



HELLENIC REPUBLIC
MINISTRY OF LABOUR AND SOCIAL SECURITY

Second National Report
on Article 3§4 and Article 19§12
of the Revised European Social Charter

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Second National Report on Article 3 § 4 and Article 19 § 12 of the Revised European Social Charter

Article 3 § 4 R.ESC

The right to safe and healthy working conditions

Progressive development of occupational health services for all workers with essentially preventive and advisory functions

As elaborated in our country's first report on the situation in law and practice in respect of Article 3§4 R.ESC, the legislative framework of occupational safety and health, as codified in 2025 and in force, consists of the following categories of instruments:

- «general» instruments {for example Labour Code (KED) (P.D. 62/2025, A' 121),Part A' 3rd Book, which codified the Code of Laws on Occupational Health and Safety (Law 3850/2010 KNYAE) (A'84)} that apply to all private and public sector enterprises, irrespective of activity sector, and to any worker employed by an employer under any employment relationship, including interns and apprentices and,
- «specific» instruments that regulate occupational safety and health issues regarding specific cases or activity sectors.

The purpose of the above legislative framework is the implementation of measures promoting occupational safety and health. To this end, it includes general principles on the prevention of occupational hazards and protection of workers' health and safety, elimination of risk factors that may lead to occupational accidents or diseases, information, consultation, balanced participation and training of workers and of their representatives as well as rules for the implementation of these general principles.

The main pillar of the above-mentioned institutional framework is the legal concept of the employer's liability who has the duty to ensure the health and safety of workers in every aspect related to work, and to take all the necessary measures to protect the health and safety of third parties (article 533, para. 1, Labour Code).

The provision of protection and prevention services is among main employer obligations, which are provided by both national and EU law on occupational safety and health. More specifically, employers have the obligation to use the services of a safety technician and a labour physician (where applicable). The current legislative framework enables the employer to choose the way to organise these services. More specifically, the employer may either assign the relevant duties to workers of the enterprise or establish an Internal Agency for Protection and Prevention (ESYPP) or assign duties to persons outside

the enterprise or conclude a contract with an External Agency for Protection and Prevention (EXYPP) or even choose a combination of the above-mentioned possibilities.

In general, in enterprises with more than 50 workers, and in specific enterprises with a high-risk work environment (even if these enterprises employ one worker) where specific provisions apply, such as those related to exposure to carcinogens (P.D. 399/1994, article 14, para. 1), biological agents (P.D. 120/2020, article 14, para. 1), asbestos (P.D. 212/2006, article 17, para. 1) lead and its ionic compounds (P.D. 94/87), Temporary Employment Agencies (Labour Code, Article 126, para. 2, case a), employers must use the services of a labour physician who will carry out health surveillance of workers, as provided by article 498 of the Labour Code.

Articles 507 and 508 of Labour Code define the competences of the labour physician. More specifically, paragraphs 2, 3, 4 and 5 of Article 508, as amended by article 35 of Law 5239/2025 (A'178), stipulate the following:

“2. The labour physician supervises the implementation of measures for the protection of workers’ health and the prevention of accidents. To this end he/she shall:

- a) inspect workplaces at regular intervals and report any failures, propose measures to address these failures and oversee the implementation of those measures,*
- b) explain the need for the proper use of individual protection measures,*
- c) examine the causes of occupational diseases, analyze and assess the results of the research and propose measures to prevent these diseases,*
- d) supervise the compliance of workers with the rules of occupational safety and health, inform workers on the risks arising from their work, as well as on the ways of preventing those risks,*
- e) provide emergency treatment in case of accident or sudden illness and execute vaccination programs for workers by order of the competent directorate for hygiene at the prefecture where the enterprise is located.*

3. The labour physician has the obligation to respect medical confidentiality and business secrecy.

4. The labour physician shall immediately inform the employer in writing about workers’ work-related diseases. Copy of the above-mentioned communication shall be kept in the workers’ medical records.

5. The labour physician must be informed by the employer and the workers on any work-related factor which may have an impact on health”.

In particular, for all workers (and for enterprises exempted from the compulsory use of the labour physician’s services) article 509 of the Labour Code provides for the following:

“1. In order to ensure proper supervision and to diagnose any health damage related to occupational safety and health hazards, workers may have recourse to the labour physician of the

enterprise or to a competent National Health System (ESY) unit or to the insurance fund to which they belong, if no other specific measures are provided by legislation for their medical examination, in accordance with the insurance and health provisions in force relating to preventive medicine.

