</b>
1 <sup>st</sup> quarter 2008	4,511.6	406.5	4,304.5
2 <sup>nd</sup> quarter 2008	4,582.5	357.1	4,290.8
3 <sup>rd</sup> quarter 2008	4,589.8	355.1	4,292.9
4 <sup>th</sup> quarter 2008	4,553.6	392.7	4,299.5
1 <sup>st</sup> quarter 2009	4,485.8	462.3	4,304.5
2 <sup>nd</sup> quarter 2009	4,531.9	442.6	4,287.9
3 <sup>rd</sup> quarter 2009	4,540.1	465.1	4,267.0
4 <sup>th</sup> quarter 2009	4,476.8	514.4	4,291.2
1 <sup>st</sup> quarter 2010	4,425.6	586.8	4,279.8
2 <sup>nd</sup> quarter 2010	4,427.0	594.0	4,280.5
3 <sup>rd</sup> quarter 2010	4,402.9	621.9	4,286.1
4 <sup>th</sup> quarter 2010	4,299.0	712.1	4,309.4
1 <sup>st</sup> quarter 2011	4,194.4	792.6	4,342.4

The **employment rate** (for age group 20-64 years) in the **1<sup>st</sup> Quarter of 2011** was **61.3%** from **64% in 2010** [62.7% in the 4<sup>th</sup> Quarter of 2010 and **66.9% in the 2<sup>nd</sup> Quarter of 2008**]. It should be noted that within the framework of the new European Strategy “Europe 2020” our country has set the following national objective in respect of employment: to raise the employment rate in Greece (for the age group 20-64 years) to **70%** in 2020 (this target is described in the National Reform Programme submitted by our country to the European Commission at the end of April of this year). In order to achieve the target of 70% in 2020, the employment rate should improve in our country by 8.7 percentage points (as compared to the 1<sup>st</sup> Quarter of 2011). The employment rate (20-64 years) in Greece has fallen by 5.6 percentage points from the 2<sup>nd</sup> Quarter of 2008 to the 1<sup>st</sup> Quarter of 2011.

**Graph 2: Quarterly data on employed, unemployed, economically inactive persons and labour force 1998-2010 (population in thousands, aged 15+)**



Source: EL.STAT.

1<sup>st</sup> quarter of 1998; 3<sup>rd</sup> quarter of 1998; 1<sup>st</sup> quarter of 1999; 3<sup>rd</sup> quarter of 1999; 1<sup>st</sup> quarter of 2000; 3<sup>rd</sup> quarter of 2000; 1<sup>st</sup> quarter of 2001; 3<sup>rd</sup> quarter of 2001; 1<sup>st</sup> quarter of 2002; 3<sup>rd</sup> quarter of 2002; 1<sup>st</sup> quarter of 2003; 3<sup>rd</sup> quarter of 2003; 1<sup>st</sup> quarter of 2004; 3<sup>rd</sup> quarter of 2004; 1<sup>st</sup> quarter of 2005; 3<sup>rd</sup> quarter of 2005; 1<sup>st</sup> quarter of 2006; 3<sup>rd</sup> quarter of 2006; 1<sup>st</sup> quarter of 2007; 3<sup>rd</sup> quarter of 2007; 1<sup>st</sup> quarter of 2008; 3<sup>rd</sup> quarter of 2008; 1<sup>st</sup> quarter of 2009; 3<sup>rd</sup> quarter of 2009; 1<sup>st</sup> quarter of 2010; 3<sup>rd</sup> quarter of 2010;

**Labour force; Persons employed; Economically inactive persons; Unemployed persons**

According to the **data from the Manpower Employment Organization**, the number of registered unemployed persons was 685,000 in May 2011, 687,173 in **June 2011** and 704,818 in April 2011. The number of subsidized unemployed persons was 198,315 in June 2011.

According again to the data from the Manpower Employment Organization, the unemployed persons registered with the Manpower Employment Organization were 699,658 in **July 2011**. The number of subsidized unemployed persons was 205,534 and has increased by 7,219 persons at a rate of 3.64% as compared to the previous month, June 2011.

## Article 1§2: Prohibition of discrimination in employment and prohibition of forced labour

### Question 1: Legal Framework

#### A) Negative conclusion on the duration of alternative service

Regarding the right to work and more specifically the prohibition of discrimination in employment and the prohibition of forced labour, by virtue of Act No3883/2010, a major legislative reform has occurred. This Act has amended the provisions of Act No3421/2005, Chapter I on “Alternative service for the conscientious objectors” with the aim to reform the existing legal

framework for the conscientious objectors so that they might perform alternative service, thus harmonizing the Greek legislation with the European and international standards and court decisions. The amendments concern the following issues:

1) **Abolition of unarmed military service** due to the fact that, since its establishment by law, the conscientious objectors have not shown any interest in serving unarmed military service and

2) **Reduction in the duration of alternative service, which is now twice as long as the service they would perform if they served armed military service.** More specifically, by decision of the Ministry of Defense, conscientious objectors may be discharged even before the completion of service time, but not before the completion of the maximum actual military service time in force for the final discharge of armed serving soldiers in any branch of the Armed Forces, increased by at least two months, i.e. **it cannot be shorter than 14 months.** The military service duration for those who perform armed service in the Navy and the Air Force is 12 months. According to the relevant Ministerial Decision, the alternative service duration has been set as follows: a) at 15 months for those who would be required to serve full military service, b) at twelve months for those who would be required to serve nine months military service, c) at nine months for those who would be required to serve six months military service and d) at five months for those who would be required to serve three months military service. Within this clear legal framework, it is obvious that **the increased duration of alternative service is reasonable and legitimate and in no case punitive and discriminatory** as:

a) **The increase in the duration of conscientious objectors' service depends on the duration of armed military service** they would be required to serve if they were not recognized as conscientious objectors. **The performance of alternative service does not imply restrictions or discrimination in employment or other benefits** (it is not considered as impediment for civil service appointment and it is recognized as pensionable service).

b) **Conscientious objectors' alternative service is less oppressive** than armed military service and **its longer duration is justified on the grounds of the principle of proportional equality.** This is made clear if we consider the different nature of offered services, since, on the one hand, the performance of armed military service aims at meeting the country's defence needs, mainly in military units located near the borders, with increased operational requirements and duties under adverse conditions, while on the other, alternative service is performed in bodies of the wider public sector (courts, post offices, hospitals, economic services, etc) with the aim to provide services of general interest, where the quality of working conditions is secured (for example, a five-day working week) as the conscientious objectors come under the Civil Servants' Code; consequently, their obligations and duties are clearly more favorable than military service obligations. Their exemption, therefore, from armed military service justifies the longer duration of alternative service and restores the principle of proportional equality in accordance with Article 4(1) of the Constitution.

c) 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 on new weapons) in contrast with the objectors who are not called up.

3) Modification of the grounds for loss of the right to perform alternative service. Trade union activities, the participation in strikes and the punishment for violation of provisions regarding the granting of leave are no longer grounds for loss of the right to perform alternative service, but lead to an increase in the duration of alternative service.



4) Recognition as conscientious objectors of those who have performed their armed military service, but refuse to carry out their reserve duties on grounds of conscience. Once recognized as conscientious objectors, they are exempt from calls to join the army and their names are deleted from the armed forces reserve lists.

Based on the above and taking into account the fact that the duration of full armed military service is nine months for the Army and twelve months for the Navy and the Air Force, it can be stated that **the duration of conscientious objectors' alternative service does not constitute violation of the provisions of article 1§2 of the European Social Charter**, since an **alternative service** is deemed as a **quasi military service**, constitutes a **voluntary choice** of the conscientious objector and can not be regarded as having those legal characteristics that constitute a formal working relationship, as this is recognized by labour law; hence its semantic definition as forced labour can be disputed. This aspect is also consistent with the provisions of paragraph 3 of article 4 of the European Convention of Human Rights (ratified by Legislative Decree 53/74, O.G.A256) where it is explicitly provided for that "any service of military nature or, in the case of conscientious objectors, in countries where such a thing is recognised as legal, any other service in substitution of the compulsory military service, is not deemed as forced or compulsory labour".

#### **B) Negative conclusion on the restrictions on third-country nationals' access to posts of the Public Sector**

Regarding the access of third-country nationals to posts of the Public Sector, please refer to in our previous report. Moreover, we would like to inform you that a special provision, according to which the principle of equality governs, inter alia, the recruitment and the general status of public servants, has been added to article 1 of the Civil Servants' Code (Act No3528/2007). Furthermore, according to the provisions of the Civil Servants' Code, **all Greek citizens, as well as the citizens of EU member-states, have equal rights regarding their access to Public Administration, irrespective of their race or religion.**

#### **Additional questions of the European Committee of Social Rights regarding detained persons' work in prisons**

Regarding detainees' work, we would like to inform you that the relevant legislation has not changed and confirm that the detainee's consent is required in order for him/her to work inside and outside the prison.

According to article 41, para.4 of the Correctional Code (Act No2776/1999), as far as work inside the detention facility is concerned, "a list of names of those who wish to perform work is drawn up, from which workers are chosen based on the date of their application submission. The omission of a previous application, filed on an earlier date, is specifically justified". Moreover, regarding work outside the detention facility, according to article 42, para.2 of the same Code "detainees who wish to continue to practice their profession or detainees for whom a job has been found, on the basis of the previous paragraph, can be employed in the said job following the consent of the Detainees Employment Council and on condition that a Day Release Permit is granted to them according to articles 59ff of the present."

Finally, we would like to inform you that the detainees who work inside the detention facility engage in ancillary works or services concerning the operational needs of the facility, i.e. cleaning,

cooking, washing, food cleaning or carrying, gardening, etc, while those who work outside the facility, almost exclusively continue to practice their profession.

### Article 183 – Free Employment Services

#### Question 1 – Legal framework

As regards the **Temporary Employment Agencies (EPA)**, during the reference period the following changes in the legislation took place:

(a) decision no 3484/2007 of the Deputy Minister of Employment and Social Protection replaced article 9, Decision 30342/2002 of the Minister of Labour and Social Security, which redefined the manner and procedure of temporary employment contract announcement. More specifically, both the Temporary Employment Agencies and the indirect employers have to keep data related to the temporary employment contracts entered into in their workplace and make them available to the inspection agencies of the Labour Inspectorate;

(b) article 3, Law 3846/2010 and article 17, Law 3899/2010 amended the provisions of articles 20-26, Law 2956/2001 concerning the employment through the Temporary Employment Agencies. In particular, they specified those occupations, where employment through the Temporary Employment Agencies is prohibited (e.g. occupations hazardous for workers' health and safety) and defined the manner of administrative sanctions (fines) imposition.

Regarding the **Private Job Counselling Agencies**, no legislative changes took place during the reference period.

#### Question 3 – Statistical data

Number of placements by the Private Job Counselling Agencies for period 2006-2010												
Year	Number of Enterprises That Submitted an activities Report	Number of Posts	Level of Education						Group			
			Compulsory	%	Secondary Or Post-Secondary	%	Higher	%	Unemployed persons	%	Persons Employed	%
2006	63	5,713	867	15.18	3,563	62.37	1,283	22.45	3,631	63.56	2,082	36.44
2007	69	7,026	691	9.83	4,613	65.66	1,722	24.51	4,486	63.85	2,540	36.15
2008	74	6,296	429	6.81	3,896	61.88	1,971	31.31	3,616	57.43	2,680	42.57
2009	74	5,356	595	11.11	3,196	59.67	1,565	29.22	3,259	60.85	2,097	39.15
2010	74	4,595	646	14.06	2,806	61.07	1,143	24.87	2,850	62.02	1,745	37.98
TOTAL		28,986	3,228		18,074		7,684		17,815		11,144	

Temporary Employment Agencies 2007-2010			
Semester	Number of temporary employment contracts by semester	Number of temporary employment contracts by semester	Number of temporary employment contracts by year
A 2007	4,449	7,183	
B 2007	5,047	7,739	
		<b>Total 2007</b>	<b>14,922</b>
A 2008	5,045	7,973	

<b>B 2008</b>	4,965	8,487	
		<b>Total 2008</b>	<b>16,460</b>
<b>A 2009</b>	3,908	6,381	
<b>B 2009</b>	3,778	6,136	
		<b>Total 2009</b>	<b>12,517</b>
<b>A 2010</b>	4,070	6,853	
<b>B 2010</b>	4,144	12,364	
		<b>Total 2010</b>	<b>19,217</b>

**Additional Question of the European Committee of Social Rights (ECSR) on the number of persons employed by the Public Employment Agencies**

No detailed statistical data are kept. In general, we wish to inform you that the Private Job Counselling Agencies must be staffed with one Director and at least one administrative support officer. In 2010 there were 91 Private Job Counselling Agencies; therefore, about 182 persons were employed.

The personnel of a Temporary Employment Agency must include at least two persons (tertiary education graduates holding a degree in labour market or human resources management studies, one at least employee who is a tertiary education graduate holding a degree in computer science, one accountant having a profession practising licence and one administrative support officer). In 2010 there were 9 Temporary Employment Agencies; therefore, about 18 persons were employed.

Regarding the other additional questions of the European Committee of Social Rights, the competent agencies do not have available data.

## Article 9 – The Right to Vocational Guidance

### Question 1 - Legal Framework

The Counselling and Vocational Guidance (SY.E.P.) services, combined with quality educational and vocational information, form a key component of the policies for the development of human resources. The improved operation, the full utilization and quality assurance of the existing SY.E.P. structures and services, are a prerequisite for increasing the effectiveness of educational and employment policies.

The National Centre for Vocational Guidance (E.K.E.P.) is the executive body promoting the coordination of activities and strengthening cooperation among the agencies and organizations involved in Counselling and Vocational Guidance activities and initiatives, both in the public and the private sectors. Regarding the institutional framework and the work undertaken by E.K.E.P., please refer to our previous report. Furthermore, we inform you that:

Under the new policy on Lifelong Learning and based on its role as executive body of the E.S.S.E.E.K.A. System («Counselling, Vocational Guidance and Interconnection with the Labour Market System») (Law 3191/2003), **the National Centre for Vocational Guidance has joined the National Network for Lifelong Learning** as one of the bodies administering lifelong learning, for the part that it has the responsibility of counselling and vocational guidance, in the framework of lifelong learning (Law 3879 «Development of Lifelong Learning and other provisions» O.G.A163-21/09/2010). Counselling services and/or vocational guidance services bodies are also integrated in the National Lifelong Learning Network, as lifelong learning providers.

The main target group of E.K.E.P.'s work is the **staff providing Counselling, Vocational Guidance** and vocational development services in education, training and employment, at both the public and the private sectors, as well as the **public and private entities active in SY.EP. services, in the areas of education, training and employment**. At the same time, benefited from E.K.E.P.'s activities are:

- **Any citizen concerned** (pupils, students, parents, unemployed persons, professionals, etc.) seeking information on SY.E.P. issues and learning, employment and mobility opportunities.
- **All members of the Greek society**, at local and national levels, as potential recipients of quality SY.E.P. services.

**The services** offered by the National Centre for Vocational Guidance **are provided free of charge to all bodies and citizens**.

#### Participation in European Networks

Since the year 2000, the National Centre for Vocational Guidance has joined the **Euroguidance Network**, as the Greek National Centre for Vocational Guidance - **Euroguidance Centre of Greece**. In this context, it develops activities relating to the exchange of quality information, among European countries, on Counselling and Vocational Guidance, the promotion of the European dimension in counselling and vocational guidance and the integration in the Greek Counselling and Vocational Guidance System of issues relating to international mobility and international developments and perspectives in Vocational Guidance.

In particular, the National Centre for Vocational Guidance, upon instructions and approval by the European Commission, is implementing measures concerning:

= Seminars/trainings/conferences for SY.E.P. staff  
to promote mobility, for training and employment reasons, in the EU, in cooperation with other European networks at national level

= Development of scientific material for the promotion of activities)  
~~European Lifelong Guidance Policy Network~~ guidance participates in the **European Lifelong Guidance Policy Network** (E.L.G.P.N.), which was established in 2007, on the initiative of the European Commission and with the financing of the European Lifelong Learning Program. The Network represents 29 European countries, aiming to support Member States and the European Commission to promote European cooperation in Lifelong Guidance, in the areas of Education and Employment. The E.L.G.P.N. Network supports European countries in the establishment and coordination of the National Lifelong Guidance Policy Forums. In the same context, the National Centre for Vocational Guidance draws expertise and best practices, which are utilized in the formulation of national SY.E.P. policies.

During 2009-2010, the E.L.G.P.N. Network worked to achieve progress in the 4 priorities set by the resolution of the Educational Council of the European Union «on better integration of lifelong SY.E.P. into Lifelong Learning strategies» (Council Resolution on better integration of lifelong guidance into lifelong learning strategies) of November 21, 2008, as follows:

**1. Encourage lifelong acquisition of SY.E.P. preparation skills by the citizens**

~~Strategic planning for initial and vocational guidance, as the national executive body for the SY.E.P. institution, has drafted a single action plan for the development of counselling and vocational guidance in education, initial training and employment (National Strategic Reference Framework 2007 - 2013). The strategic planning is based on four priorities identified in the above Resolution of the European Union «on Better Integrating lifelong Counselling and Vocational Guidance into lifelong learning strategies».~~

Based on the single action plan, the National Centre for Vocational Guidance, under the Operational Programme «Education and Lifelong Learning» of the Ministry of Education, Lifelong Learning and Religious Affairs and the Operational Programme «Developing Human Resources» of the Ministry of Labour and Social Security, funded by the National Strategic Reference Framework 2007 – 2013, plans activities for:

- redesigning and expanding the School Vocational Guidance institution in secondary education and initial vocational training and
- implementing Counselling systems under lifelong learning and materialising interventions arising from the development and implementation of E.S.S.E.E.K.A.

### Question 2 - Measures to implement the legal framework

In recent years, efforts to broaden and expand the network of SY.E.P. structures on education, training and employment have intensified, so that every citizen has access to the corresponding services at all stages of his/her life. The system of counselling and vocational guidance services offered has been formulated as follows:

A. In **secondary education**, SY.E.P. services are provided in **81 Counselling and Vocational Guidance Centres (KE.SY.P.)**, which offer Counselling and Vocational Guidance services at district level, in the **570 School Vocational Guidance Offices (GRAS.E.P.)** that operate in secondary schools of general education throughout the country and the **105 liaison offices (GS.E.P.Y)** that operate in secondary schools of technical-vocational training and offer Vocational Guidance services. Also, the **Nestor network**, is a central hub interconnecting all KE.SY.P., GRAS.E.P. and GS.E.P.Y offices of the country, aiming at the update/information and exchange of views among the persons responsible for School Vocational Guidance (S.E.P.) The bodies responsible for the operation of these structures are the Ministry of Education and the Pedagogical Institute, the body responsible for the scientific support and to the supervision of Vocational Guidance in education.

**Table showing the geographical distribution of S.E.P. structures**

DISTRICT	Secondary Education Division (DDE)	Number of structures		Number of consultants per structure	
		KE.SY.P.	GRAS.E.P.	KE.SY.P.	GRAS.E.P.
Attica	A' Athens	4	35	15	35
Attica	B' Athens	2	28	6	28
Attica	C' Athens	3	30	9	30
Attica	D' Athens	2	28	8	28
Attica	East Attica	3	25	10	25
Attica	West Attica	1	10	3	10
Attica	Piraeus	3	30	10	30
Central Greece	Boeotia	2	7	4	7
Central Greece	Evia	1	12	3	12
Central Greece	Evritania	1	3	2	3
Central Greece	Fthiotida	1	9	3	9
Central Greece	Phocida	1	3	2	3

North Aegean	Lesvos	2	7	4	7
North Aegean	Samos	1	6	2	6
North Aegean	Chios	1	3	2	3
South Aegean	Dodecanese	2	12	6	12
South Aegean	Cyclades	1	12	4	12
Crete	Heraklion	1	17	4	17
Crete	Lassithi	1	4	2	4
Crete	Rethymno	1	5	2	5
Crete	Chania	1	8	3	8
Peloponnese	Argolida	1	5	2	5
Peloponnese	Arcadia	1	7	3	7
Peloponnese	Corinth	1	9	3	9
Peloponnese	Laconia	1	5	2	5
Peloponnese	Messinia	1	9	3	9
Western Greece	Aitoloakarnania	2	13	5	13
Western Greece	Achaia	2	19	5	19
Western Greece	Ilia	1	8	3	8
Ionian Islands	Zakynthos	1	2	2	2
Ionian Islands	Corfu	1	6	3	6
Ionian Islands	Kefalonia	1	3	2	3
Ionian Islands	Lefkada	1	4	2	4
Epirus	Arta	1	4	2	4
Epirus	Thesprotia	1	4	2	4
Epirus	Ioannina	1	8	4	8
Epirus	Preveza	1	4	2	4
Thessaly	Karditsa	1	6	3	6
Thessaly	Larissa	2	15	6	15
Thessaly	Magnesia	1	12	3	12

Thessaly	Trikala	1	7	3	7
Western Macedonia	Grevena	1	3	2	3
Western Macedonia	Kastoria	1	5	2	5
Western Macedonia	Kozani	1	9	3	9
Western Macedonia	Florina	1	6	2	6
Central Macedonia	Imathia	1	4	3	4
Central Macedonia	A' Thessaloniki (East)	3	19	9	19
Central Macedonia	B' Thessaloniki (West)	2	25	5	25
Central Macedonia	Kilkis	1	6	2	6
Central Macedonia	Pella	1	4	3	4
Central Macedonia	Pieria	1	7	2	7
Central Macedonia	Serres	1	9	4	9
Central Macedonia	Halkidiki	1	5	3	5
East Macedonia and Thrace	Drama	1	7	2	7
East Macedonia and Thrace	Evros	2	4	4	4
East Macedonia and Thrace	Kavala	1	7	3	7
East Macedonia and Thrace	Xanthi	1	4	2	4
East Macedonia and Thrace	Rodopi	1	2	2	2

Table of persons serving in S.E.P. structures and number of those who had training through programs developed by the Ministry of Education, under the Operational Program for Education and Initial Vocational Training (EPEAEK), per school year.



	STRUCTURES		PERSONS SERVING				PERSONS TRAINED			
	Number	Posts	2007	2008	2009	2010	2007	2008	2009	2010
KE.SY.P.	79	217	190	181	188	159	123	145	144	94
GRAS.E.P.	570	570	470	536	548	553	149	390	389	360

**B. In higher education**, Liaison Offices operate in the University and Technological Sectors of Higher Education Institutes, providing students with career management services.

**C.** Professional Development and Career Offices operate during **initial vocational training and in public IEK** (Vocational Training Institutes)

**D. In employment**, during the reference period, SY.E.P. services were provided in the Employment Promotion Centres of the Greek Manpower Employment Organization (OAED), operating throughout the country, as well as in the Vocational Centre of Excellence of the OAED. Similar services are also offered under the Active Vocational Guidance Program, implemented by the OAED during years 2007 and 2008, in the apprenticeship EPA.S.

**The New Policy on Lifelong Learning & the Institution of Counselling and Vocational Guidance** in the light of a new policy for Lifelong Learning, based on priorities set at European and national levels, to develop the knowledge, skills and competences of the manpower.

Under the new policy for an ***anthropocentric, developmental and socially equitable strategy for Lifelong Learning***:

- The focus is placed on citizens of all ages and their needs in knowledge, skills and abilities. The focus is placed on citizens of all ages and their needs in knowledge, skills and abilities. The focus is placed on citizens of all ages and their needs in knowledge, skills and abilities. The focus is placed on citizens of all ages and their needs in knowledge, skills and abilities.

- Social inclusion is promoted and the public good of education is provided to all and especially to those who need it most.

- The developmental course of the country is supported, by means of updating the knowledge and the skills of employees so that they meet the rapidly changing working conditions, with the early diagnosis of the labour market needs, at both local and national levels, and their interconnection with the knowledge, skills and capacities provided.