2. In case the insurance fund or the ESY unit identifies a health problem that may be related to the work environment, the competent Labour Inspection unit and the labour physician of the enterprise shall be informed of all necessary details.

3. In any case, the costs arising from the application of this article are not borne by the workers themselves”.

Moreover, it should be noted that following opinion of Workers’ Health and Safety Council (S.Y.A.E.), in which workers’ and employers’ representatives participate, article 535 of the Labour Code was amended by virtue of article 39 of Law 5239/2025 (A’178) and case [d] was added, according to which employers must offer their workers training on cardiopulmonary resuscitation (CPR) and the Heimlich maneuver as follows:

da) if an undertaking employs up to fifty (50) workers, through training video and material that are provided by the Ministry of Labour and Social Security free of charge,

db) if an undertaking employs more than fifty (50) workers, through courses by accredited first aid training providers to half of the undertaking’s employees at least every three (3) years.

Article 19 § 12

The right of migrant workers and their families to protection and assistance

To promote and facilitate, as far as practicable, the teaching of the migrant worker's mother tongue to the children of the migrant worker

In Greece, all children, including those from migrant backgrounds, have equal access to compulsory education and are enrolled in mainstream schools alongside other students, without segregation. The education system aims to ensure inclusive schooling and equal opportunities regardless of origin. Measures are in place to facilitate access to education, including enrollment based on place of residence and the provision of free transportation to and from school when required.

To support students from diverse linguistic and cultural backgrounds, Reception Classes (Zones of Educational Priority – ZEP) operate in a number of schools. These classes aim to support students with little or no knowledge of the Greek language and to facilitate their smooth integration into the education system. Additional educational support is provided through remedial teaching programmes aimed at improving learning outcomes and reducing early school leaving.

Furthermore, schools are supported by counselling and psychosocial services, including School Life Counsellors, psychologists and social workers, who contribute to the well-being and integration of students from vulnerable social groups.

Within the framework of inclusive education, one of the main objectives of the Ministry of Education, Religious Affairs and Sports is to promote intercultural and multilingual learning. Therefore, in order to ensure equal access to education for students with a refugee or migrant background, the Ministry approves the free printing and distribution of school textbooks. Additionally, a wide range of educational material and software is provided in the digital repository of the Institute of Educational Policy to support both teachers who teach refugee and migrant children and the children themselves. This material promotes a multilingual approach to the education of refugee and migrant children and is available on the following webpages:

a) <https://www2.iep.edu.gr/el/component/k2/content/50-ekpaidefsi-prosfygon>

b) <https://www2.iep.edu.gr/el/component/k2/content/195>

Moreover, in order to promote inclusive education, a series of training activities was organized within the programme entitled «Teach4Integration I & II», (<https://www.teach4integration.gr/>). This programme was implemented within the framework of a memorandum of cooperation between the Ministry of Education, Religious Affairs and Sports, the Institute of Educational Policy

(IEP), UNICEF and several Greek Universities. Its aim was to provide training programmes for teachers at all educational levels, in order to support the educational and learning integration of students with a migrant or refugee background through a multilingual approach that makes use of the students' mother tongues.

In the same context, the new digital educational platform "Teach4Inclusion" (<https://teach4inclusion.gr>) was developed as an initiative supporting teachers and schools in the inclusion of refugee children. The platform was developed through the collaboration of the Ministry of Education, Religious Affairs and Sports, the Institute of Educational Policy, the Independent Department for the Coordination and Monitoring of Refugee Education and the UNICEF Office in Greece.

This platform is addressed to teachers who teach in classes with refugee and migrant students and other vulnerable groups, providing a 30-hour Massive Open Online Course (MOOC) on inclusive education. Through 12 thematic units and 32 lessons, 280 short videos, self-assessment questions and additional supporting material, teachers receive the necessary support to gain an in-depth understanding of key issues related to inclusive education.

The thematic areas include the multilingual approach to the education of refugee and migrant children, children's rights, differentiated teaching, teaching Greek as a second language, the inclusion of refugee and migrant students with disabilities and special educational needs, as well as the fundamental principles of inclusive education.

Finally, training initiatives aimed at the professional development of teachers, who teach students with a refugee or migrant background in Reception Classes (Zones of Educational Priority – ZEP) and in Refugee Education Reception Facilities- structures that have been established for the education of these students- are being implemented. Within this framework, a multilingual approach to the educational process is achieved.