- It is pursued to double the national participation in Lifelong Learning is pursued (target percentage: 5% for the year 2013), to increase adult participation in Continuing Vocational Training by 25% and to achieve a corresponding increase in Continuing Vocational Training, which relates solely to professional development.

- A quality improvement in Lifelong Learning is attempted, as regards the means, the methods (experiential learning, long-distance learning, e-learning, blended learning), the human resources, the infrastructure and the procedures of evaluation and certification.

- The National Lifelong Learning Network is established, the National System Interconnecting Vocational Education and Training with Employment (E.S.S.E.E.K.A.) is modernized and the National Qualifications Framework (NQF) is formed, to which all forms of formal, non-formal and informal learning will be linked.

Eventually, the institution of Counselling and Vocational Guidance will help develop a learning culture, combat school failure and school drop-outs, support intercultural education and education for persons with disabilities, increase the quality and attractiveness of vocational training and training, promote flexibility and adaptability of employers, employees and unemployed persons, enhance self-employment and entrepreneurship, facilitate access to the labour market for young persons, women and disadvantaged groups, thus combating discrimination in the labour market; it will also promote social inclusion and social protection, as well as prevent and tackle social exclusion of vulnerable groups, enhance the effectiveness of measures on the active ageing of the workforce and the more effective gender mainstreaming into sectoral and regional policies of all National Strategic Reference Framework priorities (gender mainstreaming).

The Ministry of Education, Lifelong Learning and Religious Affairs launched a **public online consultation** on the policy framework of principles and objectives relating to Lifelong Learning in Greece, and started a **public debate** on the National Qualifications Framework, which will change the educational and training landscape, by classifying degrees of all educational institutions to an eight-level scale, according to European standards.

The new policy on lifelong learning was established by **Law 3879/2010 on «Development of Lifelong Learning and other provisions»**. Regarding the counselling and vocational guidance system, the new Law on lifelong learning introduces the concept of «lifelong counselling», defined as «the scientific help, support and empowerment provided to persons within the framework of lifelong learning, so that they define and achieve their personal and professional goals».

The main functions of the National Lifelong Learning Network will provide the overall framework, within which the institution of counselling and vocational guidance will be upgraded and modernized. These functions are:

- The creation of a **single national evaluation and certification framework, for all forms of adult education and training** (public, private and social - formal, non-formal and informal), with internal, flexible variations, depending on the form of training or education.
- The creation of a **unified national framework for the recognition of vocational qualifications and the certification** of knowledge, skills and capacities.
- The systematic **detection and diagnosis of labour market needs** and the **professional and educational needs of citizens**, at national and local levels.
- The right of every citizen to have **access to educational activities**, aimed at social inclusion and integration, with emphasis on vulnerable social groups.
- The continuous and effective **training of educators of adults**, so that, in addition to specialized knowledge, they are able to meet their educational tasks.

**E.K.E.P. has also organised over 20 educational one-day workshops, conferences and seminars, targeted on Counselling and Vocational Guidance staff involved in education, training and employment, from all over the country; it has also published 12 studies and scientific textbooks, which are distributed, free of charge, to Counselling and Vocational Guidance services and staff involved in education, training and employment and are published on the E.K.E.P. website. Moreover, it has created, in its capacity as the Greek Euroguidance Centre, the Greek database within the framework of the European Information Portal on Learning Opportunities «PLOTEUS».**

Within the framework of the project «**E.K.E.P. Development**», which was completed in June 2009, through the financing of the Operational Program on Education and Initial Professional Training II (EPEAEK II), with a **total budget of 1.086.976,15 Euros:**

- **1260 educators - SY.E.P. staff and 695 Counselling Structures** have benefited from the training workshops and the networking activities in all regions of the country.
- **scientific manuals and SY.E.P. guides (120.300 copies)** were prepared and distributed to SY.E.P. staff involved in education, training and employment
- **specialized educational monographs** were prepared and printed in **4.800 copies** in **Greek and foreign titles**, as well as with approximately 60 copies of Greek and foreign audio-visual media and subscriptions to 31 Greek and foreign journals.
- **electronic information and networking tools** were created for SY.E.P. staff, students, young persons and interested parties (**National Network of Consultants - Electronic communication platform «Iris», Information System - Web Database «ICHNILATIS», Greek National Database of Educational Opportunities «PLOIGOS» (PLOTEUS II).**

#### **The work of the E.K.E.P. as the Euroguidance centre of Greece in order to enhance the Multiculturalism of Vocational Guidance Counsellors**

E.K.E.P. - the Euroguidance Centre of Greece serves, through its activities, the goals of the Euroguidance Network in general, including the promotion of multiculturalism. In this context, it has organised workshops and seminars to raise awareness of and to educate the SY.E.P. staff, so that they respond effectively to the new reality concerning their cooperation with persons from different cultural backgrounds. At the same time, within the context of the Euroguidance activities, through the financing of the European Union Lifelong Learning Program, it has implemented a systematic and integrated action plan, which is based on the utilization of the Multicultural Counselling Inventory (EPSY), as follows:

1. 2006 - 2007: Weighing up the Multicultural Counselling Inventory (MCI) by Sodowsky, Taffe, Gutkin and Wise.
2. 2008: Research on the recording of multicultural counselling skills, knowledge etc. of the Greek SY.E.P. staff.
3. 2009: Formulating an educational program and a scientific dossier with supporting material for Multicultural Counselling issues.
4. 2010: Implementing a training program for 50 SY.E.P. Staff Educators, from all over Greece, on the subject of Multicultural Counselling.
5. 2011 - 2012: Implementing awareness-raising seminars, in all regions of Greece, for education, training and employment of SY.E.P. staff.

## New projects funded by the National Strategic Reference Framework - Operational Program on Education and Lifelong Learning

- **“Interactive Web Portal on Counselling and Vocational Guidance for adolescents**, with a total **public expenditure of 1.300.000Euros**, under the Operational Programme «Education and Lifelong Learning”. The Action is funded by the European Social Fund.

This is a program that will use friendly modern technology tools, familiar to young persons, such as on-line games, videos, etc., in order to motivate students to learn both the characteristics of various professions and their inclinations, abilities-skills, so that they prepare, timely and reliably, for their professional life.

The Portal will facilitate the access of adolescents to information and vocational development services, as they will be updated about available SY.E.P. services and will receive answers to relative questions.

The existence of a well-organized Counselling and Vocational Guidance services system, in person, by qualified consultants, accessible to all, is an important part of the process. For the creation of the Interactive Web Portal, an information system will be developed that will interconnect a range of tools-applications, including, inter alia:

- the web, interactive, career management tool «Real Game», adapted to the Greek conditions, designed to help adolescents to better learn both themselves and the opportunities and responsibilities of adulthood
- a video presenting professions and basic skills,
- digitized self-examination - self-evaluation questionnaires on the vocational guidance of adolescents
- a tool for the preparation of a personal digital student dossier (E-portfolio)
- interface with the National Database of Educational Opportunities «PLOIGOS»  
<http://ploigos.ekep.gr>

- **«Preparatory study - research to meet Quality Criteria in SY.E.P. educational and initial training structures»**, with a total **public cost of 80.000Euros**, under the Operational Programme «Education and Lifelong Learning», included following a funding request by the E.K.E.P. The Action is funded by the European Social Fund. The study concerns all structures providing SY.E.P. services in education and initial training. The main objective of the project is to investigate the characteristics and assess the function of SY.E.P. structures, in order for the bodies to implement, in the future and following consultation, the model system developed by the E.K.E.P. to ensure and manage the quality of public and private SY.E.P. bodies.

Furthermore, we note that the E.K.E.P. takes **special measures to provide assistance to all persons, including those belonging to vulnerable social groups**. In particular, it enhances links with other services active in the field of Counselling and Vocational Guidance and, especially, in the field of vulnerable social groups, such as the Accompanying Support Services Agencies, the Developmental Companies of Municipalities, and the Vocational Training Centres providing employment promotion services. The E.K.E.P., through its activities, takes care to cover the following fields:

- Collecting material relating to target groups, recording services in which they are active for vocational guidance and promoting the employment of these groups.
- Gathering information relating to the current national and European programs targeted on vulnerable groups.
- Issuing publications for the SY.E.P. staff, on topics relating to these groups.
- Incorporating relevant topics into the workshops and the educational activities
- Educational material on topics relating to the Counselling and Vocational Guidance of persons belonging to vulnerable social groups.

#### **Activities of the Ministry of Education, Lifelong Learning and Religious Affairs**

The Ministry of Education, Lifelong Learning and Religious Affairs, through the Operational Program for Education and Initial Vocational Training II (EPEAEK II) programs, organized and carried out, in 2008, a training of educators serving in the S.E.P. structures, in collaboration with the Panteion University, as the final beneficiary of the project. The project was entitled “Counselling horizons for school vocational guidance «SOS-Vocational Guidance”. Secondary school educators who had taught the S.E.P. subject during the last five years or were serving in S.E.P. structures enrolled in the program. **616 educators** were **trained** through this program.

#### **Operational Program for Education and Initial Vocational Training II (EPEAEK II) – 3rd Community Support Framework (CSF), operated by the Ministry of Education, Lifelong Learning and Religious Affairs:**

1. **Category of activities 2.4.1.a** «Strengthening the counselling and vocational guidance structures», project title: «Upgrading KE.SY.P - GRA.S.E.P. and establishing new ones» (Final Beneficiary: Pedagogical Institute)
2. «Upgrading the KE.SY.P of the Ministry of Education Lifelong Learning and Religious Affairs» (Final Beneficiary: E.K.E.P.)
3. «Establishment of 4 new KE.SY.P. and 100 GRAS.E.P.” (Final Beneficiary: Pedagogical Institute)
  - **Category of activities 2.4.1.c** «Development of specialized training material for the training of S.E.P. Advisers» (Final Beneficiary: Pedagogical Institute), project title: “Counselling horizons for school vocational guidance - SOS Guidance” - (Final Beneficiary: Panteion University)
  - **Category of activities 2.4.1.d** “Development and dissemination of information and psychopedagogical material”, project title: «Investing in people: Methodology Development and Application of Modern S.E.P. Tools and Counselling Services» (Final Beneficiary: Pedagogical Institute)
  - **Category of activities 2.4.1.e** «Application of Counselling and Vocational Guidance Programs in Educational Units» (Final Beneficiary: Pedagogical Institute)

**S.E.P. structures of the Ministry of Education, Lifelong Learning and Religious Affairs in the field of education**

Persons Benefiting from the Counselling and Vocational Guidance Services in the Secondary Education	Number of Persons	
	KE.SY.P.	GRAS.E.P.
Students of Secondary General and Technical Education	600.000	
Parents and Guardians of Students of Secondary General and Technical Education	Potentially all	
Students, young persons up to 25 years	Potentially all	

NUMBER OF VISITORS ANNUAL AVERAGE	Number of People	
	KE.SY.P.	GRAS.E.P.
Secondary Education Students	42.000	72.000
Parents/Guardians	12.000	10.000
Students/Young People 18-25 years	4.500	5.000
Teachers	3.500	3.500

**Projects of EPEAEK II - 3rd CSF, under the S.E.P.ED Division of the Ministry of Education, Lifelong Learning and Religious Affairs, on issues of gender equality and access to vocational guidance**

- **Category of activities** «Raising awareness of educators and interventional programs to promote gender equality» with the same project title and the KETHI as the final beneficiary
- **Category of activities** «Counselling and Vocational Guidance Programs», project title: «Promoting gender equality during the transition from education to the labour market: counselling and vocational guidance activities through a gender perspective» (Final Beneficiary: Aristotelian University of Thessaloniki)
- **Category of activities** «Preparation of supporting educational material to introduce topics relating to genders in the educational process» (Final Beneficiary: University of Ioannina)
- **Category of activities** «Positive activities in the favour of women», 6 activities were organised by universities across the country, as well as by the General Secretariat for Gender Equality.

**Information Media** - As mentioned above, free Vocational Guidance Counselling - Career Counselling services are provided by the following public bodies:

**A) Counselling and Vocational Guidance Centres (KE.SY.P.)** of the Ministry of Education, Lifelong Learning and Religious Affairs, operating in all districts of the country and serving students, young people up to 25 years old, parents and anyone interested. Their task is to:

- provide daily Counselling and Vocational Guidance services to students, parents and young people up to 25 years old
- provide assistance to applicants for admission to Tertiary Education (completion of computer data card and update on educational pathways)
- provide information to students and educators on issues relating to changes in the system, with regular and periodically repeated visits to schools, and organize informational workshops, in cooperation with them
- prepare informational material for students and educators, including the drafting of informational brochures and presentations

- support the design and implementation of Career Assistance Programs, prepared each year by school educators
- support educators implementing S.E.P. through informational sessions
- organise research activity on behalf of the Pedagogical Institute, with regular presence at schools
- prepare European actions and programs, such as «LEONARDO», in order to get students and educators in contact with the European happenings in the fields of education and culture materialise and implement educational activities, in cooperation with local schools falling under KE.SY.P.'s responsibility and organise educational visits for students of associate schools, in cooperation with local bodies (municipalities, districts, chambers, mass media etc.) and educational institutions.

**B) School Vocational Guidance Offices (GRAS.E.P.)** of the Ministry of Education, Lifelong Learning and Religious Affairs, operating in 570 secondary education schools throughout the country. Their mission is:

- To cooperate with the district KE.SY.P. for the proper functioning of the institution.
- To organize, in cooperation with the district KE.SY.P., events on Counselling - Vocational Guidance topics, at the school unit level
- To have a library and keep archive information, in both printed and electronic forms.
- To support, in terms of information and counselling, the school community
- To teach the subject of S.E.P. at school, as provided for by the curriculum of each grade

**C) Liaison Offices of Universities and Technological Educational Institutes**, providing counselling services to support students and graduates, in their transition from higher education to the labour market. In the field of technical vocational training, **105 GS.E.P.Y.** operated in secondary technical-vocational schools, with the following basic responsibilities:

- To provide services of group and individual counselling to students and parents.
- To organize informational events for students, parents, educators.
- To organize and implement two-day career workshops.
- To conduct research for the detection of the local labour market needs and link them with vocational training.
- To collaborate with local bodies (the OAED, Municipalities, Associations of Parents and Guardians, mental health services) and enterprises to improve the procedure on the forecasting of the need for new professions in the local labour market.
- To collect informational material on the educational and vocational choices of students in vocational training.

**D) Counselling Offices in Second Chance Schools**, providing counselling services aiming at linking education with the labour market, providing educational and vocational information and, in general, supporting students to develop personal skills and abilities, as well as their personal, vocational and social development.

**E) Employment Promotion Centres and Model Vocational Guidance Centres of the OAED** which, inter alia, provide counselling services on employment – entrepreneurial topics and vocational guidance.

According to statistics of the Ministry of Education, Lifelong Learning and Religious Affairs for the years 2009-2010<sup>5</sup>, **41.673 students visited the KE.SY.P. during this period**, while the **total number** of students that the KE.SY.P. can serve amounts to **640,132**. Also, 746 workshops and seminars on counselling and vocational guidance topics were organized and forms, questionnaires, and CDs/DVDs were distributed. It has to be noted that, in their improvement proposals, the consultants mentioned, at a rate higher than 90%, the need to train the staff on SEP topics, to expand the implementation of SEP and to staff the KE.SY.P. and the GS.E.P.YP, exclusively with educators.

According to the results of the statistical study<sup>6</sup> for the operation of the GRAS.E.P., during the **school year 2009-2010, the subject of SEP was taught to 44.979** to Lower and Senior High School students, while **65.218 students visited GRAS.E.P.'s offices**. The average number of students taught the SEP subject at schools, where a GRAS.E.P. is operating, is 92. The GRAS.E.P. operated, on average, for 13,5 hours a week and were visited by an average of 133 students, in comparison with the average of schools students which is 274 (48.5%). During the same reference period, the GRAS.E.P. organized 388 career days and the GRAS.E.P. staff prepared a significant number of questionnaires, presentations, documents and CDs/DVDs on counselling and vocational guidance topics. Regarding the cooperation and interconnection with other S.E.P. bodies and structures, the remaining S.E.P. structures, freelance professionals and schools were referred to a large degree.

Regarding the operation and the staffing of the S.E.P. structures in secondary education, during the reference period, there were, in total, 754 structures with 1.036 jobs, as follows:

KE.SY.P.		GRAS.E.P.	GRASY	TOTALS
79		570	105	754
Persons responsible for SEP	Information Technology Experts	Persons responsible	Persons responsible	
138	79	570	249	1036

Important are the counselling and vocational guidance and career services provided by the universities (AEI and ATEI) to students and graduates, through the operation of **Liaison and Career Offices**. Their main purpose is to support students to integrate smoothly into the labour market, by providing them with information and counselling on education, career and employment promotion topics. They also organise in-service traineeships of students in enterprises and bodies of the wider public sector, so that they link their higher education theoretical knowledge with the practical needs of the labour market.

<sup>5</sup> See «Statistical study of the annual KE.SY.P. report for the school year 2009-2010.» The processing of reports and the extraction of statistics were made by the A' SEP Department of the SEPED Directorate, Ministry of Education, Lifelong Learning and Religious Affairs.

<sup>6</sup> See «Statistical study of the annual GRASEP report for the school year 2009-2010.» The processing of reports and the extraction of statistics were made by the A' SEP Department of the SEPED Directorate, Ministry of Education, Lifelong Learning and Religious Affairs.



During the previous educational period, E.K.E.P. provided important scientific support to the Higher Education Liaison Offices. The staff of Liaison Offices attended numerous training seminars and workshops, organised by the Centre across Greece. At the same time, the scientific manuals, informational print and electronic tools developed by E.K.E.P. were made available to all staff.

During the current educational period, Higher Education Institutions proceed to the expansion of their SY.E.P. service structures and link them with the labour market, through the Employment and Career Structure (DASTA), the Liaison Office and the Innovation and Entrepreneurship Unit, under the Educational Project «Education and Lifelong Learning». E.K.E.P. intends to continue providing further scientific support to these structures, through various activities.

**Second Chance Schools** (SDE), established by Law 2525/1997, operate within the lower secondary education, with a program quite diversified from that of the formal education, especially as far as the principles, the content, the teaching methodology and the assessment of students are concerned. Career counselling in S.D.E. is an organic part of them, aiming at **reintegrating students into the social and economic life**. Counselling services implement the principle of overall support to students and link school with the labour market and the local community.

Counselling services are provided at group and individual levels and are designed to link education with the labour market, strengthen self-knowledge and self-esteem capacities of students, inform them about the labour market and the vocational training opportunities and cooperate with the bodies providing support as regards employment.

In the school year 2009-2010, **a total of 57 Second Chance Schools operated, with 346 sections, which were attended by 5.700 students and were staffed by 1.190 seconded and hourly-paid educators<sup>7</sup>.**

With targeted activities co-financed by the European Social Fund, especially under the 3rd Community Support Framework, there has recently been an effort to strengthen the structures of Counselling and Vocational Guidance structures and the services offered to the benefiting population. Under the 2000-2006 EPEAK, there was an activity entitled «**Counselling and vocational guidance for senior high school students, AEK and vocational training**», whose main objective was to support the development of counselling and vocational guidance structures and activities in secondary education and in initial vocational training and education. Under this activity, interventions were materialised that concerned<sup>8</sup> :

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<sup>7</sup> Source: General Secretariat for Lifelong Learning.

<sup>8</sup> Source: EEO GROUP S.A. «Evaluation / assessment study of the major interventions of Priority Axis 2 of the Operational Program for Education and Initial Professional Training (EPEAEK) 2000-06, which will continue during the educational period 2007-2013», January 2009

- **Strengthening Counselling and Vocational Guidance structures.** In particular, under the project *«Upgrading KE.SY.P.-GRAS.E.P. and establishing new ones»:*
  - 76 KE.SY.P. (69 were already in operation and 7 are new ones) and 470 GRAS.E.P. (200 were already in operation and 270 are new ones) were upgraded/created.
  - 857 S.E.P. programs were implemented in KE.SY.P. & GRAS.E.P. and 53 Awareness Events/Workshops were held.
  - Approximately 330.000 secondary education students, 20.000 graduates and 40.000 parents were served by the KE.SY.P. & GRAS.E.P. across the country.
  - 100.000 students have benefited from S.E.P. programs.
  - Studies were prepared on School Vocational Guidance, the implementation of projects - activities by KE.SY.P. and GRAS.E.P. etc., informational material was created etc.

Also, under the project *«Creation of 4 new KE.SY.P. and 100 new GRAS.E.P.»* 4 additional KE.SY.P. and 100 GRAS.E.P. were established, which served 8.190 students, 4.067 graduates and 1.839 parents, while 8.937 students and 119 students with disabilities benefited from SEP activities.

- **Developing specific training material for the training of Counselling and Vocational Guidance Consultants.** In particular, 701 educational staff - S.E.P. Consultants were trained, a platform for long-distance learning was developed and 23 books on topics of education and training were prepared.
- **Developing and disseminating informational and psycho-pedagogical material.** In particular, under the project *«Investing in people: Methodology Development and Application of Modern S.E.P. Tools and Counselling Services»:* 17 psychometric tools were prepared, which were duplicated and sent to all KE.SY.P. and GRAS.E.P. staff across the country and 308 S.E.P. Structure staff were trained in their use.
- **Implementing Counselling and Vocational Guidance programs in educational units.** In this context, a total of 496 S.E.P. networks were implemented, with the participation of 2.057 school units across the country. A total of 238.493 students have benefited.

Additionally, every year, books on School Vocational Guidance and an instruction manual on psychometric tools (Vocational Guidance Test) have been issued and distributed to students and educators.

#### **Public Employment Services (Manpower Employment Organization – OAED)**

Regarding the services that do not have trained consultants on Counselling and Vocational Guidance issues, the following are provided for:

Unemployed persons in Attica are referred to the Model Centre for Vocational Guidance (PKEP). PKEP is staffed by three vocational training consultants and, during the reference period, has implemented 26 professionalism teams, from which 147 persons benefited. It has also provided vocational guidance services at individual level, from which 352 persons benefited, as well as informational services on education/training topics for 6.088 persons.

~~Year 2007~~ *Vocational Guidance for young men and women, aged 15 to 18 years:* It was implemented in 48 TEE of the OAED across Greece, in two stages. 1.106 students benefited and 55.033,09 Euros were spent.

*B) Training of 20 OAED employees in Counselling and Vocational Guidance.* The program duration was 72 hours.

~~Year 2008~~ *Vocational Guidance for young men and women, aged 15 to 18 years:* It was implemented at 43 EPA.S. of the OAED across Greece. 990 students benefited and 61.949,43 Euros were spent.

*B) 2 Trainings of 39 Industrial and Professional Consultants in Counselling and Vocational Guidance.* Their duration was 40 hours and 8.200,65 Euros were spent.

~~Additional question of the European Commission of Social Rights for the staffing of E.K.E.P.~~ **Presidential Decree No232/1998, as amended by Presidential Decree No44/2004, provides**, in its full development, 67 posts of Scientific, Administrative, Support and Other Staff. The E.K.E.P. staff is recruited pursuant to the provisions of Law No2190/1994, as amended and in force today.

The E.K.E.P., following bidding in accordance with the provisions of Law No2190/1994, to fill regular staff posts on **an employment contract for an indefinite time period under private law, has filled in the following regular staff posts**, in the respective specialties:

~~A. Higher Education (P.E.) Term Contract 19 regular Employees and 1 salaried attorney at law~~ **A. Higher Education (P.E.) Term Contract 19 regular Employees and 1 salaried attorney at law**, 2 posts for psychologists, 3 posts for administrative-financial staff, one post for an economist, one post for information technology (computer engineering) and one post for a salaried attorney at law.

~~B. Technological Education (T.E.) One administrative accounting post, 4 administrative secretary posts, a driver post.~~ **B. Technological Education (T.E.) One administrative accounting post, 4 administrative secretary posts, a driver post.**

~~Already in year 2010, E.K.E.P. staff was supported by 2 Special Associates (revocable) of the B.F. & D.B. categories~~ **Already in year 2010, E.K.E.P. staff was supported by 2 Special Associates (revocable) of the B.F. & D.B. categories** Education, Lifelong Learning and Religious Affairs, as well as by 2 external E.K.E.P. associates, allocated to EKEP on behalf of EYD EPEKDIVIM.

**Total annual E.K.E.P. costs to support the SY.E.P. institution during the reference period (2007 – 2010)**

	2007	2008	2009	2010
<b>REGULAR BUDGET (per department)</b>	<b>MINISTRY OF EDUCATION: 95.000,00 Euros</b>	<b>MINISTRY OF EDUCATION: 85.100,00 Euros</b>	<b>MINISTRY OF EDUCATION: 274.149,89 Euros</b>	<b>MINISTRY OF EDUCATION: 212.500,00 Euros</b>
	<b>MINISTRY OF LABOUR: 70.000,00 Euros</b>	<b>MINISTRY OF LABOUR: 67.964,00 Euros</b>	<b>MINISTRY OF LABOUR: 564.735,00 Euros</b>	<b>MINISTRY OF LABOUR: 346.760,00 Euros</b>
<b>3rd CSF - Operational Program for Education and Initial Professional Training II (EPEAEK II)</b>	<b>1.086.976,15 Euros</b>		-	-
<b>E.L.G.P.N. /Lifelong Learning Program</b>		<b>10.181,33 Euros</b>  75% Lifelong Learning Program +25% regular E.K.E.P. budget	<b>20.968,22 Euros</b>  75%  Lifelong Learning Program + 25% PDE	<b>36.838,88 Euros</b>  75%  Lifelong Learning Program + 25% PDE
<b>LEONARDO DA VINCI - IKY (State Scholarships Foundation)</b>	-	-	<b>37.305,60 Euros</b>	<b>6.318,40 Euros</b>
<b>EUROGUIDANCE/</b>	<b>138.565,55 Euros</b>  50%  Lifelong Learning Program + 50% regular E.K.E.P. budget	<b>162.486,98 Euros</b>  50%  Lifelong Learning Program + 50% regular E.K.E.P. budget	<b>137.629,62 Euros</b>  50%  Lifelong Learning Program + 50% PDE	<b>172.578,45 Euros</b>  50%  Lifelong Learning Program + 50% PDE
<b>National Strategic Reference Framework/E.P. Education and Lifelong Learning</b>	-	-	-	<b>470.000,00 Euros</b>

## Article 10 – The Right to Vocational Training

### Article 10§1: Promotion of technical and vocational training and access to higher technical and university education

#### Question 1 - Legal Framework

Further to our previous report, you state that Greece as a European Union Member State that applies its principles and regulations, places particular emphasis on improving and modernizing the systems and the content of educational and vocational training, enhancing lifelong learning, which includes a wide range of learning activities, covering all types of preschool and early education, as well as those of the initial and continuing vocational training. The expansion of lifelong learning affects decisively the adaptation of the manpower to the modern work organization conditions and the dissemination of digital literacy to all citizens.

To this end, a decisive role in the improvement of the educational and vocational training offered is played by the new, integrated, **National Lifelong Learning Program**, which was adopted in September 2010 by virtue of **Law No3879/2010 (O.G.163/A)**, and whose major **strategic objective is the development of lifelong learning**, by means of identifying alternative educational paths, networking the bodies responsible for lifelong learning and ensuring transparency and quality, in order to achieve the interconnection of lifelong learning with employment, the development of an integrated personality for individuals and, in general, the economic and social development.

#### Question 2 - Measures to implement the legal framework

Activities relating to the initial vocational training provided are implemented within the framework of the above National Lifelong Learning Program. **Initial training** means **training that provides basic vocational knowledge, abilities and skills**, in specialties and specializations aiming at the integration, reintegration, job mobility and advancement of human resources in the labour market, as well as the vocational and personal development.

The main providers of initial vocational training in Greece are the public and private Vocational Training Institutes (IEK), the responsibility for the organization and operation of which lies with the Ministry of Education, Lifelong Learning and Religious Affairs.

In addition, the Ministry of Labour and Social Security supervises the apprenticeship schools of the Greek Manpower Employment Organization (OAED), as well as the IEK of the OAED, which are also providers of initial vocational training.

**Question 3 – Statistical data**

At present, programmes are implemented that are **funded exclusively by national resources** and are the following:

S/N	PROGRAMS	BUDGET	PERSONS BENEFITED
1	Two-year Apprenticeship Program, combining vocational training along with subsidized in-service traineeships in enterprises, in specialties of all three branches of economic activity. The program is implemented in 54 schools across the country.	72.000.000 Euros	12.000 persons
2	Vocational training programs at the IEK of the OAED in specialties of all three branches of economic activity. The programs are implemented in 31 schools across the country.	3.000.000 Euros	4.000 persons

***Additional question of the European Commission of Social Rights respecting the access to university education of nationals of Member States of the Council of Europe***

Regarding the question raised in the **Conclusions of the Committee of Social Rights**, on whether nationals of other Member States of the Council of Europe, legally residing and regularly working in Greece, enjoy equal access to university education or whether their access depends on the posts available, we inform you that:

**A)** Nationals of Member States of the Council of Europe, as well as third-country nationals, legally residing and regularly working in Greece and **holding a Greek secondary education graduation certificate, have equal access to university and higher technical education**, pursuant to the provisions of Law No2525/1999 and Law No2909/2001, as amended and in force (general senior high school) and Law No3748/2009 (vocational senior high school).

**B)** Nationals of Member States of the Council of Europe, as well as third-country nationals, legally residing and regularly working in Greece and **holding a foreign secondary education graduation certificate, have access to university and higher technical education** pursuant to the provisions of Law No2909/2001, Law No3404/2005 and Ministerial Decision F.151/20049/B6 (O.G.272B/1.3.2007), to a number of posts set every year by the Minister for Education, Lifelong Learning and Religious Affairs.

## Article 10§2 - Promotion of apprenticeship

### Question 1 - Legal Framework

We refer to the previous Greek report: article, paragraph 9, subsection (f) of **Law No 3845/2010 on «Measures to implement the support mechanism for the Greek economy by the Eurozone Member States and the International Monetary Fund»** (O.G.A65) provide for the obligation to legislate for *«the establishment of the general employment and insurance conditions of employees on apprenticeship contracts, the duration of which cannot exceed one year»*.

The provisions of article 74§9 of Law 3863/2010 (O.G.115a) regulate *the employment and insurance of employees on apprenticeship contracts*, as follows:

*«Employers and individuals who have completed their 15<sup>th</sup> year and until their 18<sup>th</sup> year of age may conclude specific one (1) year apprenticeship contracts, to acquire skills. These apprentices receive seventy per cent (70%) of the minimum wage or salary provided by the National General Collective Labour Agreement (E.G.S.S.E.) and are insured for health in kind and by one per cent (1%) against accident risk. For those having completed their 16<sup>th</sup> year of age, apprenticeship may not exceed eight (8) hours per day and forty (40) hours per week. Those who have completed the 16<sup>th</sup> year of age and those attending secondary schools of any type or technical vocational schools, whether public or private ones, accredited by the State, cannot be apprenticed for more than six (6) hours per day and thirty (30) hours per week. Apprenticeships are prohibited to take place from 22:00 until 6:00 hours on the next day. These persons, with the exception of the health and insurance provisions for employees are exempt from the provisions of the labour legislation».*

It should be noted that the above regulations, introducing exceptions to the application of the National General Collective Agreement for young persons, 15 to 18 years old, employed on apprenticeship contracts, **conform with the OECD recommendations to reduce the labour cost of young persons** (either by reducing wage costs, through the institution of wages below the thresholds of the National General Collective Labour Agreement or by reducing non-wage labour costs) included in the *Economic Report: Greece 2007, Chapter 5, facilitating entry into the labour market.*<sup>9</sup>

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<sup>9</sup> OECD, Economic Surveys, Greece, Volume 2007/5, pp.91-92, p.99

***Additional question of the European Commission of Social Rights on the application of Law  
No3475/2006***

During the reference period, Law No3475/2006 (O.G.146A) on the «Organization and operation of secondary vocational training and other provisions» applies. By virtue of the provisions of Law No3475/2006, vocational training is provided to Vocational Upper Secondary Schools (EPA.L.) and Vocational Schools (EPA.S.) within the framework of post-secondary education.

***Vocational Upper Secondary Schools (EPA.L.)*** The duration of studies at Vocational Upper Secondary Schools is three (3) years. The curricula of the EPA.L. include general education as well as technical-vocational courses and laboratory work. The in-service traineeship of students, during laboratory practice, takes place in School Laboratories and/or School Workshop Centres. The legal framework in force does not provide for practice in the form of apprenticeships for EPA.L. students.

***Vocational Schools (EPA.S.)*** The duration of studies at Vocational Schools is two (2) years and, in accordance with article 10§1 of Law No3475/2006, it is possible **to extend studies for up to one (1) year, if vocational in-service traineeship programs or apprenticeship programs are applied.** The curricula of the EPA.S. include technical-vocational courses and laboratory practice. The EPA.S. students practise in School Laboratories and/or School Workshop Centres, as the EPA.L. students do.

Furthermore, we would like to note that, in accordance with article 14§2 of the above Law, other Ministries, apart from the Ministry of Education, Lifelong Learning and Religious Affairs, are entitled to establish and operate Vocational Schools. Within this framework, EPA.S. are operated by the Ministry of Health and Welfare, the Ministry of Rural Development and Food, the Organization of Tourism Education and Training (OTEK)/ General Secretariat of Tourism/Ministry of Culture and Tourism, as well as the Manpower Employment Organization (OAED)/Ministry of Labour & Social Security.

As far as the EPA.S. that come under the competence of other Ministries are concerned, apprenticeship programs that are provided for by the above Law, are included in the curricula of the Apprenticeship EPA.S. of the OAED.

As far as the EPA.S. of the Ministry of Education, Lifelong Learning and Religious Affairs are concerned, no apprenticeship programs have been implemented.

Currently, the legal framework for secondary vocational training, as set out in Law No3475/2006, is under review, to promote Technological Upper Secondary Schools.

***Subsidy of in-service traineeships for students of the OAED Apprenticeship EPA.S.*** Vocational Education (Law No3475/06), are considered to be EPA.S., operate under the Apprenticeship system, **their studies last two (2) years (4 semesters) and are completely free of charge.**



Their facilities include:

1. Contemporary specialties
2. Modern and fully equipped laboratories
3. Essential books – reference books
4. Experienced and highly qualified Teaching staff, either permanent or temporary.
5. Statutory study leave, up to 30 days on salary
6. Lodging and boarding allowance, to those eligible

7. Postponement of enlistment.

### Question 3 – Statistical data

During in-service traineeship, students are paid and insured by their employers, for whom incentives have been introduced by the OAED so that they increase the number of employed students.

In particular, in-service traineeship of students attending Apprenticeship EPA.S. of the OAED is jointly funded by the Educational Program «Education and Lifelong Learning» in 2010, and by the Operational Program on Education and Initial Vocational Training II (EPEAEK II) in the previous years.

Practising students were subsidized with 6 euros per day of in-service traineeship implemented in State, Public Sector bodies, enterprises of Local Self-Government Agencies (O.T.A.), private enterprises or businesses, cooperatives, unions etc.

More precisely, in-service traineeship posts and budgets per year were as follows:

Year	In-service traineeship posts	Budget	Source of Funding
2007	10.000	14.400.000,00	Operational Program on Education and Initial Vocational Training II (EPEAEK II)
2008	13.000	18.720.000,00	Half of it (01.01-30.06) by the Operational Program on Education and Initial Vocational Training II (EPEAEK II)
2009	15.000	21.600.000,00	P/Y OAED
2010	13.500	19.440.000,00	Education and Lifelong Learning

**Access of third country nationals to vocational training** Decree No80033/G2/04-08-2006 (O.G.1286V) and the provisions of article 10, of the Ministerial Decision No148096/G2/24-12-2007 (O.G.2511V), **foreign students may enrol and attend** Vocational Upper Secondary Schools (EPA.L.) and Vocational Schools (EPA.S.), **under the same conditions that resident students enrol and attend**. At the same time, foreign students **are granted the same formal qualifications** granted to nationals.

## Article 10§3: Vocational training and re-training of adult employees

### Question 1 - Legal Framework

The new, integrated, **National Lifelong Learning Program**, which was adopted in September 2010, by virtue of **Law No3879/2010 (O.G.163A)**, plays a key role in improving the educational and vocational training offered in Greece, its major strategic goal being to develop lifelong learning through the identification of alternative educational paths, network lifelong learning bodies and ensure transparency and quality, in order to achieve the interconnection of lifelong learning with employment, the development of an integrated personality of individuals and, in general, the economic and social development.

Regarding the specific issues of vocational training for employees, it is noted that one of the key strategic priorities of the European Social Fund is the implementation of interventions aiming at the qualitative improvement and adaptation of both human resources and enterprises, so that they respond adequately to the structural changes taking place in the globalized economic environment.

In this light, during the new educational period of the National Strategic Reference Framework 2007-2013, vocational training activities for employees are implemented, through the Operational Programme «Developing Human Resources» of the Ministry of Labour and Social Security, aiming at introducing innovative technologies in enterprises, continuously upgrading the skills of the workforce, renewing employees' qualifications, as well as improving, overall, the intrinsic characteristics of work (degree of job satisfaction, working hours, matching job characteristics and skills of employees, opportunities for training and lifelong learning, etc).

The design and implementation methodology of these programs follows the modern international experience, is based on adult learning techniques and enhances the learning culture level of employees. The basic objective of the vocational training programs offered is the development of the horizontal skills of employees, regardless of specialty and industry sector.

### Question 2 - Measures to implement the legal framework

**Continuing Vocational Training Programs for Employees**  
Vocational training programs for the structural adjustment of micro and small enterprises, employing up to 49 employees, with an emphasis on employees threatened that are employed in enterprises facing significant economic activity reduction problems. The total budget of the activity is 80 million euros and the beneficiaries amount to 18.000 employees.

### **Continuing Vocational Training Programs for Unemployed Persons**

1. Vocational training programs for unemployed persons, with guaranteed (mandatory) employment for 30% of trainees in the construction sector, and a total budget of 89,6 million euros, out of which 7.000 persons have benefited.
2. Vocational training programs for unemployed persons, with guaranteed (mandatory) employment for 30% of trainees in the tourism sector, and a total budget of 45,4 million euros, which are expected to benefit 3.500 persons.
3. Vocational training programs for unemployed persons, with guaranteed (mandatory) employment for 30% of trainees in green jobs, and a total budget of 94,6 million euros, which are expected to benefit 7.000 persons.
4. Vocational training programs for unemployed seamen, with a total budget of 14,7 million euros, which are expected to benefit 25.000 unemployed seamen.
5. Vocational training programs for unemployed persons, in basic skills for the use of Information and Communication Technologies, with a total budget of 30 million euros, which are expected to benefit 27.500 persons.
6. Vocational training for unemployed persons in specific skills for the use of Information and Communication Technologies, with a total budget of 15 million euros, which are expected to benefit 4.000 persons.
7. Programs for the provision of electronic learning services in Information and Communication Technologies to unemployed persons, with a total budget of 15,6 million euros, which are expected to benefit 10.000 persons.
8. Targeted training and re-training programs for unemployed persons in the Prefecture of Kastoria, with a total budget of 1,8 million, benefiting 300 unemployed persons of the Prefecture.<sup>10</sup>

Also, the **Greek Manpower Employment Organization (OAED)** implements programs of Continuing and Alternate Vocational Training for unemployed persons and employees, their main objectives being to promote employment, alleviate labour market problems and prevent unemployment.

**A. Vocational training actions for employees** training programs, funded by the Employment and Vocational Training Account (L.A.E.K.), to improve and adapt the skills of employees to new labour market conditions and increase the productivity of enterprises.

In special cases, the Management Committee of the Employment and Vocational Training Account finances training and re-training programs for employees at high risk of job loss or laid off and facing serious problems to remain in or re-integrate in the labour market.

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<sup>10</sup> This action is jointly funded by the Educational Program «National Contingency Reserve Fund»

**A1. Vocational training actions for employees, funded by the Employment and Vocational Training Account program (L.A.E.K.).**

S/N	TRAINING PROGRAMS	YEAR	TOTAL TRAINEES	Budget
1	Vocational training program for employees (L.A.E.K. 0,45%)	2007	105.112	78.386.913,00
2	Vocational training program for employees (L.A.E.K. 0,45%)	2008	122.068	81.703.578,00
3	Vocational training program for employees (L.A.E.K. 0,45%)	2009	125.298	81.980.052,00
4	Vocational training program for employees (L.A.E.K. 0,45%)	2010	127.520	75.824.387,00
5	Vocational training program for employees in small enterprises (L.A.E.K. 1-25)	2007	34.235	24.820.375,00
6	Vocational training program for employees in small enterprises (L.A.E.K. 1-25)	2008	34.985	25.364.125,00

**A2. Vocational training actions for employees funded by the EU**

S/N	PROGRAM TITLE	TOTAL TRAINEES	BUDGET:
1	«Training Self-Employed Persons in the Secondary and Tertiary Sector, in Accredited Vocational Training Centres 2007-2008» under the Employment and Vocational Training Educational Program of the Ministry of Labour and Social Security	24.000	19.786.046,00 euros
2	«Basic skills training program for 15.000 unemployed women» in Accredited Vocational Training Centres, under the Information Society Educational Program of the Ministry of Economy and Finance.	15.000	19.275.000,00 euros

## **B. Vocational training of unemployed persons**

These actions concern mainly training of unemployed persons and aim to achieve or, even, increase their employability, so that they are able to claim and secure jobs.

The programs are directed towards increasing participation of women and disadvantaged groups and, also, reducing unemployment in certain groups of the workforce, contributing largely to the total unemployment across the country.

Therefore, all actions included in the specific programs implemented by the OAED, are designed to interconnect education and training with active employment policies, to promote employment and reduce unemployment, with a dominant axis to prevent unemployment.

In particular, vocational training subjects are designed and selected with the cooperation of local employment services and by monitoring the labour market, in order to obtain optimal coupling of supply and demand of specialties.

The programs are organised by means of funding from national or European Union resources, as well as through the Employment and Vocational Training Account (L.A.E.K.)

In particular, the individual programs are analysed as follows:

<b>B1. Vocational training actions for unemployed persons, financed by the Employment and Vocational Training Account (L.A.E.K.) program</b>				
S/N	TRAINING PROGRAMS	YEAR	TOTAL TRAINEES	Budget
1	Training of unemployed persons in 22 Prefectures of the country (oil-painting)	2007-2008	650	3.900.000,00 euros
2	Training employees in the catering industry enterprises on « Food Health and Safety»	2007-2008	15.000	1.950.000,00 euros
3	Training employees in 4 municipalities of the country	2007-2008	1.140	8.208.000,00 euros
4	Training unemployed women in weaving	2007-2008	25	180.000,00 euros
5	Training unemployed persons in the specialty of private Vehicle Technical Control (IKTEO) controllers	2007-2008	20	39.200,00 euros
6	Training unemployed persons in the Greek Defence Systems	2007-2008	400	1.920.000,00 euros
7	Training unemployed persons in 2 municipalities of the country	2007-2008	50	420.000,00 euros
8	Training unemployed journalists in Basic Computer Skills	2007-2008	100	240.000,00 euros
9	Training unemployed journalists in Specialized Computer Skills	2007-2008	100	672.000,00 euros

10	Re-training employees in the context of work-linked training in new product lines at a textile firm	2008	270	1.134.000,00 euros
11	Training unemployed persons, former employees in 7 enterprises	2010	35	105.000,00 euros
12	Training employees in a shipping company	2010	30	126.000,00 euros
13	Training employees in a shipping company	2010	15	63.000,00 euros
14	Training employees in a manufacturing enterprise	2010	13	56.160,00 euros
15	Training unemployed persons in basic skills, under the program «A beginning - an opportunity»	2009-2010	290	435.000 euros
16	Structural adaptation of employees and enterprises within the economic crisis	2010	48.540	110.000.000 euros
17	Work-linked training program for unemployed persons in Attika Prefecture, in the specialty «Sales of Greek and International financial services»	2009	20	224.000 euros

**B2. Vocational training actions in entrepreneurship topics for Young Self-Employed Persons (NEE) that are funded by the Employment and Vocational Training Account (L.A.E.K.) program.**

S/N	PROJECT TITLE	TOTAL TRAINEES	BUDGET
1	Training 300 Young Self-Employed Persons in Achaia Prefecture, for 30 hours, on entrepreneurship topics	300	58.500,00 euros
2	Training 200 Young Self-Employed Persons in Aitoloakarnania Prefecture, for 30 hours, on entrepreneurship topics	200	39.000,00 euros
3	Training 150 Young Self-Employed Persons in Evros Prefecture, for 30 hours, on entrepreneurship topics	150	29.250,00 euros
4	Training 150 Young Self-Employed Persons in Achaia Prefecture, for 30 hours, on entrepreneurship topics	150	29.250,00 euros

### C. Interstate Cooperation Programs

The OAED is actively involved in the implementation of programs and intergovernmental cooperations with a view to improving the qualifications and skills of the workforce, in order to approach a full match between labour supply and demand.

SN	PROJECT TITLE	TOTAL TRAINEES	BUDGET
	Developing and Implementing Training Programs, through Integrated Intervention, to support specific categories of unemployed Albanian citizens	30	123.287 euros

### C.2 Interstate cooperation programs under the INTERREG III Community Initiative

1	Training programs for unemployed persons, Greek and Bulgarian citizens, in 7 counties	201	459.900,00 euros
2	Training Programs in Technical Professions, for Unemployed Persons in Greece and Cyprus	150	597.950,00 euros

### Question 3 – Statistical data

Regarding the activation rate of redundant persons or employees who have participated in training programs, no data are available. Data on the registered unemployed persons, as well as data regarding the training programs implemented by the Greek Manpower Employment Organization in the years 2007, 2008, 2009 and 2010 are as follows:

~~Year 2007:~~ In the years 2007 and 2008, while registering unemployed persons in the records of the OAED, there was no distinction on whether there was interest on the part of the unemployed person to seek work through the OAED or not. This is how the total number of registered unemployed persons (439.457 and 427.983 respectively) comes about.

In the years 2009 and 2010, while registering unemployed persons in the records of the OAED, the above distinction did take place; hence, we have a better picture as far as the registered unemployed persons are concerned. In particular:

~~Year 2009:~~ Year 2009: unemployed persons seeking jobs through the OAED Services: 607.255.891  
Total number: 767.016

**Year 2010:**

~~Registered unemployed persons seeking jobs through the O.A.E.D. Services: 668.033.831~~  
In the context of employee training programs of the Employment and Vocational Training Account (L.A.E.K. 0,45% and L.A.E.K. (1-25)), a total of 549.218 training sessions were implemented, during the years 2007-2010.

This number does not correspond to the number of employees trained since, in the L.A.E.K. 0,45% employee training programs, an employee was entitled to participate in more than one training programs each year. In the context of implementing training or re-training programs for redundant/unemployed persons, during the years 2007-2010, the number of unemployed persons/beneficiaries rose to 106.879.

<b>Article 10§4: Encouraging full exploitation of available facilities</b>
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<b>Question 1 - Legal Framework</b>
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We refer to the previous report of the Greek government. <b>Question 2 - Measures to implement the legal framework</b>
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~~(A Vocational training program for employees - Budget 2008)~~  
«Developing Human Resources» vocational training actions for employees were organised in private enterprises, in all sectors and branches of the economy, with particular emphasis on Small and Medium Enterprises (SMEs). The budget was 69.776.455,86euros, of which 50% was public expenditure and the remaining 50% was covered by private contributions. The actions included 1.531 training programs, which were implemented by Accredited Vocational Training Centres across Greece.

~~(a) Increase the competitiveness of enterprises, through training programs aiming at modernizing all the management functions of each enterprise~~

**(b) Integrate new technologies** in the production and management processes of Small and Medium Enterprises (SMEs), through the implementation of vocational training programs for employees

**(c) Upgrade the skills of employees** on topics adapted to labour market requirements, which do not relate exclusively to the specialized needs of each enterprise, but cover a wide range of enterprises, providing the employees with skills transferable to other employment fields or sectors.

The training topics were relevant to Economics - Management, Information Technology, Technical Issues, Tourism – Services, Agriculture, Health – Welfare, Pedagogics, and Culture – Sports – Mass Media. The duration of programs ranged from 40 to 200 hours; the theoretical part was 40% and the in-service traineeship covered 60% of the total training hours. **35.000 men and women** were able to participate, working exclusively in private enterprises in all sectors and industries of the economy.



Each private sector enterprise had the possibility to participate in employee training programs, for up to 20% of its workforce. Approximately 70% of the total project budget was spent for the training of employees in enterprises employing from 1 to 50 employees and 30% of the budget targeted enterprises employing 51 employees and above. Please note that the specific training action was not addressed to employees of enterprises belonging to the State and the wider public sector.

Trainees were entitled to an educational allowance of 3,52euros gross per training hour, if the training took place outside their working hours. During working hours, per hour of training, no compensation was paid, other than the hourly wage of the trainees (plus employer contributions, holiday and leave allowances, etc.) for the period corresponding to the training program. Private contribution, related to the cost of training programs, was covered either by the employees or by the enterprises they came from.

#### **B. Structural Adjustment Programs for Employees (October 2010)**

«Structural Adjustment Programs for Employees (October 2010)» and with a view to tackling the economic crisis, the implementation of **Structural Adjustment programs for employees** has commenced, across the country, with emphasis on workers at risk who are employed in enterprises facing particularly serious problems of reduction in their economic activity.

a) The Program «Structural adjustment for employees of small and micro enterprises, employing 1-49 persons», organised by the Vocational Training S.A., aims at strengthening Small And Micro Enterprises through the development and application of «Structural Adjustment Industry Plans for Enterprises at district level», with a view to their responding to the new conditions shaped by the economic crisis. The total budget amounted to 80 million euros. The Structural Adjustment Industry Plans for Enterprises include specific actions associated with pre-defined directions and planned changes in the organization of enterprises, with a particular emphasis on fields such as the:

- **Optimization of resource use**, aiming to introduce management methods in enterprises that will help them save resources (e.g. raw materials, energy, technological equipment, human resources).
- **Improvement of environmental administration**, associated with the adoption of working and management methods respecting the environment (e.g. quality assurance of products, services and processes, health and safety, risk management, waste management, legislation).
- **Enhancement of openness**, including efforts to support enterprises to develop export activity (e.g. export techniques, export marketing, product labelling requirements), and
- **Development of models and practices** for the appropriate preparation of staff at every level and category (employees and entrepreneurs), to protect enterprises and jobs at risk and to ensure jobs for specific groups of employees.

b) The program «Structural adjustment of employees and enterprises», which is implemented by the OAED and has an initial budget of 60 million euros. It aims at supporting enterprises that employ 50 employees or more to develop and implement «Integrated Structural Adjustment Plans for Enterprises and employees» that aim to respond to the new conditions shaped by the economic crisis, as well as to integrate new technologies in production processes. In particular, the actions concern counselling services, combined with actions for the training/re-training of staff.

On 30.6.2011, the Board of Directors of the OAED approved 579 applications of enterprises that applied in order to join the program. The budget of the approved applications amounts to 109.961.672euros, while the employees benefited by the training programs to be implemented are, approximately, 48.500 persons.

**C. Subsidising of the in-service traineeship of students of the Apprenticeship E.P.A.S. of the OAED**  
 The in-service traineeship of students that attend the Apprenticeship E.P.A.S. of the OAED was funded through the Educational Program «Education and Lifelong Learning» in 2010, and through the Operational Program on Education and Initial Vocational Training (EPEAEK II) in the previous years. Practising students are subsidised with 6 euros per day of in-service traineeship they could carry out in the Public Sector, in bodies of the Public Sector, in enterprises of Local Self-Government Agencies (O.T.A.), in private enterprises or undertakings, in cooperatives, in associations, etc.

In particular, the in-service traineeship posts and the respective budgets per year, were as follows:

Year	In-Service Traineeship Posts	Budget	Source of Funding
2007	10.000	14.400.000,00	Operational Program on Education and Initial Vocational Training II (EPEAEK II)
2008	13.000	18.720.000,00	Half of it (01.01-30.06) by the Operational Program on Education and Initial Vocational Training II (EPEAEK II)
2009	15.000	21.600.000,00	P/Y OAED
2010	13.500	19.440.000,00	Education and Lifelong Learning

**Additional question raised by the European Commission of Social Rights on the amount of loans and scholarships in higher education**

- 1) ~~Regarding the reduction or elimination of tuition fees or charges~~ Regarding the reduction or elimination of tuition fees or charges, university and Technology Sectors, are offered free of charge. For students of the Hellenic Open University, pursuant to article 5§6 of Law No2552/1997, as amended by article 14 of Law No2817/2000 «... the amount of contribution is determined by recommendation of the Senate and a Decision of the Minister of Education».
- b) In accordance with the provisions of article 30 of Law No1404/1983 (O.G.173A), Law No3549/2007 (O.G.69A') and Law No3848/2010 (O.G.71A') and the Ministerial Decisions issued by its delegation, textbooks are provided to students free of charge.
- 2) ~~Regarding the granting of financial aid~~ Regarding the granting of financial aid, Law No3220/2004 (O.G.15A), as supplemented and in force, an annual housing allowance amounting to 1.000,00euros is granted to undergraduate students, who are Greek nationals or nationals of other countries of the European Union, provided that they meet the requirements of the above Law. In addition, the TEI operate dormitories to house students, and rent rooms in nearby hotels.
- b) In accordance with article 11 of Law No3443/2006 (O.G.41A) and the delegated Ministerial Decisions, free meals are provided to students. The criteria used for the provision of free meals are the economic and family status of the person being fed and his/her locality.
- c) With respect to loans and financing, pursuant to article 13 of Law No3549/2007 (O.G.69A') and articles 51 and 52 of Presidential Decree No160/2008 (O.G.220A'), contributory scholarships are granted to students, as well as other scholarships and aid loans.
- d) With respect to scholarships provided to trainees of Public and Private Vocational Training Institutes, a new Official Gazette issue has been published regarding scholarships (1244/30-6-2009, Joint Ministerial Decision D/16020/2009).

A' type scholarships are awarded to trainees ranking first in each department, on the basis of their scores, while B' type scholarships are awarded on the basis of income and other social criteria and are paid on average to 10% of all persons attending the final examinations of the training semester of every Public and Private Vocational Training Institute.

## Article 15 - The right of physically or mentally disabled persons to vocational training, rehabilitation and social resettlement

### Article 15§1 – Education and Training of persons with disability

#### Question 1 – Legal framework

##### *1. Reform of General and Special Education and Lifelong Education*

During the reference period, significant changes took place regarding the implementation of the provisions of the Constitution *on the right to free education* for all (paragraphs 2-4, article 16), the special measures for persons with disability (paragraph 6, article 21) and the inclusion of Special Education in the general structure and function of primary and secondary education. The target of the legislative measures on education is now not only the democratization but also the compliance with the **concept of *education as a human right***. At the same time, a reference is made to the principle of comprehensive school and the social model of understanding learning difficulties, and there is an attempt to have the changes based on the United Nations Convention on the Rights of the Child.

Since 2009 the target of the educational policy has included a new, student-centered, high quality and effective school for all. Moreover, “**Lifelong Learning**” has become a part of education, so as to safeguard learning results that will later ensure social integration and economic independence.

On the basis of the above conceptual framework and the **International Convention on the Rights of Persons with Disabilities** (Resolution 61/611 of the United Nations General Assembly) as well as the *Optional Protocol to the Convention (September 2010)*, the legislative regulations, structures and educational practices adopted so far are being reviewed and measures and mechanisms of implementation are being adopted in order to ensure real access to the educational resources for all children, with or without disability.

#### **Special legislative measures:**

**Law 3699/2008** (Official Gazette 199/A'/2.10.2008) “Special Education and Standard Education for people with disability or special educational needs” established the broader term “**Special Education and Standard Education**” (EAE) instead of “Special Education”, which describes more accurately the entire range of educational services that are necessary for persons with disability. In addition, *it explicitly established the compulsory education for students with disability* specifying that “*Special Education and Standard Education, like general education, is compulsory and constitutes an integral part of comprehensive public, free education*”, with a view to compliance with the fundamental rights of the EU citizens (on the basis of article 1 on human dignity, article 3 on the integrity of the person, article 14 on the right to education, article 21 on non-discrimination, and article 26 on the integration of persons with disabilities, Charter of Fundamental Rights of the European Union). Furthermore, it stipulated that “**the State as well all agencies and functionaries of the State shall recognize disability as a part of human existence** and in any case they shall *prevent the degradation of the rights of persons with disability* to participate in and contribute to social life”.

**Law 3699/2008** includes also a **new definition of disability** and special educational needs of persons with disability on the basis of the types defined by the World Health Organization: “*significant learning difficulties due to sensory, intellectual, cognitive, developmental, mental and neuropsychiatric disorders which, according to an interdisciplinary assessment, affect adjustment to school and learning process*”. Moreover, it **distinguishes between the “special educational needs” of students with disability and the “special educational needs” due to abuse**, parental neglect and abandonment or due to domestic violence, as well as of students with intellectual abilities and talents.

In addition, (a) **the interdisciplinary diagnostic teams** and staff **increased**, there shall be at least one full interdisciplinary team for every 10,000 students, the **institution of parents’ and guardians’ opinion on the planning of the individualized special educational programs** for their children was introduced, while (b) it established the **Special Diagnostic Assessment Committee (EDEA)** in the Special Schools and the **five-member Secondary Special Diagnostic Assessment Committee** in the Regional Directorate for Education, to which parents are entitled to appeal in case they disagree with the report issued.

At the same time, the Centres for Diagnosis, Evaluation and Support (KDAY) were renamed “**Centres for Differential Diagnosis, Diagnosis and Support of Special Educational Needs**” (KEDDY), they were staffed with child psychiatrists or paediatricians or neurologists and their tasks were to a great extent incorporated into the public medico-pedagogic agencies of the Ministry of Health. It was stipulated that the overall organization and the targets of Special Education and Standard Education as well as the assessment procedure of the special educational needs include the medical diagnosis and require a differential diagnosis of diseases.

Also, it enacted **the equivalence of the diplomas** and pertinent professional rights conferred by the Special Vocational Senior High Schools (EEPAL) and Special Vocational Schools (EEPAS) with the corresponding diplomas and professional rights conferred by the Vocational Senior High Schools (EPAL) and Vocational Schools (EPAS).

#### **Amendments of Law 3699/2008:**

However, the changes introduced by Law 3699/2008 have not ensured the effective functioning of Special Education and Standard Education. More specifically, there is an overlapping of the Centres for Differential Diagnosis, Diagnosis and Support with the health agencies, the workload for diagnosis has increased to the detriment of educational support, and the Centres for Differential Diagnosis, Diagnosis and Support continued to have a long waiting list.

Moreover, administrative problems emerged due to the medical orientation of Special Education and Standard Education and there were also relationship problems between the general education personnel and the Special Education and Standard Education personnel, especially, with the Special Educational Personnel (Psychologists, Social Workers, Speech Therapists, etc.).

Finally, the need for overall review and modernization of the institution of Special Education and Standard Education has been identified. Since school year 2009-2010 a *systematic critical approach* and review of the organizational schemes and practices has started from the point of view of quality and respect for the rights of students with disability, with a view to an education on an equal basis, regardless of whether the students have minor special needs or more serious ones.

**In November 2009 a senior officials committee** was established in the Ministry of National Education, Lifelong Learning and Religious Affairs in order to consider the educational problems of students with disability and submit proposals for the improvement of Special Education and Standard

Education. The committee, which consisted of officials from *the Pedagogical Institute, the Ministry of National Education, Lifelong Learning and Religious Affairs and the National Confederation of Persons with Disabilities*, worked and delivered an **Action Plan for Special Education** with specific references to problems and proposals for the adoption of measures.

Committee's proposals were included in the working document for the **New School** and defined the priorities in the Action Programs for Special Education and Standard Education. The target of the New School innovation is that any changes in the educational process will focus on the students, with a view to the implementation of a modern educational model adapted to the particular characteristics of each student with disability and/or special educational needs in order to enjoy education on an equal basis.

There were amendments of Law 3699/2008 in respect of Special Education and Standard Education, and the preparation for a new institutional framework on the protection of the rights of students with disability started in order to deal with both administrative and institutional problems concerning their education.

An amendment of article 17, Law 3699/2008 addressed ambiguities regarding the **educational role of the Special Educational Personnel** (enacted by article 56, Law 3966/2011, Official Gazette 118, Part A'). It was stipulated that the Special Educational Personnel is included in all branches of the educational personnel of Special Education and Standard Education and participates in education equally with the educational teaching personnel according to their professional specialization. Furthermore, an amendment of article 18, Law 3699/2008 specified the supplementary distinctive role of the Special Assisting Personnel for students with disability and special educational needs who attend general schools of preschool, primary and secondary education as well as Special Schools.

The bill which is being drafted on the "restructuring of the regional education administration agencies" proposes the incorporation of Special Education and Standard Education in the framework of the educational system (of the Regions, Prefectures and Schools) as well as the inclusion of an explicit reference to the *distinctive* role of the agencies thereof. The operations of the Centres for Differential Diagnosis, Diagnosis and Support will be upgraded in order to become more efficient. Moreover, the role of the Special Diagnostic Assessment Committee of the school unit (Law 3699/2008) will be enhanced and the procedure of identifying special educational needs with greater respect for the rights in every local school unit will become more effective.

Besides, the examinations for the **selection of education officials** (Directors of all School Units, Education Agencies and general education School Advisors) now include questions on Special Education issues.

The reorganization of Special Education and Standard Education will be effected by virtue of a new law with a view to (a) specifying the educational character of Special Education and Standard Education, pursuant to the International Convention on the Rights of Persons with Disabilities, and replacing the medical model by the social model in the assessment procedure of special educational needs; (b) abolishing provisions and structures that cause discrimination, exclusion and inequalities in the education of persons with disability; (c) achieving an effective coordination with the health and social care agencies; and (d) ensuring the effective adaptation of the programs to the local needs so as to facilitate the transition to adulthood and integration into the labour market.

The aim is that the Special Education and Standard Education services (special teaching support, school psychological support, social support of students) will be a *fundamental constituent of*

*education* and support the work of the school units of free compulsory education for all students without discrimination.

## Question 2 – Measures for the implementation of the legal framework

### **Actions for the staffing of Special Education and Standard Education and Parallel Support (PS)**

During School year 2010-2011 there were **3,300 appropriations** only for Special Education and Standard Education, while in the previous school year 1,672 substitute teachers were hired in order to fill in vacancies of special education teaching personnel, special educational personnel and special assisting personnel.

However, especially in parallel support there is a lack of prospective tutors in special education. To this end, the first amendments of Law 3699/2008 were effected by Law 3879/2010 (Official Gazette 163, Part A') "*Development of Lifelong Learning and other Provisions*". Now, when there are not enough Special Education and Standard Education teachers for parallel support – mixed schooling, **teachers are hired from the general primary education lists**. At the same time, the two-year "**Specialized educational support program for inclusion of students with disability and/or special educational needs**"<sup>11</sup> was organized and was included for financing in the National Strategic Reference Framework (ESPA). This program ensures the *special further training of officers* of primary and secondary education Parallel Support for school years 2010-2011 and 2011-2012 and, for the first time, a process of *systematic support of the integration and mixed schooling* of students with disability is being developed. The program aims at the improvement of accessibility to school by children with disability and their inclusion in the general senior high school, so as to reduce school drop-out and social isolation of children with disability.

In addition, there has been a preparation necessary for permanent appointments through competitive examinations administered by the Supreme Council for Personnel Selection (ASEP) for the branches UE61 Special Education Kindergarten Teachers and UE71 Special Education Primary School Teachers.

### **Actions for upgrading the educational work and providing special tools and means:**

- **Special Education Program of the National Strategic Reference Framework for the "*Planning and Development of an accessible educational and supervisory material for students with disability*"**<sup>12</sup> within the framework of the "Measures for the enhancement of participation in lifelong education and training". The program aims at the participation of all in the educational system and combating school drop-out through the adaptation in a printed and digital form of school textbooks of the 1<sup>st</sup> and 2<sup>nd</sup> Years of the Primary School, so as to make them accessible by students with vision problems (blind and partially sighted), hearing problems, motor disorders of upper extremities, moderate and minor mental retardation, autism with various disabilities.

Furthermore, a **program for the adaptation of the General Education books** to the needs of partially sighted students and conversion of General Education books into Braille writing for blind

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<sup>11</sup> <http://www.edulll.gr/?p=1034>

<sup>12</sup> <http://www.edulll.gr/?p=1029>

students is currently being implemented, while hard of hearing students are given the opportunity to acquire hearing aids and electronic equipment, **educational aids** and technical devices, which facilitate access to the learning location and process necessary for the child in school or at home.

Moreover, a **Special Education School Units equipment program** has been planned and will be implemented in 2011 through the Regional Directorates for Education.

- **Program of the National Strategic Reference Framework for the “Evaluation of Special Education and Standard Education structures – creation of a computer application for continuous monitoring and evaluation of Special Education and Standard Education structures and critical parameters<sup>13</sup>”**. The basic target is to collect quantitative and qualitative data (e.g. organization and operation of the Centres for Differential Diagnosis, Diagnosis and Support, special schools and Integration Classes (TE), appropriateness of the material and technical infrastructure of schools, teaching practices and learning effectiveness, student and teacher population, etc.), so as to identify difficulties concerning the operation and efficiency of the Special Education structures.

- **Lifelong Education Program of the National Strategic Reference Framework for “Educational Priority Zones”** in areas where the basic rates of school integration are low<sup>14</sup>. The aim of the zones is to eliminate inequalities in education among the different areas of the country and enable access by all to the educational system by combating school drop-out. Emphasis is given to persons with disability and vulnerable social groups through the enhancement of preschool and primary education, all-day kindergarten, primary school and supportive teaching in junior high school.

#### **Actions within the framework of Vocational Training S.A.**

Vocational Training S.A. (EKAE) was founded as a subsidiary of the Manpower Employment Organization (OAED) by Law 2956/2001 “Restructuring of the Manpower Employment Organization and other provisions” (Official Gazette A' 258/06.11.2001) and operates in the public interest under the supervision of the Ministry of Labour and Social Security. The Vocational Training S.A. was established in order to assume **vocational training** competences and its aim is to implement programs of vocational training, continuing vocational training and lifelong learning.

In the context of continuing vocational training, the Vocational Training S.A. implemented training actions throughout the country with a view to intervening in the policies on the modernization and upgrading of vocational knowledge and skills for the integration and advancement in the labour market of the human resources of the country.

In this framework, the Company developed two actions related to “Education and training of persons with disability”:

##### **a. Operation of the School for Persons with Disability of Galatsi**

The School for Persons with Disability of Athens was founded by decision of the Governor of the Manpower Employment Organization and, by article 37, Law 3896/2010 (Official Gazette A' 207/8.12.2010), falls under the Manpower Employment Organization. The operation of the School falls within the framework of vocational training of unemployed persons with a disability percentage of more than 50% (in accordance with an opinion given by a primary medical committee of the Social Insurance Institute), aged 16-55 years, **regardless of sex, religion or nationality, and it concerns**

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<sup>13</sup> <http://www.edull.gr/?p=8102>

<sup>14</sup> <http://www.edull.gr/?p=983>



**all types of diseases**, except for persons suffering from psychiatric diseases. The duration of the training was 1,800 hours in two years of education. In addition, the trainees who were assessed as particularly consistent and competent were given the opportunity to have a further specialization for one year of training. The long duration of training created the conditions for development of their skills and their future vocational integration.

Since its foundation, the School has been training persons with disability in various specializations (attachment 3), such as ceramics, iconography, carpentry, computerized accounting operations officers, administrative and economic officers (distance education), new technologies for computer learning, etc. At the same time, psychosocial and counselling assistance is provided during the training programs.

Every year 95 “new trainees” are registered in the School upon being referred by the Vulnerable Social Group Agency of the Manpower Employment Organization. Including the trainees of the 2<sup>nd</sup> Cycle of training and specialization, the School has between 195 and 200 trainees.

During their studies at the School, the trainees receive an allowance of 5.99€ per hour of training and have insurance coverage with the Social Insurance Institute (IKA). The subsidy is covered by national resources.

Aiming at the development and proper operation of the School, the Company drafted a by-law in 2006, which was amended in 2009, with a view to responding as good as possible to the real needs. The by-law specifies, inter alia, the categories of persons with disability who can be trained and participate in the programs of the Schools, including persons with physical disabilities, motor disorders, organ failures (heart failure, kidney failure, leukaemia, cancer, hepatitis B, multiple sclerosis, AIDS, etc.), deafness-hearing loss, minor mental retardation (Down’s syndrome, etc.) as well as visually impaired persons (pilot application for one year).

It should be noted that the following persons shall be entitled to enrol: those who have not participated in similar programs for at least three (3) years, thus preventing their “institutionalization” within the context of the School, as well as persons whose disability is not due to a mental disease.

The following table shows the number of trainees by training specialization:

**Percentages of trainees in 2009-2010 by training specialization**

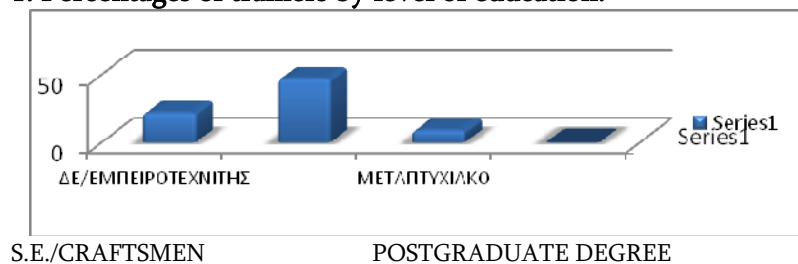


TABLE OF TRAINEES 2009-2010 – SPECIALIZATIONS  
 CARPENTRY, POTTERY-CERAMICS; ICONOGRAPHY; COMPUTERIZED ACCOUNTING OPERATIONS OFFICERS;  
 LEATHERWORK; COMPUTER NETWORKS; TELETRAINING-ADMINISTRATIVE AND ECONOMIC OFFICERS;  
 NEW TECHNOLOGIES FOR ADMINISTRATIVE SUPPORT COMPUTER LEARNING

The educational personnel and the special scientific personnel of the School are paid by hour and hired every year upon commencement of its operation, following a pertinent announcement, after having taken into consideration their experience with disabled people and their accreditation as trainers of adults by the National Accreditation Centre for Continuing Vocational Training (EKEPIS). The personnel of the School include psychologists, social workers and nurses. The trainers employed every year are 58 on the average. Upon establishment of new branches of the School at the Light House for the Blind and the Centre for Education and Rehabilitation of the Blind (KEAT) in the year 2009-2010, there are now 11 more trainers.

The following three tables present the percentage of the hourly paid educational personnel on the basis of:

### 1. Percentages of trainers by level of education:

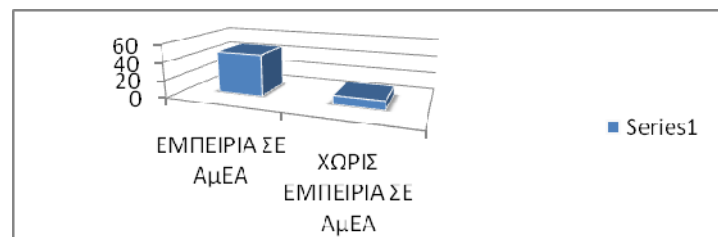


### 2. Percentages of trainers, whether accredited or not by EKEPIS



ACCREDITED BY EKEPIS; NOT ACCREDITED BY EKEPIS

### 3. Percentages of trainers with or without experience with disabled people



WITH EXPERIENCE WITH DISABLED PEOPLE; WITHOUT EXPERIENCE WITH DISABLED PEOPLE;

### Presentation of good practice:

The School implements a distance training program in the specialization “administrative and economic officers”. The duration of the program, like all training programs of the School, is two (2) years (1,800 hours) of training and it is divided into two basic modules: computer science for 540 hours (30% of the program) and administration & economy for 1,260 hours (70% of the program).

From the technological point of view, the program is based on the use of PC Anywhere. It is an application sharing system through the internet, where the trainer and the trainee can work on a shared desktop.

10 trainees participate in each cycle of training. The educational process is based on a daily phone communication between the trainers and trainees. According to the method adopted, all trainees are trained in their own place, in their own time and at their own pace, depending on their background knowledge and particular characteristics.

**b. Training actions for visually impaired persons within the framework of the Operational Program “Information Society”**

Most actions of Vocational Training S.A. concern persons belonging to vulnerable social groups, who experience severe social exclusion and poverty due to long-term unemployment, limited technical expertise, low educational qualifications and lack of certified knowledge and skills. In the context of its actions and of the Operational Program “Information Society” 2002-2006 (3<sup>rd</sup> Community Support Framework), Vocational Training S.A. implemented in the period 2007-2008 an innovative knowledge certification project for disabled people entitled “*Training in Basic Skills in Information and Communication Technologies (ICT) for visually impaired disabled people*”.

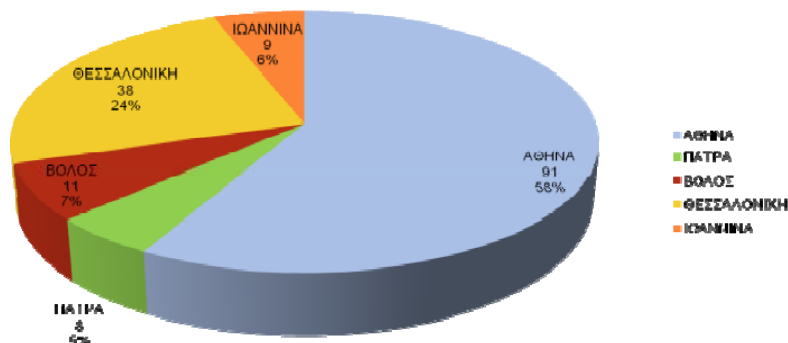
The target group of the program were people with total or partial blindness and the main target was their training for the acquisition of information science and computer skills certified by the competent bodies. For the implementation of the project, the company collaborated with associations and rehabilitation centres for the blind in various areas of the country. The basic requirement of the program was the acquisition by the trainees of a skills certificate, which is equivalent to the certificate awarded by the authorized bodies to persons without visual disorders.

The project was completed successfully and created new conditions for the training in ICT of visually impaired persons, thus contributing to the creation of new opportunities for their access to the labour market.

As regards the management of the program, due to limited training actions for visually impaired people in Greece and given the lack of accredited trainers in this field, it was deemed advisable to include a trainers educational program in the project. The trainers educational program took place in appropriately equipped educational facilities of the Panhellenic Association of the Blind in Athens and Thessaloniki, which were rented for this purpose. Forty-four (44) persons were trained in total. Upon completion of their education, the trainers were included in the “Register of Trainers of Basic Computer Skills for Visually Impaired Persons with Disability” of the Company.

The training of visually impaired persons took place in small classes with two (2) trainers in two (2) levels (beginners and advanced).

There were thirty (30) classes throughout the country and the distribution of the participants by city is shown in the following graph:



### Distribution of trainees in the Regions

ATHENS; PATRA; VOLOS; THESSALONIKI; IOANNINA

The initial target was the training in computer skills of 252 visually impaired persons in 5 Administrative Regions. The curriculum, in addition to the modules of Windows, Word, Excel and Internet, included about 10 preparation hours for the certification exam, where the trainees were given the opportunity to familiarize themselves with the examination system.

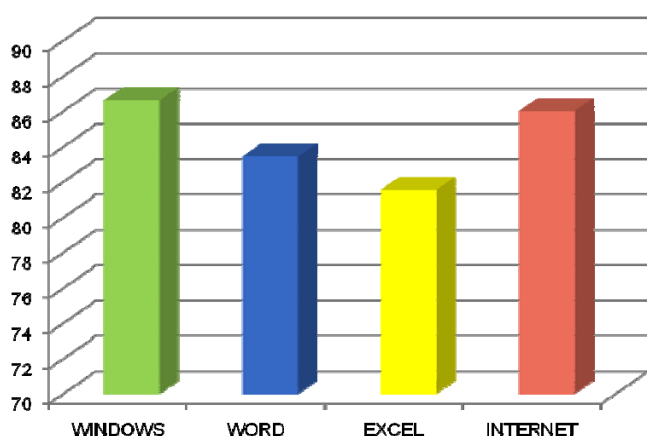
157 persons completed the program throughout the country, while 121 individuals (69 men and 52 women) were certified in all four modules of ECDL. Specific data by city where the project was implemented appear in the following table:

#### *Certification Results for the Participants*

City	Number of Candidates	Modules				Certification in 4 Modules		
		windows	word	excel	internet	M	F	Total
ATHENS(*)	69	75	70	65	72	25	20	45
PATRA	8	7	7	7	7	4	3	7
VOLOS	11	10	10	10	10	6	4	10
THESSALONIKI	38	36	36	37	38	19	17	36
IOANNINA	9	8	8	8	8	2	6	8

*(\*) Includes the examination centres of the Light House for the Blind, Centre for Education and Rehabilitation of the Blind, Panhellenic Association of the Blind*

The following graph shows the percentage of successful participation by module.



In the framework of actions of the Operational Program “Human Resources Development” completed in 2009, the following projects concerning persons with disability were implemented:

**1. “Subsidy for integrated interventions in favour of special disadvantaged groups - persons with disabilities, former drug users”**

The project aimed at contributing to the promotion of equal opportunities of access to the labour market, especially, for groups of people threatened with social and occupational exclusion, by providing specialized treatment for combating the risk. It consisted of 201 Integrated Intervention Plans which concerned vulnerable social groups, including persons with disability for whom there were **159 Integrated Intervention Plans**.

The individual actions aimed at the development of knowledge and skills for the integration of the benefited persons into the labour market, the acquisition of specific professional terminology use skills, development of existing vocational skills, vocational orientation, development job seeking skills and social skills, and psychosocial support of the benefited persons with a view to eliminating discrimination.

5,695 persons (aged at least 16 years) participated in the project including but not limited to persons with disability (persons with mental retardation, sensory impairment, persons suffering from mental diseases not living in institutions, persons with severe motor or multiple disabilities).

Every Integrated Intervention Plan included:

- 1. Training actions** that concerned actions for the preparation of unemployed people for their integration into the educational process, as well as actions for the acquisition of vocational knowledge and development of new skills. The training actions included a theoretical part and practical training (e.g. basic literacy skills, basic foreign language terminology, professional terminology, computer use knowledge, environmental education, as well as training in specific fields, such as environmental professions, health-welfare, mass media, economy and administration, tourism, agriculture, etc.).
- 2. Accompanying Supportive Services Actions**, which were related to the services provided at an individual or group level and aimed at the strengthening of the individual and the awareness raising of the employers and society at large through the development of networks.

There was a connection between the training and the accompanying supportive services and they were adapted to the needs of the local labour market and the particular characteristics of the unemployed persons concerned. The duration of the Training Actions was between 200 and 500

hours, while the Accompanying Supportive Services (SYY) could last up to 8 man months. Upon completion of the actions, the benefited persons were able to benefit from active employment policies.

The participants in Integrated Intervention Plans, whether entitled to receive the ordinary unemployment benefit or not, received an **educational allowance** in the gross amount of 5€ per hour of training.

The Integrated Intervention Plans were implemented by certified Specialized Centres for the Social and Occupational Integration of Persons with Disability and the budget of the project amounted to 21,446,001.30€.

## **2. Vocational Training Programs for Persons with Disability**

During the implementation period of the 3<sup>rd</sup> Community Support Framework 2000-2006, actions were implemented for the promotion of equal opportunities for all, especially for disadvantaged groups threatened with social exclusion. In the light of this, several vocational training programs concerning persons with disability were implemented by specialized, certified bodies providing vocational education and training services.

The programs were classified in two categories. The first category concerned the implementation of vocational training programs for disabled people and the second was implemented pursuant to the principles of mainstreaming, where persons with disability participated at a rate of 10% in training programs intended for the general population. Such programs were implemented both in the framework of the Operational Program “Employment and Vocational Training” of the Ministry of Employment and Social Protection, as well as in the context of the thirteen (13) Regional Operational Programs. They benefited 4,200 disabled persons in total and the available budget absorbed for those actions amounted to 28.5 million euro approximately. The detailed data of such actions appear in the following table:

PHYSICAL OBJECT OF IMPLEMENTATION OF THE CO-FINANCED ACTIONS OF THE EUROPEAN SOCIAL FUND FOR DISABLED PEOPLE WITHIN THE 3 <sup>RD</sup> COMMUNITY SUPPORT FRAMEWORK						
	13 REGIONAL OPERATIONAL PROGRAMS		OPERATIONAL PROGRAM “EMPLOYMENT AND VOCATIONAL TRAINING”		TOTAL	
REGIONS	BENEFITED DISABLED PEOPLE	COST OF TRAINING PROGRAMS	BENEFITED DISABLED PEOPLE	COST OF TRAINING PROGRAMS	BENEFITED PERSONS	TOTAL COST OF THE PROGRAMS
EASTERN MACEDONIA – THRACE	125	492,500	30	206,168	155	698,668
CENTRAL MACEDONIA	225	795,700	585	5,322,243	810	6,117,943
WESTERN MACEDONIA	80	278,765	0	0	80	278,765
EPIRUS	115	437,500	0	0	115	437,500
THESSALY	97	297,500	0	0	97	297,500
IONIAN ISLANDS	128	587,500	0	0	128	587,500
WESTERN GREECE	119	420,200	222	1,575,916	341	1,996,116
MAINLAND GREECE	80	287,000	0	0	80	287,000
ATTICA	358	1,257,900	1,263	11,560,789	1,621	12,818,689
PELOPONNESE	46	294,800	0	0	46	294,800
NORTHERN AEGEAN	145	858,850	0	0	145	858,850
SOUTHERN AEGEAN	230	989,870	0	0	230	989,870
CRETE	150	560,000	203	2,180,885	353	2,740,885
TOTAL	1,897	7,558,085	2,303	20,846,001	4,200	28,404,086

### 3. Teletraining

The ESF Actions Implementation Authority of the Ministry of Labour and Social Security, which acts as Final Beneficiary of projects of the Operational program “Information Society”, implemented teletraining actions for disabled people (mainly persons with motor disorders) in basic information and communication technology skills. 450 individuals have benefited from the teletraining actions so far and 53 specialized types of software have been produced.

4. In the framework of the Operational Program “Human Resources Development” the project “**interventions in favour of vulnerable social groups**” is implemented by certified specialized Centres for the Social and Occupational Integration of People with Disability and by certified Vocational Training Centres.

It includes specialized interventions concerning vulnerable social groups for the provision of **theoretical and practical training** to the benefited persons. The program connects the theoretical and practical training with the **compulsory placement** of at least **15%** of the trainees in **jobs** related to the training subject for a period of at least **3 months**, thus contributing to the training of **8,200** benefited persons in total, including the participation of **1,200** persons with disability.

The program is implemented by certified Vocational Training Centres (KEK) and certified Specialized Centres for the Social and Occupational Integration of People with Disability and detoxified persons or people under detoxification therapy (EKKEE). The duration of training is between **300** and **450** hours. In any case, the total hours of training may not exceed 550 hours.

The practical training takes place in collaborating enterprises or bodies, which are related to the subject of training and **can hire** trainees, in premises **within the same administrative region**. More specifically, the practical training of trainees participating in **classes solely for disabled people** can take place in collaborating enterprises within the Prefecture where the theoretical training was implemented or occupational laboratories accredited (by the National Accreditation Centre for Continuing Vocational Training) or statutory occupational laboratories (e.g. laboratories of Schools), which are related to the subject of training.

The interventions in favour of **vulnerable social groups include the option of compulsory hiring** by collaborating enterprises. It is the compulsory placement of **at least 15% of the trainees** in jobs related to the subject of training for at least **3 months** and at least **70 day’s wages (full-time employment)**.

### Question 3 – Statistical data

The students with disability are calculated on the basis of international data on the percentage of children who need special educational services. On the basis of those data, it is often mentioned and reported that 10% of the population in Greece is disabled or “more than 185,000 children with disability do not receive special education”.

However, there are actually no statistical data on the number of students with disability. However, in the context of the annual mapping of the Special Education School Units, on the basis of the statements of the Special Education and Standard Education school units, the Ministry of National Education, Lifelong Learning and Religious Affairs attempts to fill in the gap related to the exact number of school age children with disability. The data so far are *indicative and not complete*, because there has been no infrastructure for all school age children with disability, while there are no



data about children who attend school without having a Special Education and Standard Education support or who study in Health and Social Welfare structures or who may be at home.

Moreover, so far there has not been a unified statutory definition for each category of disability and, as a result, the terms are not used in education in the same way by everybody, especially the term “learning difficulties”.

The available results of recording the students in Special Education and Standard Education structures are shown in the following tables: (a) number of students by school year and category of special educational need related to disability; (b) Special Education School Units; and (c) tutors, Special Educational Personnel (EEP) and Special Assisting Personnel (EVP).

NUMBER OF STUDENTS									
Category of Special Educational Need	2007-2008			2009-2010			2010-2011		
	PE	SE	Total	PE	SE	Total	PE	SE	Total
Visual impairment	141	63	204	130	63	193	142	63	205
Hearing impairment	346	275	621	281	265	546	303	265	568
Deaf-blindness				10	7	17	18	7	25
Motor problems	350	185	535	385	185	570	439	185	624
Mental retardation	2,711	1,543	4,254	2,373	2,330	4,703	2,704	2,330	5,034
Autism	1,410	292	1,702	1,570	491	2,061	1,680	530	2,210
Multiple discrimination	817	450	1,267	835	560	1,395	961	560	1,521
Learning difficulties (dyslexia, etc.)	12,665	1,863	14,528	15,200	3,618	18,818	17,137	3,618	20,755
Other educational need				186	127	313			
Total	18,440	4,671	23,111	20,970	7,646	28,616	23,384	7,558	30,942

[PE = Primary Education; SE = Secondary Education]

Special Education School Units	NUMBER			
	2007-2008	2008-2009	2009-2010	2010-2011
Special Kindergartens	98		135	129
Integration Classes of Kindergartens	243	2,095	419	421
Special Primary Schools	174		198	193
Integration Classes of Primary Schools	1,562		2,093	2,038
Special Junior High Schools	10		11	14

Special Senior High Schools	17		5	6
Integration Classes of Junior High Schools	207	605	445	413
Integration Classes of Senior High Schools	17			
Special Vocational Education and Training Workshops	71		78	82
Technical Vocational Schools	19		16	22
<b>Total</b>	<b>2,398</b>	<b>2,700</b>	<b>3,400</b>	<b>3,318</b>

It should be pointed out that in 1992-1993 there were 200 Special Schools and the Integration Classes, which were then called “special classes”, were 602, that is, there were 802 Special Education and Standard Education school units for 14,136 students of primary and secondary Special Education.

### Students with disability in the General School

There are no full data about the students with disability who study at ordinary schools, except for those about students who attend Integration Classes and Parallel Support – Mixed Schooling. The students attending Parallel Support - Mixed Schooling were 287 in 2007-2008, 473 in 2009-2010 and 889 (723 in Primary Education and 171 in Secondary Education) in 2010-2011, most of whom suffer from autism.

Moreover, home schooling is provided every year, under the supervision of the general school, for health reasons to about 140 students with disability or special educational needs.

No data have been collected so far about abused students or talented students.

Personnel serving at Special Education and Standard Education School Units	NUMBER							
	2007-2008	2008-2009		2009-2010		2010-2011		
		PE	SE	PE	SE	PE	SE	Total
Tutors of Primary and Secondary Education	4,339	2,285	1,180	2,803	1,650	3,567	2,117	5,684
Special Educational Personnel	470	359	226	467	382	532	374	906
Special Assisting Personnel	270	178	83	183	123	307	216	523

### Actions for systematic updated data

A. Program of the National Strategic Reference Framework for the “Planning and development of an electronic data system” to manage the special educational needs and of a register of all students with disability and/or special educational needs<sup>15</sup>. In the first stage, it will concern disabled students aged 4-25 years and in the next stage disabled students aged 0-25 years. Upon its completion in 2011-2012 it will be possible to record systematically all school age persons with disability respecting personal data, through a reliable data collection system, as well as a system for the monitoring of the educational development of students and statistical processing of the data. By the register the Ministry of National Education, Lifelong Learning and Religious Affairs will be able to *plan and monitor the response to the special educational needs and coordinate the continuous upgrading of educational support offered to disabled students by all school structures.*

<sup>15</sup> <http://www.edulll.gr/?p=1037>

B. The Electronic Register of students with disability will be interconnected with the computer system of the Ministry of National Education, Lifelong Learning and Religious Affairs. Moreover, a “**school card**” is created, which will contain information about the registered students, the number of teachers and their specialities, so as to be able to continuously monitor the school staff and students’ needs.

**Additional Question of the European Committee of Social Rights (ECSR) on the Case Law and complaints submitted to the competent bodies**

During the reference period, social awareness on disabled students’ human rights was raised and the assessment of Special Education and Standard Education structures and practices was enhanced. After Law 3699/2008 was passed, parents’ and associations’ complaints and requests to the Ministry increased, especially, as regards Parallel Support and Mixed Schooling.

In school year 2008-2009 there were **8 interventions by the Greek Ombudsman** in respect of failure to satisfy identified needs for Parallel Support due to lack of appropriations (from 9/1/2009 to 5/5/2009). On 6/3/2009 a Parallel Support case was tried by the Administrative First Instance Court of Athens and compensation was awarded to the parent, because the latter was not given promptly and duly an answer (parent’s request for Parallel Support had been submitted to the wrong agency of the Ministry of National Education, which did not promptly forward it, and the request was received belatedly by the competent agency without including the required supporting documents).

In November 2009 an extrajudicial statement and protest for “violation of the human rights and the community legislation” was submitted by a group of parents having children who suffer from autism, concerning Parallel Support not provided.

In this period, several approved cases of Parallel Support were not implemented due to lack of appropriations or lack of special education tutors. Furthermore, in 2009-2010 requests for Parallel Support were not approved due to errors in (a) parents’ requests (e.g. they insisted on having Parallel Support outside the classroom and not mixed schooling, as provided for by Law 3699/2008, which would result in child’s isolation, or on Parallel Support provided in the classroom by a health professional who does not have the required qualifications of a tutor); (b) the recommendations by the competent Centre for Differential Diagnosis, Diagnosis and Support (e.g. report recommending Parallel Support in a Special School or Integration Class instead of Parallel Support in a class of peers). The requests or complaints by the parents or associations or the questions on Special Education and Standard Education forwarded through Members of the Parliament for parliamentary control, refer more and more to the European Social Charter and the International Convention on the Rights of Persons with Disabilities. Many of the problems are resolved administratively, when they relate to the proper functioning of the appropriations approval and allocation system or the appropriate personnel. However, in the name of rights there are contradictory claims with regard to certain students with disability (e.g. they seek practices not provided for by the law in order to forward personal requests).

## Article 15§2 – Employment of persons with disability

### Question 1 – Legal framework

The general legal framework prohibiting discrimination on grounds of disability in the field of occupation and employment, as stipulated by Law 3304/2005 “Implementation of the principle of equal treatment between persons irrespective of racial or ethnic origin, religious or other beliefs, disability, age or sexual orientation”, is in force, as mentioned in the previous report by the Greek Government.

In addition, we wish to point out that Law 3996/2011 “Reform of the Labour Inspectorate, regulation of social security issues and other provisions” stipulates that: the tasks of the Labour Inspectorate are as follows: “it monitors the implementation of the principle of equal treatment irrespective of racial or ethnic origin, religious or other beliefs, disability, age or sexual orientation, taking into consideration the cases of multiple discrimination, as specifically provided for in article 19, Law 3304/2005. In pursuance of article 10, Law 3304/2005, it monitors the implementation of the principle of equal treatment for persons with disability, including the HIV positive persons, advises the employers and workers regarding the terms of equal treatment and ensures that the employers carry out all reasonable adjustments through the adoption of the appropriate measures from time to time in order to ensure, particularly, that the persons with disability shall have access to and remain at work and also participate in vocational training”.

The reform of the general and special education as well as lifelong education, especially after 2009, aimed at the development of the skills of students, whether they have a disability or not, in order to enable them to be integrated into the labour market. “**Lifelong learning**” was incorporated into education in order to ensure learning results that will further promote social integration and economic independence.

On the basis of the new framework, the following are planned: the development of the interconnection of lifelong and continuing education as a part of Special Education and the supervision of lifelong education-training programs, which until now fell within the competence of other ministries without any coordination with Special Education and Standard Education.

### Special framework of Special Education and Standard Education

**Law 3699/2008** (Official Gazette 199/A/2.10.2008) “Special Education and Standard Education of persons with disability or special educational needs” **enacted the equivalence of the diplomas and pertinent professional rights** conferred by the Special Vocational Senior High Schools (EEPAL) and Special Vocational Schools (EEPAS) with the corresponding diplomas and professional rights conferred by the Vocational Senior High Schools (EPAL) and Vocational Schools (EPAS).

In November 2009 a **senior officials committee** (officials from *the Pedagogical Institute, the Ministry of National Education, Lifelong Learning and Religious Affairs and the National Confederation of Persons with Disabilities*) was established in the Ministry of National Education, Lifelong Learning and Religious Affairs in order to consider the educational problems of students with disability and submit proposals for the improvement of Special Education and Standard Education. The committee delivered an **Action Plan for Special Education** with specific references to problems and proposals for adoption of measures.

The overall reorganization of Special Education and Standard Education as well as vocational education of the students with disability will be effected by virtue of a new law on Special Education and Standard Education with a view to (a) specifying the educational character of Special Education and Standard Education, pursuant to the International Convention on the Rights of Persons with Disabilities; (b) abolishing provisions, structures and practices that cause discrimination and exclude persons with disability from education; (c) and achieving a more effective adaptation of the programs to the local needs so as to facilitate the transition to adulthood and integration into the labour market.

## **Question 2 – Measures for the implementation of the legal framework**

In the context of implementation of the actions of the Operational Program “Employment and Vocational Training 2000-2006” and the Operational Program “Human Resources Development”, the following projects that concerned persons with disability were implemented during the period 2008-2010:

### **1. Accompanying Supportive Services Actions**

The provisions of Accompanying Supportive Services (SYY) contribute to the social and occupational preparation of people threatened with exclusion, as well as the awareness raising of employers and the society at large. Upon completion of the Accompanying Supportive Services, the benefited persons were included in one or more interventions of active measures for promotion to employment. The two cycles of subsidy programs for provision of Accompanying Supportive Services benefited 3,312 persons with disability. The total expenditure of the programs amounted to 27.9 million euro and they benefited about 31,200 individuals belonging to vulnerable social groups. Therefore, approximately 3 million Euros were absorbed for the corresponding actions for the support to disabled people.

### **2. Integrated interventions in favour of persons with disability and other vulnerable social groups**

The interventions that include actions for promotion to employment aim at the acquisition of knowledge and development of skills that facilitate the integration of individuals belonging to vulnerable social groups into the labour market and society in general. For this project 16.12 million euro were spent for 2,205 unemployed persons belonging to special social groups, of whom 1,700 were disabled persons. About 12.4 million Euros were spent for the support of disabled people.

The integrated intervention plans that concerned persons with disability (persons with mental retardation, sensory impairment, persons suffering from mental diseases not living in institutions, persons with severe motor or multiple disabilities) were implemented by certified specialized centres for the social and occupational integration of persons with disability.

### **3. Subsidy programs for new jobs and new self-employed professionals**

These programs promoted unemployed people, who benefited from other measures of the Operational Program, to employment pursuant to the mainstreaming policy, according to which 10% of the posts of such programs was covered by individuals belonging to vulnerable population groups. 178 persons with disability benefited from them. The total expenditure amounted to 48.2 million Euros and 5,000 individuals belonging to vulnerable population groups benefited. About 1.7 million Euros were spent for the support of disabled people.

### **4. Social Services**

The operation of Child Care Structures (crèches, creative activities centres for children, etc.) and care structures for elderly and helpless people (Help at Home, Day Care Centres for the Elderly)

was co-financed in the framework of the Measure “Support of operation and quality upgrading of the units and agencies that serve children, elderly people and other population groups that need special care” of the Operational Program “Employment and Vocational Training”.

In addition, new structures were co-financed for up to 36 months in the context of 13 Regional Operational Programs during the 3<sup>rd</sup> Community Support Framework, within the framework of the following measures: “Promotion of Equal Opportunities”, “Integrated Interventions for Urban Development” and “Integrated Interventions for Mountainous – Disadvantaged Areas” (see attached Table 1).

In 2010 the co-financing of the structures “Help at Home” and Day Care Centres for the Elderly continued through the Operational Program “Human Resources Development” and the Axis “Facilitating access to employment” (see attached Table 2).

### Care Structures for Children – Children with Disability

In the framework of the priority Axis “Facilitating access to employment”, Operational Program “Human Resources Development”, the action “Harmonizing family and professional life” has been implemented since 2008 and includes the following types of structures:

- Integrated Care Crèches (infants 8 months to 2.5 years old; babies 2.5 years old – age of their registration in compulsory education; babies with disability 2.5-6.5 years old);
- Creative Activities Centres: children from the age of their registration in compulsory education to 12 years and children with minor motor or sensory disorders;
- Creative Activities Centres for Disabled Children: children with disability and/or adolescents and/or persons with mental retardation and/or motor disability.

The implementation of the action started in July 2008 and is expected to be completed in 2012. The following table presents its implementation and shows the degree of absorption:

Harmonization Cycle	Budget of integration of the co-financed public expenditure	Legal commitments for the co-financed public expenditure	Payments for the co-financed public expenditure
2008-2009	20,500,000	19,477,520.87	18,307,837.36
2009-2010	62,000,000	47,088,500.11	40,625,442.33
2010-2011	102,160,000	89,010,476.25	46,644,571.56

For school period 2011-2012 the action will be implemented again by the Hellenic Society for Local Development and Government (EETAA) S.A.. Its budget for cycle 2012-2013 increased to 200,000,000 euro, which is almost twice the amount for period 2010-2012. For school year 2010-2011, 4 Integrated Care Crèches and 51 Creative Activities Centres for Disabled Children (KDAP-MEA) applied for participation, 1,468 places for children were offered in Creative Activities Centres for Disabled Children and 1,433 applications were submitted, which were satisfied. A new two-year cycle for 2011-2013 has been announced.

### Organization and operation of Supported Living Houses (SYD)

The intervention is co-financed by the Operational Program “Human Resources Development” in the framework of the Axis for the complete integration of the human resources into an equal opportunities society. This intervention has been assigned to the Special Agency of the Sector of Health and Social Solidarity, Ministry of Health, with an amount of 22,490,828 euro. It

started in 2010 by the operation of 9 Supported Living Houses, which host 49 benefited persons and the expenditure amounts to 4,393,020 euro. The Supported Living Houses are permanent residence places for persons suffering mainly from mental retardation, secondary motor, sensory or mental diseases that are unable to live independently without the appropriate support from their current direct family environment or in case of absence thereof.

The operation cost of the Supported Living Houses is an eligible expenditure for a period of 24 months, subject to ensuring the continuation of their operation by using their own or national resources.

### **Limited Liability Social Cooperatives (KOISPE)**

In the sector of mental health, the need for occupational integration and reintegration of mental patients led to the enactment of the legal framework (Law 2716/1999) through the establishment of the Limited Liability Social Cooperatives. The Limited Liability Social Cooperatives are a special type of cooperative, since they constitute both productive/commercial units and mental health units. The establishment of the Limited Liability Social Cooperatives was financed mainly by the Operational Program “Health-Welfare 2000-2006”. The Limited Liability Social Cooperatives are not considered protected employment structures and there are 16 throughout the country.

### **Accessibility**

As regards the improvement of the public infrastructures so as to respond to the needs of disabled people, in the framework of the Operational Program “Human Resources Development”, projects concerning infrastructures are not supported. However, both the structures of promotion to employment of the Manpower Employment Organization financed within the context of the Operational Program “Employment and Vocational Training”, and the Vocational Training Centres where Continuing Vocational Training (SEK) programs are implemented, ensure the unimpeded access of persons with disability, in compliance with the accessibility rules.

### **Protected laboratories**

The operation of the network of protected laboratories created in the framework of the deinstitutionalization programs of the Operational Program “Health-Welfare”, as well as the Community Initiative “Employment”, is not financed any more by the Operational Program “Human Resources Development”. The protected structures – laboratories in the case of the disabled people, are run by bodies such as associations, foundations, NGOs and, in the case of mental patients, they are run under the responsibility of the mental hospitals, business activities (non-profit civil companies, civil cooperatives, associations), which were developed independently and employ disabled people.

### **Actions of the Manpower Employment Organization**

On the basis of Law 2643/1998 “Measures for the employment of individuals belonging to special groups and other provisions” the following were announced by the Manpower Employment Organization in 2008 and 2010 respectively:

- 509 job posts in the public sector, public law entities and local government organizations for persons with disability; and
- 29 job posts for blind telephone operators throughout Greece. 23 posts were in public agencies, public law entities and local government organizations and 6 were in private law entities.

In 2010 the Manpower Employment Organization announced two new programs that concern vulnerable social groups, including disabled people:

- subsidy program for 800 new self-employed professionals who are unemployed persons with disability (600 individuals) and subsidy program for 50 posts of ergonomic arrangement of workplace for persons with disability;
- special three-year employers' support program through a subsidy corresponding to the amount of the total insurance contributions, with a view to hiring 2,300 unemployed persons, of whom 2,080 are persons with disability, as well as subsidy program for 50 posts of ergonomic arrangement of workplace for persons with disability.

In the context of the declaration by the EU of 2007 as the European Year of Equal Opportunities for All, the Ministry of Labour and Social Security was designated as the competent body for the planning and implementation of the national strategy, as well as for the selection of the actions recommended for financing by the Ministry. Two actions that concerned disability were: (a) Action program for disability mainstreaming in policies and practices (the implementation authority is the Social Protection and Solidarity Institute of the Ministry of Health and Social Solidarity); and (b) Equality Routes (the implementation authority is the National Confederation of Persons with Disabilities).

Moreover, the Ministry of Labour and Social Security, in the framework of the Community Program "Progress", assigned to a private company the implementation of an action for the fight against discrimination on grounds of disability in the field of occupation, entitled "Actions for promotion of the principle of equal treatment". In the context of the project, there were actions for the fight against discrimination on grounds of disability in the field of occupation, with a view to identifying the needs of disabled people and the obstacles hindering their access to occupation, as well as to drafting proposals for combating discrimination.

**Additional Question of the European Committee of Social Rights (ECSR) on the implementation of Law 3304/2005**

On the basis of the information included in the annual report of the Ombudsman, during 2009 there were 14 reports on discrimination on grounds of disability and the most common cases concerned difficulties faced by disabled people regarding their transportation and accessibility to their workplace, as well as the reasonable adjustments to their work schedule.



## Article 18 - The Right to engage in a gainful occupation in the territory of other Contracting Parties

### Article 18§1 - Application of existing regulations in a spirit of liberality

#### Questions 1 & 2 - Legal framework and measures for its implementation

Following the enactment of Law No3386/2005 and given the dynamics of the migration phenomenon and the on-going developments, at both international and national levels, came the enactment of other legislation, complementary to the basic Law No3386/2005. In particular, the legislation adopted for a person wishing to engage in a profitable activity, during the reference period, is as follows – per year:

Law No3536/2007 (O.G. 42 A) ~~invitation of third country nationals~~ **for dependent employment, the issuance of a Joint Ministerial Decision** was provided for, which identifies **objective criteria for the preparation of reports that will determine the country's needs in workforce per year**, which can be covered by invitations. This decision simplifies the procedure and the preconditions for the carrying out of invitations.

Another innovation that has taken place to resolve the problem presented by the **required number of insurance days, as a condition for the renewal of the residence permits** of third country nationals, was the introduction of a standard regulation for the **potential purchase, on the part of the third country national concerned, of insurance days up to 20%** of the required number of insurance days per class, as defined by the legislation in force.

With a view to facilitating internal mobility and given that the Greek labour market requires very high mobility and flexibility in labour relations,, particularly in areas where, according to statistics, economic migrants are mainly employed (e.g. in agriculture, as builders, as workers in seasonal enterprises), it is provided for that **third-country nationals, who hold a residence permit to work, may be employed in another district of the same or of a different region**, at any time within the validity period of his/her residence permit, without the need for prior approval by the relevant General Secretary of Decentralised Administration.

Similarly, separate detailed regulations concerning the category of third- country fishing-boat workers were instituted (article 16A, Law No3386/2005), given that this group has specific features and problems that could not be handled under the existing provisions for dependent or seasonal work.

At the same time, issues of residence permits for third country nationals, employed in enterprises whose operational status is subject to specific legislation, were regulated (article 17, Law 3386/2005). In particular, **a fast process of entry and issuance of residence permits to qualified scientific personnel, working** in foreign enterprises, maintaining branches or subsidiaries in Greece and legitimately exercising a commercial activity, under certain conditions, was provided.

Finally, the **exemption for certain categories of professions** from the **requirement** to submit a **work contract to renew their residence permits** (e.g. builders, private nurses, etc) was introduced.

Under **Law 3731/2008** (Government Gazette vol. 263 A), it is no longer required to present an updated work contract, in the case of seasonal employees in hotels and catering enterprises, provided that, during the period of renewal of their residence permits, they receive unemployment benefits.

By **Law 3801/2009** (Government Gazette vol. A 163), the following were regulated: or are granted an independent residence permit (pursuant to the provisions of Law 3386/2005 and Presidential Decree no. 131/2006), for family reunification purposes, was introduced, **to employment and the provision of services or work**, without requiring a specific approval.

The provisions of Law 3386/2005, concerning the obligations of employers and employees, were supplemented, to protect third country nationals and address issues of illegal employment.

Also, in 2009, a Ministerial Decree was issued (Decree no. 933/2009, Government Gazette vol. 53 B), which made amendments relating to the **abolition to present certain documents**, necessary for the initial issuance and renewal of residence permits. A particularly important innovation, in the category of residence permit for work, is the abolition of the obligation to present a photocopy of a health booklet and the provision, as an alternative, of the possibility to present a formal declaration of the employer, instead of a copy of the work contract.

In that regard, a Ministerial Decree (no. 1356/2009, Government Gazette vol. 114 B ') redefined the following:

- a) the minimum number of wages or the minimum period of insurance, per year and insurer, where relevant, as prerequisites for the issuance or the renewal of residence permits, and
  - b) the terms and conditions of access to employment and independent economic activity, for family members of third country nationals who have entered the country for family reunification purposes.
- It is pointed out that, in cases of third country nationals holding two-year residence permits, the required number of insurance days is calculated as a total for the entire biennium.

Finally, in 2010, **Law 3846/2010** (Government Gazette vol. 66 A) amended the provisions of Law 3386/2005 regarding the sanctions imposed on employers illegally employing third country nationals, while a Ministerial Decree was issued specifying the criteria for defining the fines imposed on those employers.

<b>Question 3 – Statistical data on the rejection rate of residence permits to work or to independent economic activity (especially for the k/m of EKX)</b>
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Attached please see statistics concerning the number of residence permits initially granted, the renewals of permits and the rejections of applications for their renewal or issuance, in detail for the period 2007-2010, for the following job categories of third country nationals of Law 3386/2005: dependent work and provision of services (articles 14-15), seasonal work (article 16) and fishing boat workers (article 16 A), independent economic activity (articles 24-25) and investment activities (articles 26-27).

**Additional question of the European Commission of Social Rights on the reduction of residence permit applications and the increased rejections of residence permits**

The reduction of the number of applications for issuance or renewal of residence permits to work or to independent economic activity is due to the fact that **the issuances of long-term residence permits**, that is residence permits for long-term residents, permits for an indefinite period of time and ten-year permits, has **now increased, to a large extent**. Moreover, the migration flows to Greece, as well as the employment rates of third country nationals already residing in the country, are directly related to the financial situation our country faces in the recent years, which, among others, has brought about significant changes in the labour market. Practically, this situation has hampered the ability of third country nationals to complete the required number of insurance stamps, which are the basic precondition for the renewal of their residence permits to work.

Moreover, the number of residence permits for dependent employment, issued in Greece is determined annually, in the context of the policy on immigrant employment. Based on specific records of needs and the data of the labour market at national level, a Joint Ministerial Decree is issued by the Ministry of Labour and Social Security and the co-competent ministries, determining the total number of jobs by specialty, to be filled by foreign employees. The aim of the provision is the accurate determination of jobs that will be filled by inviting third country nationals, so that the impact of such a development in the local labour market is assessed.

Finally, an additional factor that has contributed to the reduction of the number of applications to renew residence permits is the change in working patterns in recent years, as third country nationals are increasingly turning from full-time to part-time employment, an employment for which the National Immigration Law has no specific provisions.

**Article 18§2 - Simplifying existing procedures and reduction of court fees and taxes**

**Questions 1 and 2: Current legal framework and measures for its implementation**

The existing migration framework provides for the payment of a fee by third country nationals, for the issuance and renewal of their residence permits, as well as range of administrative fines imposed as appropriate, if the obligations established by law are violated. In particular:

The amount of fees for the issuance and renewal of residence permits is provided in article 92 of Law 3386/2005. In particular and with regards to **acquiring the status of a long-term resident**, it should be noted that the **level of the fee was reduced**, per the provisions of article 30 of Law 3838/2010, from the 900euros to **600euros**.

Regarding the imposition of administrative fines under article 87 of Law 3386/2005, fines of 200 and 400euros are provided in the case of relapse of third country nationals who do not declare, as defined in article 73 of Law 3386/2005, to the competent Aliens and Immigration Services, any change of address of residence, their personal status and, in particular, the change of citizenship, the conclusion, dissolution or annulment of marriage or child birth, the loss or alteration of the passport details or any other travel document, the loss of residence or permanent residence permits, the change of employer and type of employment and the termination of work contract.

Finally, fines of 200 and 400euros, in case of relapse, are imposed pursuant to article 87 of Law 3386/2005, to third country nationals employed in declension of their residence permit.

**Question 3: Statistical data on the fees payable by foreign employees or their employers for work and/or residence permits and the average time required for the issuance of these permits**

Number of fines imposed to foreign citizens per year				
2007	2008	2009	2010	Total
11.266	31.172	13.964	11.529	67.931

Regarding the **average time required for the issuance of residence permits**, this varies (from a few weeks - particularly where residence permits are issued by the competent services of the Ministry - to a few months - after submission by the third country national of all required documents - in cases of overloaded decentralised administrations). Please note, however, that the delay in the processing of issuance and/or renewal applications for residence permits is due, on the one hand, until recently, to the involvement of two services in the permit process (the submission of applications was taking place at the municipality of residence and their processing and the issuance of the residence permits at the Aliens and Immigration Service of the Decentralised Administration), a process that will gradually be simplified by adopting one-stop shop services and, on the other hand, to the fact that a large number of applications is submitted by foreign citizens with incomplete documentation.

Moreover, a bill was recently passed by the Greek Parliament (20/9/2011) on the reorganization of the permit system for the residence of foreign citizens in Greece, under terms of increased security. The provisions of the Law passed include the necessary national adaptations, in relation with the obligations arising from the provisions of Regulation 1030/2002/EU, as amended by Regulation 380/2008/EU and the arrangements for the gradual transformation of the Aliens and Immigration Services of the Decentralized Administrations to «one-stop shop services», in the context of the issuance of residence permits in the form of stand-alone document (electronic card), a process which is expected to limit the time needed for issuing residence permits.

**A) Additional Question raised by the European Commission of Social Rights: Detailed information on the application and the renewal process of residence permits (pursuant to Law 3386/2005)**

According to article 9 of Law 3386/2005, a third-country national who has been granted a visa for Greece, for one of the reasons provided for in this Law, must request a residence permit for the same reason, if he/she meets the requirements provided by this Law. Also, pursuant to paragraph 4 of the same article, it is provided that, on the form of the residence permit, the possibility or not of its owner to access the labour market is recorded, subject to specific regulations.

Under the procedure established by Law 3386/2005 (articles 11 & 12), one of the main innovations of which was the unification of residence and work permits in a single document, now issued by the Secretary General of the Decentralised Administrations or by the Minister of Interior (in special types of permits), the following procedure is provided for the submission of application and the procedure for issuance and renewal of residence permits: a third country national applying for a residence permit in Greece, for one of the reasons provided for by Law 3386/2005, must, after entering the country and before the expiry of his/her visa, unless otherwise specified, apply for its issuance to the relevant services. To renew his/her residence permit, a third country national must, within a period of two months before the expiration of the permit, submit an application. Applications for the issuance and renewal of residence permits are submitted to the municipality of

residence of the applicants. Municipalities check the completeness of the documentation and forward the relevant file to the competent Service of the Decentralised Administration, within fifteen days after submission.

It should be noted that, by the recent passage of the Law on the reorganization of the permit system for the residence of foreign citizens in Greece, in terms of increased security, significant changes will take place in the process of issuing residence permits (gradual transformation of the Aliens and Immigration Services of the Decentralised Administrations to “one-stop-shop services»). This transformation, moreover, is considered imperative in view of: a) the necessity of taking strict security measures for the collection and administration of biometric data, b) the need to reduce the time needed for the issuance of residence permits and c) the provision of integrated services and valid information to citizens.

Along with the application for the issuance or the renewal of a residence permit, the applicant must pay a fee, as defined in article 92 of Law 3386/2005 and attach the required documents for each case. A third country national who timely filed an application for the issuance or the renewal of a residence permit, with all required documentation, and has received a relevant certificate, shall be deemed legal resident of the country for as long as this is valid. The Decentralized Administration, having considered the grounds related to public order and national security, may, if appropriate, invite the third country national for an interview at a specific place and time, before a competent Committee. If he/she does not appear for the interview, the application is rejected.

The decision to issue a residence permit is taken by the Decentralized Administration within two months from the receipt of the set of the documents required. The residence permit is issued by decision of the Secretary General of the Decentralised Administration and its validity, subject to specific regulations, is for one year, while each renewal is for two years. In particular, the procedure for inviting third country nationals for employment is analysed as follows:

The entry of a third country national in Greece for employment is allowed on an employment relationship with a specific employer and for a certain type of employment, provided the appropriate visa has been issued. To be granted a visa, the persons concerned should have followed the procedure below:

Employers wishing to invite third country nationals for employment, must submit an application by the 30<sup>th</sup> of September each year to the municipality of their residence or the registered office of the enterprise, stating the number, specialty, citizenship of the third country nationals and the period of employment. The application to invite a person under employment is accompanied by an income tax pay statement, by which a declared income of 24.000 euros will be evident, if the employer is not a professional, while if the employer is a professional and runs an enterprise of any legal form, it must be evident that he/she had, in the previous year, a gross revenue of a minimum of 60.000 euros.

The relevant municipality, within five days, forwards the applications, together with the supporting documents, to the Alien and Immigration Service of the Decentralized Administration, which then sends them to the competent Committee, which prepares a report with the current needs of the country in terms of workforce, based on specific criteria (interest of national economy, data on labour supply by nationals or legally residing foreign citizens in the country, by specialty, etc.).

Based on the above reports, a Joint Ministerial Decision is issued, which defines the maximum number of residence permits to work, to be issued per year for third country nationals, by district, nationality, type and duration of employment. After the issuance of the said Joint Ministerial

Decision, the employer wishing to invite a third country national, provided that the relative job was included in it, submits an application to the municipality, accompanied by the required documents.

The relevant department of the Decentralized Administration carries out the necessary checks on the observance of process due and the supporting documents and forwards to the competent Greek consular authority a letter of the Secretary General, along with the work contract signed by the employer, approving the employment of the third country national to work by a specific employer, in order to be granted a national visa.

**B) Additional Question raised by the European Commission of Social Rights: Conditions for the renewal of residence permits for foreign employees facing problems in renewing their residence permits.**

Law 3536/2007 resolved issues raised during the application of the issuance and renewal of residence permits process, either for dependent employment or independent provision of services, so as to make the process less time consuming and bureaucratic. In particular, certain categories of professions were expressly exempted from the requirement to submit a work contract for the renewal of their residence permit, given that certain categories of employees (home employees of the employer, builders, private nurses etc), are employed under dependent employment in more than one non-permanent employers, but are unable, because of the nature of their profession and their working relationship, to present an work contract. Similarly, third country nationals employed in agriculture, since the nature of their work is not consistent with a written work contract.

Law 3731/2008 resolved the problem faced by third country nationals, seasonal employees in hotels and catering enterprises, so that they are able to renew their residence permits, irrespective of them receiving, at the time of the renewal, unemployment benefits and failing to present a work contract. The work of these third country nationals is absolutely dependent on seasonality and pursuant to the abovementioned specific legislation and the provisions of the Collective Labour Agreement, during the time that the enterprise is not operating **third country nationals receive unemployment benefits.**

Finally, a relevant Ministerial Decision (No22037/2010, O.G.1629 B') provided for the issuance of a **special certificate of legal residence to third country nationals for whom an interim injunction to suspend has been issued or a suspension has been granted** by the Administrative Court of First Instance to which they appealed against the judgment rejecting their residence permit, in order to be able to work pending the judicial remedies process.

**C) Question raised by the European Commission of Social Rights: Time needed to obtain residence permits**

Please refer to article 18, paragraph 2. ~~Question 3~~  
**D) Question raised by the European Commission of Social Rights: Legal expenses and other charges**  
permits is provided by article 92 of Law 3386/2005. Especially for the acquisition of long-term resident status, the amount of the revenue fee was reduced, by the provisions of article 30 of Law 3838/2020, from the 900 to 600 euros. This change aims at facilitating access of third country nationals, legally residing in the Greek territory, to that long-term resident status, pursuant to Directive 2003/109/EC.

These fees are collected for the State and a significant percentage of the collected revenues is spent for the operating costs of the departments serving third-country nationals, as well as for the expenses of Ministries and Decentralized Administrations of the country administering migration policy issues.

In particular, part of the fee revenues will be spent towards materialisation of the gradual transformation of the competent Aliens and Immigration services to «one-stop-shop services», in the context of adapting the Greek administration, among others, by the provisions of Regulation 1030/2002/EC, as amended by Regulation 380/2007/EC and relating to the adoption, as mandatory, of the requirement to issue residence permits in the form of a separate document, a fact which, as mentioned above, should lead to a significant reduction in the time required for the issuance of residence permits.

It is clarified, in relation to this issue, that the amount of **60.000 euros** is paid by third country nationals wishing to pursue an independent economic activity, in the sense of an **independent business activity (and not merely self-employment)**, while retaining, for this purpose, independent business premises, equipped with the necessary infrastructure, inside or outside their homes, which is the centre of their professional or economic relationships. It is also explicitly provided that, upon renewal of residence permits, it will be checked whether, upon engagement in the approved activity, the amount of 60.000 euros has been invested. In the cases, however, where the above residence permit is renewed for the same reason and, after its renewal, a proven interruption of the specific activity takes place, the scope may be changed, even during the validity of the residence permit. This is deemed appropriate for **reasons of good administration** and to **avoid a forced departure from the country of** third country nationals residing in the country for a long time who, for various reasons, are unable to continue the activity for the exercise of which they have been granted permits.

<b>Article 18§3 - Flexibility of regulations for the employment of foreign employees</b>
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~~There is no change. We refer to our previous report:~~  
*Additional question raised by the European Commission of Social Rights: Updating employment rates based on the new legislation*

By Law 3801/2009, with a view to simplify procedures and serve faster third country nationals, direct access was established, for the benefit of holders of independent residence permits, without specific authorization, for employment and provision of services or work. However, holders of independent residence permits may not engage in independent economic activity, given that such permits are issued in the context of transition from one regime to another (e.g. a residence permit holder, for family reunification purposes, changes to an independent residence permit status). However, under the principle of good administration and to seamlessly continue any existing business activity, third country nationals who, according to the previously effective residency status, were exercising an independent economic activity, are given the opportunity to continue to engage in it, as holders of an independent permit.

**Article 18§4 - Right to leave the country to engage in a profitable activity in another Member State  
of the European Social Charter**

**Questions 1 and 2: Current legal framework and measures for its implementation**

Regarding the **right of mobility** of third country nationals, it should be noted that the right of mobility to engage in an employed or non-employed activity have, under the existing legislative framework, third-country nationals who have reached the status of a long-term resident in Greece, under the Community legislation, as implemented in the national legislation (Presidential Decree 150/2006).

Regarding the **right of third country nationals to exit** from the country in which they engage in a profitable activity, there have been no amendments to existing legislation. In particular, article 54 of Law 3421/2005 is in force today, which, per the conclusions of the European Committee of Social Rights, is in agreement with the European Social Charter. With reference to paragraph 3 of the conclusions of the European Committee of Social Rights, it is clarified that emigration to a foreign country, as well as the issuance of passports or passport visas, is prohibited to **draft evaders and deserters**, with the exception of draft evaders-residents of a foreign country, who may be travelling freely to third countries and enter and reside in Greece, their military service status not being checked for a period not exceeding thirty days per year.





**4<sup>th</sup> Greek Report**  
**Additional Protocol to the European Social Charter**

**Reference Period**  
**01/01/2007 - 31/12/2010**

**Athens**  
**March 2012**

**Article 1 - Right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex**

*(Implementation Period 01/01/2007 – 31/12/2010)*

**Article 1**

**Question 1 – Legal framework**

By **Law 3896/2010** (Official Gazette 207 A') "Implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation – Harmonization of the legislation in force with Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006, and other relevant provisions", the transposition of Directive 2006/54/EC into the Greek legislation was completed.

This law created a new special regulatory framework for the **implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation**, whereby the Greek legislator seeks to improve, simplify and codify in a single, cohesive legislative instrument the legislation adopted so far, in the spirit of and pursuant to the provisions of the said Directive. To this end, the provisions of Law 3488/2006 (except for those provisions that are unrelated to the Directive), Presidential Decree 105/2003 and Presidential Decree 87/2002 were repealed, however, they have been incorporated and codified in the said law and, at the same time, they have been adapted to the provisions of Directive 2006/54/EC. Moreover, certain provisions of Law 1414/1984 "Implementation of the principle of gender equality in labour relations and other provisions", which had remained in force following Law 3488/2006, have also been repealed.

Amendments are also effected by **Law 3094/2003** (Official Gazette A' 10) "Ombudsman and other provisions", so that the mission and powers of the Ombudsman, which had been broadened by Law 3488/2006, be adapted to Directive 2006/54/EC. The Ombudsman has now the **power to promote**, in addition to the power to monitor the implementation of the principle of equal treatment of men and women and of equal opportunities in matters of employment and occupation both in the private and public sectors.

The provisions of this law have a broad scope of application **covering persons employed or prospective employees in the public and wider public sector as well as in the private sector under any employment relationship or type, including the works contract and salaried mandate**, regardless of the nature of the services rendered; persons practising **liberal professions**; and persons who receive or may **receive** in the future **vocational training** of any kind and type.

In this framework, article 2 defines the terms of direct and indirect discrimination on grounds of sex, harassment and sexual harassment, pay and occupational social security schemes.

Furthermore, article 3 prohibits explicitly any kind of direct and indirect discrimination on grounds of sex and, particularly, in relation to the family status. Harassment, sexual harassment and any less favourable treatment of a person which occurs as a result of tolerance or rejection of such conduct constitute discrimination based on sex and are prohibited. Also, any less favourable treatment of a person arising from gender reassignment, any order involving discrimination against a person on grounds of sex and any less favourable treatment of a woman related to pregnancy or maternity are also considered discrimination based on sex.

Upon promulgation and entry into force of the law (8.12.2010), **the existing provisions and the terms of the collective labour agreements, other agreements and regulations, which were contrary to the provisions of the said law, were abolished.** The main changes effected in the legal regime in relation to the provisions codified are as follows:

- The aim is to **ensure** not only the implementation of the **principle of equal treatment** of men and women but also of **equal opportunities** in matters of occupation, employment and vocational training.
- The rule of **equal pay** for men and women is enriched.
- The term “vocational training” is defined more accurately.
- Any less favourable treatment of a woman due to the use of the special maternity protection benefit, of parents due to the adoption or fostering of a child or any less favourable treatment of a person arising from gender reassignment, is now considered discrimination.
- **There is an improvement of the protection regime against dismissal and retaliation** when it is a response of the employer or the person in charge of vocational training to the protest, complaint, testimony or other act of an individual before a court or other authority in relation to the implementation of the provisions of this law.
- Upon expiry of the six-month special maternity protection period, the female workers return to their job or other equivalent post under no less favourable terms and conditions and enjoy the same protection as with the maternity leave.
- The circle of beneficiaries of the marriage and children’s allowances is specified, as also derived from the Supreme Courts’ case law. Thus, every working spouse, widowed or divorced person, as well as every single parent shall be entitled to receive the marriage allowance. As regards the private sector, this provision has a wider scope of application than paragraph 2, article 20, Law 1849/1989. However, it is specified that paragraph 4, article 11, Law 3205/2003 (Official Gazette 297 A') is not affected in respect of civil servants.
- It is clearly stipulated that legal entities and unions of persons which have a relevant lawful interest, are entitled, in the name of the victim of discrimination and with his/her consent, to appeal before the appropriate administrative and judicial authorities and intervene before the latter in order to defend the victim.
- The repealed provisions on the reversal of the burden of proof are codified, while it shall apply also to the cases of unequal treatment on grounds of sex falling within the scope of application of Directive 92/85/EEC (protection of pregnant workers and workers who have recently given birth or are breastfeeding,) and Directive 96/34/EC (parental leave), as incorporated into the Greek legislation.
- The law establishing the Greek Ombudsman is harmonized with his broadened mission as the body that monitors and promotes the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.
- Exceptionally, the Greek Ombudsman can deal with cases pending before courts or judicial authorities until the first hearing in the courtroom or until the competent judicial authority rules on the petition for interim judicial protection, when he acts as the body that monitors and promotes the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.

- The Ombudsman can, by a special reasoned document, request documents or information from a private individual mentioned in a relevant report on violation of the principle of equal treatment of men and women.
  - It is stipulated that not only the employers but also the persons in charge of the vocational training must take measures to prevent and tackle any kind of discrimination on grounds of sex, especially, sexual harassment and harassment on grounds of sex.
  - It establishes the obligation of the Gender Equality Offices founded by paragraph 2, article 8, Law 1414/1984, to cooperate with and advise the Ombudsman, as well as the obligation of designation of the competent officer of Gender Equality Offices.
  - Social partners are encouraged to promote equal opportunities for men and women and the reconciliation of the family, professional and private life.
  - It encourages the dialogue with Non-Governmental Organizations, establishes the obligation of State bodies to take into consideration the target of equality between men and women when drafting and implementing regulatory and administrative provisions or acts as well as any kind of programs on occupation, employment and vocational training.
- In detail, as regards article 1 we wish to point out the following:

<b>Article 1, paragraph 1(a):</b>
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The basic priority of Greek policy on employment is the creation of a labour market without exclusion and discrimination, which will offer better and more jobs to men and women and, through positive measures, will help people to stay in the labour market and avoid long-term unemployment. Therefore, policies facilitating the entry, transition and timely re-entry of women in the labour market are being promoted.

Concerning **access to employment**, article 11, **Law 3896/2010** prohibits any kind of direct or indirect discrimination on grounds of sex or family status, in respect of the terms of access to employment, whether paid or not, or generally to occupational life, including the selection criteria and hiring terms, regardless of the sector of activity, in all levels of occupational hierarchy.

Moreover, any reference to gender or family status or use of criteria and information resulting in direct or indirect discrimination on grounds of sex are prohibited by article 2 concerning publications, notices, advertisements, announcements, circulars and regulations related to the selection of persons to fill in job vacancies, provision of education or vocational training or granting of occupational licences.

Furthermore, in respect of the protection against dismissal, article 14 of the same law prohibits the termination or dissolution in any manner of the labour relationship and employment as well as any other unfavourable treatment: (a) on grounds of sex or family status; (b) when it is motivated by employer's vindictiveness for worker's refusal to submit to sexual or other harassment against him/her, as stipulated by article 2; (c) when it is a response of the employer or the person in charge of vocational training to the protest, complaint, testimony or other act of an individual, worker, vocational trainee or his/her representative, in the premises of the enterprise or vocational training, before a court or other authority in relation to the implementation of this law.

In addition, as regards the protection against dismissal following the delivery, paragraph 1, article 36, Law 3996/2011 replaced the older provision of paragraph 1, article 15, Law 1483/1984, which **prohibits as absolutely null and void any termination** of a female worker's employment contract or relationship by her employer both **during the pregnancy** and **during a period of eighteen**

**(18) months following the delivery** or during her absence for a longer period due to sickness resulting from the pregnancy or delivery, unless there is a serious reason for the termination. The protection against the termination of the employment contract or relationship shall apply both to the employer hiring a mother who has not been previously employed elsewhere, before completing eighteen (18) months after the delivery or a longer period provided for hereby, and to the new employer who hires a mother until the completion of the aforementioned periods. A serious reason can in no case be a reduction of pregnant woman's performance at work resulting from the pregnancy.

Regarding the **reintegration** of the female worker after the expiry of the maternity leave, article 16, Law 3896/2010 stipulates that the female worker, who has obtained a maternity leave in force from time to time or the six-month special maternity protection leave, as provided for in **article 142, Law 3655/2008**, shall be **entitled**, after the completion of such leave, **to return to her job or an equivalent post under no less favourable occupational terms and conditions** and benefit from any improvement of the conditions of work to which she would be entitled during her absence.

Moreover, according to paragraph 3, article 20 of this law, workers who use any kind of leave related to the birth, upbringing or adoption of a child shall enjoy the same protection.

Finally, it should be mentioned that in the context of the individualized intervention, the provision of child care services in infant centres, crèches, day nurseries and creative activities centres was a basic action. The Workers' Social Benefits Organization, which runs, in its privately owned buildings, model crèches and preschool education centres, issued invitations for expression of interest concerning both structures and interested women for the provision of free care for children of working women-mothers.

As regards the **monitoring of the implementation of the labour legislation**, the Labour Inspectorate (SEPE) is the main inspection body of the Ministry of Labour and Social Security. In addition, the Labour Inspectorate contributes to the highest possible increase of women's participation in occupation and employment, since it is the body that promotes the principle of equal treatment in matters of employment and occupation. In a special chapter of its annual report, it refers to the implementation and promotion of equal treatment.

In accordance with Circular no 30482/26-4-2007 issued by the Special Secretary of the Labour Inspectorate, the Labour Inspectorate has to be informed on any case of violation of Law 3488/2006, as amended by Law 3869/2010 and currently in force, that is, any case of violation of the provisions on the principle of equal treatment of men and women in matters of employment, vocational training and professional advancement regarding the terms and conditions of work.

Further, paragraph 8, article 13, **Law 3488/2006 establishes, for the first time, a statutory cooperation scheme between the Greek Ombudsman and the Labour Inspectorate.** The local Labour Inspectors have to inform the Ombudsman on any complaint filed with them in connection with gender discrimination issues at work and submit to him the findings of the investigation conducted by them. Furthermore, the Ombudsman has the right to carry out his own investigation and draw his own conclusions on the complaint. In any case, the Labour Inspectorate maintains the power to impose administrative sanctions or refer the case to justice for the imposition of criminal sanctions.

According to paragraph 2, article 2, Law 3996/2011 "Reform of the Labour Inspectorate, regulation of social security issues and other provisions", the Labour Inspectorate monitors the implementation of the principle of equal opportunities and equal treatment between men and women in the field of employment and occupation and, in particular, Law 3896/2010 (Official Gazette A' 207), as well as the compliance with the provisions on protection of maternity and reconciliation of

the professional, family and private life and, more specifically, Law 1483/1984 (Official Gazette A' 153), article 25, Law 2639/1998 (Official Gazette A' 205), article 11, Law 2874/2000 (Official Gazette A' 286), article 7, Law 3144/2003 (Official Gazette A' 111), article 142, Law 3655/2008 (Official Gazette A' 58), Presidential Decree 41/2003 (Official Gazette A' 44), and the national general collective labour agreements in force from time to time. According to the same law, it shall inform the Ministry of Labour, the Ombudsman and the General Secretariat for Gender Equality, Ministry of Interior, on the implementation by the Labour Relations Inspectors of the regulations contained in Law 3896/2010. To this end, the relevant statistical data are kept by gender.

#### Article 1 Paragraph 1(b)

Article 13, **Law 3896/2010 prohibits any kind of direct or indirect discrimination** on grounds of sex or family status, in respect of vocational orientation and vocational training concerning:

- the access to and implementation of programs or systems of vocational orientation and reorientation of any type and level, vocational training and further training, apprenticeship, post-training, education for change of occupation, adult training, information of workers or their families and, in general, programs contributing to the cultural, economic and social advancement and development of women, including the acquisition of practical or occupational experience and the probationary period;
- the definition of the requirements and participation in exams for the acquisition or award of a diploma or professional practising licence, as well as obtaining of scholarships and educational leaves or student or other pertinent benefits.

#### Article 1 Paragraph 1(c) and (d)

As regards the **terms of employment and occupation and professional advancement**, article 12, Law 3896/2010 prohibits any kind of direct or indirect discrimination on grounds of sex or family status of the worker, in respect of the terms, conditions of employment and occupation, promotions, as well as the planning and implementation of personnel evaluation systems.

Concerning the issue of equal treatment in the field of pay, article 2 includes the definition of pay as follows: “any kind of salary and wage and all kinds of benefits provided directly or indirectly from any source, whether in cash or in kind, by the employer to the worker and arising out of the worker’s employment”.

Moreover, article 4 on the prohibition of discrimination in pay stipulates that:

“1. Men and women shall be entitled to equal pay for the same work or for work of equal value.

2. (a) Where a job classification system is used for determining pay, it shall be based on the same criteria for both men and women and so drawn up as to exclude any discrimination on grounds of sex.

(b) During planning and applying the personnel evaluation systems related to their salary increase, the principle of equal treatment must be respected and no discrimination on grounds of sex or family status should be allowed.”

Besides, upon consideration of the texts of the collective regulations, **no violations of the principle of equal pay for work of equal value are observed** and, in general, no discrimination between the two genders in matters of pay and terms of employment is observed.

Finally, article 142, Law 3655/2008 (Official Gazette 58 A') stipulates that mothers insured with IKA-ETAM (Social Security Institution - Unified Insurance Fund for Employees) who work in enterprises or undertakings under a fixed-term or open-ended employment relationship, shall, upon expiry of the confinement leave and a leave equal to the reduced working hours, as prescribed by article 9, National General Collective Labour Agreement for 2004-2005, be entitled to obtain a six-month special maternity protection leave.

This time shall be **considered as time of insurance with the pension branch of IKA-ETAM** and the required contributions shall be calculated on the amount paid from time to time, from which the Manpower Employment Organization shall deduct the pertinent employer's contribution to be borne by the Organization.

During the said special leave, the Manpower Employment Organization has to pay a monthly amount to the working mother, which is equal to the minimum salary as defined from time to time by the National General Collective Labour Agreement, as well as the corresponding Christmas and Easter bonuses and the holiday allowance.

Regarding **the private sector**, a special provision has been added to article 1 of the Civil Servants Code (Law 3528/2007), whereby the fundamental principle of equality governs, inter alia, the hiring and the official status, in general, of civil servants.

Moreover, we wish to refer to paragraph 3, article 161 of the Civil Servants Code, as amended by article 2, Law 3839/2010, according to which, in every agency council [also called 'service council'] the number of members of each gender appointed by the agency shall be 1/3 of the total members appointed, provided that the relevant agency has an adequate number of employees meeting the legal requirements for appointment and the members appointed are more than one (1). Thus, each gender shall be represented in the agency councils by at least two persons in the total number of the regular and alternate members. One of the two members designated as above must be compulsorily appointed as a regular member in order for the purpose of the particular provision to be fulfilled as well as enable real participation of the two genders in the decision making process.

#### **Article 1 Paragraph 2**

Article 20, Law 3896/2010 mentions that this law does not affect special provisions of laws, decrees or regulations on issues of protection of pregnancy and maternity or protection of paternity or family life.

#### **Article 1 Paragraph 3**

According to article 19, Law 3896/2010, the adoption or maintenance of special or positive measures with a view to eliminating discrimination existing against the under-represented sex and to achieving substantive equality in the fields falling within the scope of application of this law as specified by the provisions of the first part, does not constitute discrimination.

#### **Article 1 Paragraph 4 & Annex to article 1, paragraph 4**

The secondary law of the European Union allows member states to maintain limited derogations from the principle of equal opportunities and equal treatment as regards the access to employment, pursuant to paragraph 2, article 14 and article 31 of Directive 2006/54/EC.

However, Greece has not used this option. Our country, going beyond the requirements of the EU legislation, by Law 3488/2006 and then **Law 3896/2010 abolished the option to have derogations from the general principle of equal opportunities and equal treatment of the two genders**, in contrast



with the discretion conferred on EU member states by the community legislator, which allows them to justify such derogations to a limited extent, in compliance also with the Greek Constitution.

Furthermore, as it appears from the statistical data included in the following table, the percentages of women in posts of responsibility increased during the period 1996-2009 and reached about 50% on the average in 2009, therefore, there is no discrimination in pay between men and women. Any difference in pay between workers is based only on their qualifications and years of service, regardless of sex.

**PARTICIPATION OF WOMEN IN POSTS OF RESPONSIBILITY  
IN THE PUBLIC SECTOR**

Percentage of women's participation in posts of Heads in Ministries, Public Law Entities (PLE) and Local Government Organizations (LGO)	1996	2002	2005	2007	2009
<b>General Directors</b>	No rank or post of responsibility was prescribed	40.4%	37.7%	Ministries: 40% PLE: 69.9% LGO: 36.7% <b>Average: 48.9%</b>	Ministries: 39.4% PLE: 50.4% LGO: 35.1% <b>Average: 41.7%</b>
<b>Directors</b>	24.5%	36%	34.5%	Ministries: 35.5% PLE: 62.2% LGO: 39.4% <b>Average: 45.7%</b>	Ministries: 40.1% PLE: 61.1% LGO: 39% <b>Average: 46.7%</b>
<b>Heads of Departments</b>	37.8%	50.7%	46.3%	Ministries: 46.4% PLE: 76.3% LGO: 44% <b>Average: 55.6%</b>	Ministries: 42.8% PLE: 75.2% LGO: 46.8% <b>Average: 55.6%</b>
<b>Average</b>	<b>31.15%</b>	<b>42.3%</b>	<b>39.5%</b>	<b>50.1%</b>	<b>48%</b>

**Question 2 – Measures for the implementation of the legal framework**

During the reference period, programs were planned and implemented in order to encourage women's employment. The Ministry of Labour and Social Security issued decisions for the implementation of Programs referring particularly to women's employment. The participation of women was promoted by way of priority by means of specific quotas in the Programs of the Manpower Employment Organization (60% in every intervention of the Operational Program "Employment and Vocational Training"). Moreover, several beneficial regulations were introduced in all Programs, such as increased grants by about 30% to mothers of minor children. Finally, the Ministry of Labour and Social Security planned Special Programs that concern exclusively unemployed women.

**Actions in 2007**

1. **Approval of a subsidy program for 4,000 new self-employed professionals:** The program concerns the subsidy of 4,000 new self-employed professionals (doctors, pharmacists, lawyers,

engineers and other graduates of technical or other universities). 60% of the 4,000 posts was covered by women and the expenditure amounted to 48,000,000 euro.

**2. Combined enterprises subsidy program for the employment of subsidized unemployed persons.** The program concerns the subsidy of enterprises for the employment of 20,000 subsidized unemployed persons aged 18-64 years. 60% of the posts was covered by women and the expenditure amounted to 170,000,000 euro.

**3. Special integrated intervention programs in various prefectures of Greece:** for 500 unemployed persons in Chios, 800 unemployed persons in the Prefecture of Rodopi, 500 unemployed persons in the Prefecture of Samos, 800 unemployed persons in the Prefecture of Kavala, 400 unemployed persons in the Prefecture of Lefkada, 800 unemployed persons in the Prefecture of Drama, 800 unemployed persons in the Prefecture of Lesbos, 800 unemployed persons in the Prefecture of Xanthi, 400 unemployed persons in the Prefecture of Cephalonia, 800 unemployed persons in the Prefecture of Corfu, 400 unemployed persons in the Prefecture of Zakynthos and 1,000 unemployed persons in the Prefecture of Serres.

The programs concerned:

(a) the subsidy of private enterprises for the employment of unemployed persons (recorded in the register of unemployed persons of the Manpower Employment Organization) aged 18-64 years with priority given (for at least 30% of the total posts) to unemployed women who are mothers of minor children, etc.;

(b) the subsidy of new self-employed professionals for the establishment of their own business.

**4. Program for the acquisition of work experience (stage) in the chambers of Greece:** The program concerns the acquisition of work experience for 600 unemployed persons (recorded in the register of unemployed persons of the Manpower Employment Organization) aged 22-40 years for a period of eighteen (18) months. At least 60% of the posts was covered by women and the expenditure amounted to 6,336,000 euro.

**5. Program for new job posts for unemployed persons aged at least 45 years, in 2007:** The program concerns the subsidy of private enterprises for the employment of 10,000 unemployed persons aged at least 45 years in new job posts. At least 30% of the total posts was covered by disadvantaged unemployed persons, including unemployed women who are mothers of minor children. The expenditure amounted to 99,750,000 euro.

**6. Drafting of work experience acquisition program, subsidy program for enterprises for the creation of new job posts and new self-employed professionals, unemployed women:** The program concerns the increase of posts from 4,676 to 5,342: (a) acquisition of work experience for 1,194 persons aged 18-40 years, with a budget of 5,910,300 euro; (b) creation of 2,074 new job posts, with a budget of 11,417,370 euro; and (c) 666 new self-employed professionals, with a budget of 18,672,000 euro. The expenditure amounted to 35,999,670 euro.

### Actions in 2008

**Program of new job posts for unemployed persons aged 31-44 years:** The program concerns the subsidy of private enterprises for the employment of 6,500 unemployed persons aged 31-44 years in new job posts, which are additional to those that may be created in the framework of an investment project included in another aid scheme. At least 30% of the total posts was covered by disadvantaged unemployed persons, including unemployed women who are mothers of minor children. The expenditure amounted to 64,837,400 euro.

### Actions in 2009

1. **Approval of a subsidy program for 9,000 new self-employed professionals aged 18-64 years** who are unemployed, entitled “New Self-employed Professionals for 2009”. 60% was covered by women.
2. **Subsidy program for 6,000 new self-employed professionals – new scientists for 2009:** 60% was covered by women and the expenditure amounted to 90,000,000 euro.

### Actions in 2010

1. **Insurance contributions subsidy programs:** The planning of the two following programs took into particular consideration vulnerable social groups in the labour market, including long-term unemployed women aged at least 45 years and unemployed women aged at least 50 years as well as heads of single-parent families.
  - (a) **Special two-year program for promotion to employment by the subsidy of the insurance contributions for the hiring of 25,000 unemployed persons.** The expenditure amounts to 170,940,000 euro.
  - (b) **Special four-year program for promotion to employment by the subsidy of the insurance contributions for the hiring of 40,000 unemployed persons.** The expenditure amounts to 501,424,000 euro.
2. **“Subsidy program for enterprises and, in general, employers for the employment and training of 10,000 beneficiaries of the cheques for reintegration into the labour market, and definition of the type, form and content of the cheque for reintegration into the labour market”.** The budget amounts to 113,310,000 euro and the program is based on Law 3845/2010 “Measures for the implementation of the support mechanism for the Greek economy by the euro area Member States and the International Monetary Fund”, according to the provisions of which, every subsidized unemployed person shall be entitled to a “cheque for reintegration” into the labour market, whose monetary value is equal to the total amount he/she is entitled to receive as unemployment allowance.
3. **“Subsidy program for 4,000 New Self-employed Professionals – Women aged 22-64 years.** The program aims exclusively at boosting women’s employment through promoting unemployed women to employment by the financial support of business initiatives. The budget of the program amounts to 96,000,000 euro and it will be co-financed by the European Union. Every beneficiary may be subsidized with an amount of 24,000 euro for a period of three years.

### **National Programme for Substantive Gender Equality 2010-2013**

The strategic target of the National Programme for Substantive Gender Equality 2010-2013 is to support women’s employment and their economic independence. This target is achieved through specialized policies on Gender Equality aiming at the full and equal integration of women in the labour market, by actions for the fight against women’s unemployment, maintenance of women’s jobs, creation of new jobs, development of female entrepreneurship, enhancement of women’s skills at work and professional advancement, as well as support of the balancing of work and family life.

The Programme provides for the formation of a Scientific Committee on Women’s Employment and Entrepreneurship, where academics, political scientists, sociologists, legal and expert officers of the General Secretariat for Gender Equality (GGIF) will participate with a view to

assisting, with their scientific knowledge and experience, in the planning as well as the technical and scientific documentation of the employment policies of the General Secretariat for Gender Equality.

### **NSRF 2007-2013**

Four projects of a total cost of 20,000,000 euro have been submitted to the Ministry of Labour and Social Security and accepted for assignment to the Special Management Body, Special Implementation Service, General Secretariat for Gender Equality within the framework of the Operational Program 'Human Resources Development' (EPANAD) 2007-2013.

#### ***1<sup>st</sup> Project: Upgrading of the occupational status of employed women***

This project aims at the upgrading/maintenance of the occupational status of women through the provision of specialized information, counselling, mentoring, support, promotion of adaptability and professional advancement of benefited women.

The benefited persons are female workers, especially, those in precarious jobs, with a view to upgrading their occupational skills, improving their occupational status, enhancing the prospects of professional advancement and staying in the labour market, through undertaking business initiatives, as well as self-employed women (with or without personnel) and female owners of small-sized enterprises, who wish to improve their occupational opportunities and enhance productivity through counselling actions. This project is expected to **benefit 2,500 women**.

Through 59 chamber centres the contractor shall provide the following services to women:

- specialized counselling from accredited bodies and external consultants;
- mentoring in the seats of the chambers by female mentors, members of networks of female entrepreneurs;
- specialized individual counselling and specialized individual training;
- self-diagnosis of problems and intervention techniques concerning the information, support and strengthening of female entrepreneurs through the presentation of practical advice management and provision techniques;
- provision of legal advice;
- actions for the awareness raising of interested women and productive bodies for participation in the program;
- participation in thematic workshops, exhibitions and forums for promotion of their products;
- drafting of an operational plan for the restructuring of the enterprise.

#### ***2<sup>nd</sup> Project: Promotion of gender equality policies in enterprises***

The project aims at the development of positive actions for the adoption of gender equality policies in enterprises, including the enterprises that are members of the Hellenic Federation of Enterprises (SEV), and the Hellenic Network of Corporate Social Responsibility through the **establishment of a quality mark for gender equality** for enterprises that have adopted gender equality practices. Moreover, it aims at raising awareness of enterprises in the context of the Corporate Social Responsibility development for the adoption of gender equality policies in their practices.

Women employed in enterprises, women holding high-ranked positions and officers in charge of the human resources of the enterprises benefit directly from the gender mainstreaming in enterprises, while the enterprises and the social partners benefit indirectly therefrom.

The project includes the following actions inter alia:

- drafting of a study defining the gender equality indicators and good practices for the promotion of equality in enterprises, the framework of establishment and award of a quality mark, the framework of monitoring (on a three-year basis) and recertification of maintenance of the quality mark by means of measurable indicators;
- actions raising awareness of enterprises for the adoption of gender equality policies;
- pilot application of the award of the quality mark for gender equality;
- development of an integrated system of education/awareness raising of the human resources with a view to gender equality and elimination of obstacles;
- issuance of a good practices guidebook on gender equality in enterprises, evaluation of the implementation of gender equality practices in the workplace.

***3<sup>d</sup> Project: Integrated Actions for the promotion of unemployed women to employment with emphasis on the reduction of occupational segregation***

The Project aims at activating unemployed women for their (re)integration in the labour market, as well as at the prevention of unemployment. Its basic targets are as follows:

- creation of jobs for benefited unemployed women by the activation of the local bodies;
- support of unemployed benefited persons by providing specialized employment counselling;
- encouragement and development of the entrepreneurial spirit and support of the benefited persons for their entry into the business field and special programs;
- promotion of women to employment programs with emphasis on under-represented occupations.

The project seeks to **benefit 7,000 unemployed women** throughout the country. Some of the actions of the project are the following:

- training of unemployed women in specialities that will derive from the mapping, and upgrading of the knowledge of and skills in new technologies, green economy and social innovation;
- enhancement of women's employment through placements in enterprises and subsidized programs of the Manpower Employment Organization;
- undertaking of business initiatives through the subsidy by the Manpower Employment Organization or other body. Every female self-employed professional is given the opportunity to run her own business within her house;
- information of the local society and mobilization of productive bodies, women's organizations, occupational associations, chambers and social partners, about the targets of the project.

The project will be implemented through a package of cohesive and mutually complementary actions for enhancement of women's employment at a local level. The local partnerships shall be entered into by bodies involved in matters of counselling on employment and female entrepreneurship (e.g. women's associations, chambers, occupational associations, networks of female entrepreneurs, local government organization, etc.).

***4<sup>th</sup> Project: Actions for the development of social awareness on gender equality issues in employment***

The Project aims at informing and raising awareness of the public about the role of the two sexes in the family and at work and includes actions for the effective management of diversity and elimination of occupational segregation based on sex. The benefited persons are women throughout the country with emphasis on unemployed women.

The actions involve the information and awareness raising of the general public about issues of segregation based on sex. An integrated program will be developed to raise awareness of the public about the occupational segregation, pay inequalities against women in the workplace, reduction of gender inequality at home and within the family, as well as the promotion of women to under-represented occupations.

### **Operational Program “Public Administration Reform 2007-2013”**

In the framework of this Operational Program, the Project “Design and implementation of special training programs for the human resources of public administration and local government” has been designed by the General Secretariat for Gender Equality and is to be implemented by the National Centre for Public Administration, in the context of the scheme “Awareness and training schemes for the entire public administration and local government in gender equality issues”.

The scheme aims at the design and implementation of special training programs for public administration and local government officers with a view to (a) the adoption of gender mainstreaming on a horizontal basis during policy development; and (b) the implementation of positive measures in favour of women for promotion of gender equality. The content of the programs will be specified by group of trainees, pursuant to the particular aspects of the gender equality policies as well as the powers and functions of the Public Administration bodies. More specifically:

#### **1. Training of social labour inspectors – employees of the Labour Inspectorate**

The labour inspectors of the Labour Inspectorate (SEPE), in the context of their powers:

(a) deal with complaints related to the application of law “*Implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation*” and immediately inform the Greek Ombudsman; they also have to submit to the latter the findings of actions falling within his competence;

(b) since they are agencies of the Ministry of Labour and Social Security, they have to provide every information and data referring to implementation matters of this law, to the trade unions and workers individually;

(c) have to send to the Ministry of Labour and Social Security all information related to the compliance with the principle of equal treatment of men and women in the workplace.

In addition, according to the law, all Labour Inspectorates include a non-independent Gender Equality Office, whose powers are as follows: information of and cooperation with the Greek Ombudsman; information of the Ministry of Labour and Social Security on issues dealt with in this law; cooperation among the Ministry of Labour and Social Security, the Ombudsman and the General Secretariat for Gender Equality for the information of and implementation by the Social Labour Inspectors of the regulations contained in the said law. To this end, the relevant statistical data are kept by gender.

According to the above, Social Labour Inspectors’ training in gender equality issues is crucial for the improvement of the services they provide to the citizens and the enhancement of their inspection, conciliatory and information work.

This training concerns all Social Labour Inspectors (453 persons throughout the country) in issues of equal opportunities and equal treatment of men and women in matters of employment and occupation with emphasis on: the inspections; the conciliatory process; the updating and information; the cooperation with the other competent agencies, that is, the Greek Ombudsman, the General

Secretariat for Gender Equality and the executive agencies of the Ministry of Labour and Social Security; and the Labour Inspectors' continuous education and further training.

The targets of the training are as follows: awareness of the Social Labour Inspectors on gender equality issues; acquisition of specialized knowledge; acquisition of skills in handling gender equality issues at work; establishment of a communication network among the competent agencies; and gender mainstreaming in Labour Inspectors' continuous education.

### **Social Dialogue**

According to the updated Protocol of Cooperation of the General Secretariat for Gender Equality with the Network of Corporate Social Responsibility (March 2011), the General Secretariat for Gender Equality encourages the enterprises to develop, on the one hand, positive actions in favour of women, so that they acquire leading positions and, on the other hand, policies which contribute to the reconciliation of professional and family duties of working men and women. The Cooperation Protocol provides for the establishment of a Gender Equality Award for enterprises as well as a reward for Network members that implement gender equality policies.

In the framework of the Operational Program "Public Administration Reform" and the Priority Axis "Strengthening of gender equality policies in the whole range of Public Action", Operations have been included and are being implemented for the "Promotion and enhancement of women's participation in representation bodies of trade unions" by the General Secretariat for Gender Equality in cooperation with the social partners.

The aim of the Operations, which consist of horizontal and special actions of the aforementioned social partners, as representative trade unions, is the support and enhancement of the opportunities of women employed in the private and public sectors, entrepreneurs, self-employed professionals, female traders, manufacturers and farmers, the upgrading of their skills and knowledge, as well as their personal strengthening and support, so as to promote and ensure their active participation in posts of responsibility in trade unions of all levels.

The actions being implemented are as follows:

- actions for the further training and strengthening of women;
- creation of a Structure within the headquarters of the tertiary organizations, with a view to supporting Women's Secretariat of trade unions. The Structure provides for the operation of a telephone line that supports women who belong to professional categories represented by the specific trade unions, and provides information on labour, social security, retirement rights as well as other information;
- actions of trade union networking and cooperation development through transnational meetings for exchange of know-how and good practices;
- organization of one-day awareness raising meetings for trade union officers, men and women, and elected members in the Boards of Directors of the trade unions of all levels.

### **Question 3 – Statistical data**

The employment rate in Greece increased from 45.5% in 2000 to 52.7% in 2009, that is, by 7.7 percentage points. In 2010 the employment rate of women decreased by 1% due to the economic crisis in our country. In contrast with the increase of women's employment during the said decade, the employment rate of men declined by 2.6% from 78.8% in 2000 to 76.2% in 2010.

### Employment rate (age group 20-64)

Greece	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010
Total	61.9	61.5	62.5	63.6	64.0	64.6	65.7	66.0	66.5	65.8	64.0
Men	78.8	78.3	78.7	79.6	79.5	79.8	80.3	80.4	80.4	78.8	76.2
Women	45.5	45.1	46.6	47.9	48.8	49.6	51.2	51.6	52.5	52.7	51.7

*Source: Hellenic Statistical Authority*

The following tables contain detailed information concerning the implementation of the principle of equal treatment of men and women (Law 3488/2006) and parental leaves (Law 1483/1984). The number of the enterprises and personnel shown concerns the enterprises, in which a number of workers requested and obtained a parental leave, and not the total number of enterprises in the country.

### STATISTICAL DATA FOR 2007

**TABLE I: TOTAL NUMBER OF PERSONS EMPLOYED**

	Total number of enterprises	Total number of persons employed	Full-time employment	Part-time employment
Men		1,594,364	1,288,772	305,974
Women		946,438	682,206	263,850
Total	234,748	2,540,802	1,970,978	569,824

**TABLE II: DATA CONCERNING PARENTAL LEAVES**

	MEN		WOMEN	
	Full-time employment	Part-time employment	Full-time employment	Part-time employment
Child care leave	728	244	11,395	2,844
Child upbringing leave	154	0	9,626	2,281
Child school attendance leave	13,877	1,242	33,352	2,847
Dependants' sickness leave	221	5	1,296	110
Reduced working hours on grounds of child's disability	77	0	82	0
Single-parent family leave	98	2	431	39
Total	15,155	1,493	56,182	8,121

**TABLE III: VIOLATIONS OF LAW 3488/2006 AND LAW 1483/1984**

Type of violation	Complaints		Labour disputes		Imposition of fines – Outcome of the intervention by the agency
	Men	Women	Men	Women	
1. Dismissal during the pregnancy	-	5		7	In one case a criminal complaint was filed; in one case the labour dispute was settled; in the other cases, a session for the hearing was fixed.
2. Sexual harassment	-	1		6	In one case, the labour dispute was settled; in the other cases, a session



					for the hearing was fixed.
3. Unequal treatment	-	-		1	The labour dispute was settled.
4. Discrimination	-	-		1	The labour dispute was settled.
5. Harmful change in the working conditions	-	-		1	The labour dispute was settled.
6. Inappropriate behaviour following the announcement of pregnancy	-	-		1	A criminal complaint was filed.
7. Failure to comply with the rules regarding reduced working hours	-	1		5	The labour disputes were settled.

### **STATISTICAL DATA FOR 2008**

**TABLE I: TOTAL NUMBER OF PERSONS EMPLOYED**

	Total number of enterprises	Total number of persons employed	Full-time employment	Part-time employment
Men		2,421,242	1,862,510	559,716
Women		1,403,021	962,898	435,996
Total	274,176	3,824,263	2,825,408	995,712

**TABLE II: DATA CONCERNING PARENTAL LEAVES**

	MEN		WOMEN	
	Full-time employment	Part-time employment	Full-time employment	Part-time employment
Child care leave	467	39	11,361	2,045
Child upbringing leave	60	66	3,862	393
Child school attendance leave	8,855	270	28,870	3,589
Dependants' sickness leave	535	14	1,624	225
Reduced working hours on grounds of child's disability	64	3	179	8
Single-parent family leave	78	10	436	43
Total	10,059	402	46,332	6,313

**TABLE III: VIOLATIONS OF LAW 3488/2006 AND LAW 1483/1984**

Type of violation	Complaints		Labour disputes		Imposition of fines – Outcome of the intervention by the agency
	Men	Women	Men	Women	
1. Dismissal of a pregnant woman	-	9		9	Criminal complaints were filed; two cases were referred to the courts.
2. Sexual harassment	-	1		1	Reported to the Ombudsman.
3. Coercion to resignation due to pregnancy	-	7		7	Three cases were referred; in four cases workers were hired again.
4. Dismissal during the	0	3		3	Two cases were settled; one case is

pregnancy					pending before the civil courts.
5. Harmful change in the working conditions – insult of personality	2	6		6	Three cases following the intervention by the Agency were settled; two cases were cancelled, because the parties did not appear; in one case a complaint was filed; in one case a criminal complaint was filed; one case was referred to the courts.
6. Dismissal during the maternity leave	-	1		1	Settled.
7. Non-granting of parental leave in an enterprise	8	15		-	A criminal complaint was filed against the enterprise.
8. Difference in pay depending on the worker's appearance					A fine of 5,000 euro was imposed following an inspection of the enterprise.

### **STATISTICAL DATA FOR 2009**

**TABLE I: TOTAL NUMBER OF PERSONS EMPLOYED**

	Total number of enterprises	Total number of persons employed	Full-time employment	Part-time employment
Men		2,457,906	1,855,708	591,684
Women		1,415,542	969,585	434,912
Total	285,080	3,873,448	2,825,293	1,026,596

**TABLE II: DATA CONCERNING PARENTAL LEAVES**

	MEN		WOMEN	
	Full-time employment	Part-time employment	Full-time employment	Part-time employment
Child care leave	1,002	80	10,540	2,128
Child upbringing leave	65	128	2,760	334
Child school attendance leave	8,595	335	26,036	3,134
Dependants' sickness leave	527	8	1,502	199
Reduced working hours on grounds of child's disability	65	2	154	16
Single-parent family leave	72	18	427	32
Total	10,326	571	41,419	5,843

**TABLE III: VIOLATIONS OF LAW 3488/2006 AND LAW 1483/1984**

Type of violation	Complaints		Labour disputes		Imposition of fines – Outcome of the intervention by the agency
	Men	Women	Men	Women	
1. Dismissal of a pregnant woman	-	9		9	A fine of 10,000 euro was imposed; three criminal complaints were filed;

					two labour disputes were settled; in two cases the employment relationship continued following the intervention by the agency; in one case the dispute was settled by the payment of monetary compensation to the complainant; one case is pending before the civil courts.
2. Termination of the contract during the special maternity protection leave	-	6		6	Four criminal complaints were filed with the Public Prosecutor and for one of them a fine was imposed by the Agency; two cases were reported to the Ombudsman and the Gender Equality Department of the Ministry of Employment and Social Protection.
3. The worker was not hired again after the expiry of the confinement leave	-	1		1	A fine of 5,000 euro was imposed.
4. Sexual harassment	0	1		1	It was settled as regards the economic claims of the worker and was reported to the Ombudsman.
5. Change of position, coercion to resignation	-	2		2	They were settled with the workers returning to the original jobs.
6. Harmful change in the working conditions	-	1		2	Compliance following the intervention by the agency.
7. Insult of personality	0	1		1	Referred to the courts.

## STATISTICAL DATA FOR 2010

**TABLE I: TOTAL NUMBER OF PERSONS EMPLOYED**

	Total number of enterprises	Total number of persons employed	Full-time employment	Part-time employment
Men		2,256,936	1,685,009	571,927
Women		1,278,901	848,819	430,082
Total	248,632	3,535,837	2,533,828	1,002,009

**TABLE II: DATA CONCERNING PARENTAL LEAVES**

	MEN		WOMEN	
	Full-time employment	Part-time employment	Full-time employment	Part-time employment
Child care leave	347	28	9,909	2,247
Child upbringing leave	30	10	1,731	465

Child school attendance leave	5,684	348	21,077	3,139
Dependants' sickness leave	203	11	1,094	257
Reduced working hours on grounds of child's disability	91	2	105	24
Single-parent family leave	93	1	416	44
Total	9,693	585	51,245	9,927

**TABLE III: VIOLATIONS OF LAW 3488/2006 AND LAW 1483/1984**

Type of violation	Complaints		Labour disputes		Imposition of fines – Outcome of the intervention by the agency
	Men	Women	Men	Women	
1. Dismissal of a pregnant women	-	15		15	(a) In four cases dismissed workers were hired again. (b) In two cases workers did not appear at the hearing of the labour dispute. (c) In two cases criminal complaints were filed. (d) In two cases a fine of 5,000 euro in total was imposed. Twelve of the above complaints were reported to the Ombudsman.
2. Harmful change in the working conditions of a protected mother	-	7		7	(a) Three cases were settled. (b) Two cases were referred to the courts. (c) Six cases have already been reported to the Ombudsman.
3. Beating – coercion to resignation	0	1		1	A criminal complaint was filed with the Public Prosecutor and the Ombudsman was informed thereon.
4. Sexual harassment	0	6		6	All complaints were reported to the Ombudsman.
5. Dismissal of women who have recently given birth and are breastfeeding	-	2		2	Legal action was taken – cases were reported to the Ombudsman.
6. Non-provision of work following the six-month maternity leave	-	1		2	Settled – The Ombudsman was informed thereon.
7. Maternity protection	0	3		1	(a) One worker did not appear. (b) In two cases a recommendatory report for fine imposition was issued. (c) One case was referred to the courts. The Ombudsman was informed on all complaints.
8. Non-provision of work – inappropriate behaviour	0	1		1	Settled. The complainant returned to work.

9. Refusal to grant pre-delivery leave	-	1		1	Settled. A criminal complaint was filed with the Public Prosecutor and the Ombudsman was informed thereon.
10. Complaint for discrimination on grounds of sex	0	2		2	(a) One case was settled. (b) A recommendatory report for fine imposition was issued for the second case. Both cases have been reported to the Ombudsman.
11. Non-provision of work to a breastfeeding woman	-	1		1	Petition for suspension of work was filed by the worker and investigation was conducted. Reported to the Ombudsman.
12. Non-payment for work rendered and termination of the employment contract	0	1		0	Criminal complaint.
13. Non-issuance of documents for the granting of a maternity leave	0	1		1	Reported to the Ombudsman.
14. Inappropriate – abusive behaviour. Coercion to resignation	0	2		2	Settled. The Ombudsman was informed thereon.

**Additional Questions of the European Committee of Social Rights (ECSR)**

As regards the implementation of the above provisions, the persons who believe that are affected by a violation of the principle of equal opportunities or equal treatment of men and women, are entitled to appeal to the Labour Inspectorate and the Independent Authority of the Ombudsman, where a special circle for gender equality has been established and operates.

More specifically, according to article 25, the Ombudsman has been designated and operates as the competent national agency for the monitoring of implementation of the principle of equal opportunities and equal treatment of men and women in the public and private sectors, within the scope of application and according to the provisions of the aforementioned law.

Moreover, the Labour Inspectorate maintains every inspecting, conciliatory and sanctioning power within the framework of enforcement of the labour legislation, on the basis of subparagraph g, paragraph 2, article 2, Law 3996/2011 “Reform of the Labour Inspectorate, regulation of social security issues and other provisions”.

In addition, as regards the private sector, according to paragraph 10, article 25 of the above law, a special scheme of cooperation between the Independent Authority of the Ombudsman and the Labour Inspectorate has been established. In this context, the agencies of the Labour Inspectorate

have to cooperate with and inform the Ombudsman on every complaint submitted to them concerning the implementation of the provisions of Law 3896/2010. First, this information is effected by the immediate communication of the complaint to the Ombudsman, while, at the same time, a relevant investigation is conducted. Then, the findings of the investigation are forwarded to the Ombudsman, who maintains the power to carry out an investigation and submit his own findings for the imposition of sanctions. In this case, the findings of the Independent Authority are of increased importance and are seriously taken into consideration for the final actions to be taken by the Labour Inspectorate.

Furthermore, in respect of the imposition of obligations stipulated by paragraph 1, article 17, Directive 2006/54/EC, according to article 22 of the above law, every person who considers himself/herself wronged by non-compliance with the provisions of this law, even after the relationship, in which the discrimination is alleged to have occurred, has ended, shall be entitled to legal protection and to appeal to the competent administrative authorities, including the mediation procedures referred to in article 25 of this law. The exercise of such rights shall not affect the time limits for bringing the prescribed judicial or administrative actions.