



22/3/2021

RAP/RCha/GRC/4(2021)

## **EUROPEAN SOCIAL CHARTER**

4<sup>th</sup> National Report on the implementation of the European  
Social Charter

submitted by

### **THE GOVERNMENT OF GREECE**

Follow-up to collective complaints No. 15/2003, 49/2008,  
30/2005, 65/2011, 66/2011, 72/2011, 76/2012, 77/2012,  
78/2012, 79/2012, 111/2014

Report registered by the Secretariat on

22 March 2021

**CYCLE 2021**

# 4<sup>th</sup> Greek report on the Revised European Social Charter

*Simplified Report  
Developments regarding the  
Collective Complaints against  
Greece  
(2000-2014)*

*Ministry of Labour & Social Affairs*

*February 2021*



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**1. Collective Complaints:**

**(a) 15/2003 “European Roma Rights Centre (ERRC) v. Greece” &**

**(b) 49/2008 “International Centre for the Legal Protection of Human Rights (INTERIGHTS) v. Greece”**

We inform you about the developments regarding the Municipality of Katerini<sup>1</sup> and the type of Intervention “Organized Areas for the Temporary Relocation of Special Social Groups (Complexes designed upon the principles of Social Housing and Relocation Management Teams (see 3<sup>rd</sup> Simplified Report, page 2):

The project “Temporary settlement relocation upon the standards of social housing in the Municipality of Katerini” has been inaugurated and implemented based on the 10.07.2020 Program Agreement between the donor countries of the European Economic Area Financial Mechanism and our country for funding the “Roma Inclusion and Empowerment Program<sup>2</sup>”.

The aim of the project is the construction of 56 houses for about 330 people in a settlement operating upon the social housing standards. In particular, the families that will settle have already been registered by the Municipality and various accompanying interventions have been undertaken with a view to ensuring the families’ gradual integration into the city’s social fabric.

The General Secretariat for Social Solidarity and Fight against Poverty, as a strategic partner of the Program, is in direct and stable cooperation with the Municipality of Katerini and the competent Executive Authority of the Ministry of Labour and Social Affairs and they have initiated the preparatory actions for the implementation of supporting measures in the fields of education, employment, health and social inclusion.

At the same time, actions are taken for the Roma empowerment with special emphasis given on youth and women, in order to empower them and encourage them participate equally in all stages of the project’s implementation. In this context, the establishment of a Roma Residents Association of the new settlement is planned. In addition, the settlement will operate under an internal operating regulation and will be supported by a group of people responsible for managing the area of temporary relocation along with the participation of Roma themselves.

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<sup>1</sup>Joint Ministerial Decision 30151/ΕΓ434 GG 2887/Β’/05.07.2019

<sup>2</sup> Ministerial Decision 91761/03.09.2020 GG 4027/21.09.2020/Β’



## **2. Collective Complaint 30/2005 “Marangopoulos Foundation for Human Rights (MFHR) v. Greece”**

We refer to the previous Greek report and we inform you that from the submission date of the previous Report (February 2020) to date, there are no legislative or other developments with regard to the issue under consideration.

### **I. LABOUR INSPECTORATE OF SOUTHERN GREECE**

As regards the Labour Inspectorate of Southern Greece, Department of Quarries (TEM/SENE), we would like to inform you of the following:

In 2019, fines amounting to 16,000€ and 32.000€ were imposed to the former DEI S.A., now LIGNITIKI MEGALOPOLIS S.A., due to violations of the Quarrying and Mining Works Regulation (KMLE).

### **II. Update on the data from the Public Power Corporation SA (DEI)**

#### **1.1 Recording of occupational accidents**

We would like to remind you that the DEI records all accidents and publishes annual statistics which communicates to all operational units and workers’ representatives. Apart from the internal publication of statistics, the company gives data to KPMG every year, in the context of Corporate Social Responsibility (CSR). The CSR results are published at the website of DEI [<https://www.dei.gr/el/i-dei/etairiki-koinwniki-euthuni>].

**3. Collective Complaint 65/2001 “General federation of employees of the National Electric Power Corporation (GENOP-DEI) / Confederation of the Greek Civil Servants’ Trade Unions (ADEDY) v. Greece”**

We refer to the previous (3<sup>rd</sup> Simplified) Greek Report and would like to inform you that from the submission of the previous Report (February 2020) up to date, there are no legislative or other developments with regard to the issue under consideration (i.e. *reasonable period of notice before dismissal*).

#### 4. Collective Complaint 66/2011 “General federation of employees of the National Electric Power Corporation (GENOP-DEI) / Confederation of the Greek Civil Servants’ Trade Unions (ADEDY) v. Greece”

##### Developments regarding article 4§1

As a follow up to the information given in the previous Report (3<sup>rd</sup> Simplified Greek Report), we would like to inform you of the following:

On 24.2.2020, by virtue of Ministerial Decision No.9328/Δ1.3326/24.2.2020 (ADA: 690M46MTAK-KΣ1) a tripartite consultations coordinating committee was established on article 103 of Law 4172/2013 (O.G. A’ 167/23-07-2013), while its members were appointed for the initiation of procedure for the current year.

However, prior to finalizing the first stage of the minimum wage setting process on 31.3.2020, and, following Emergency Law dated 11.3.2020 «Urgent measures to address the adverse effects of COVID-19 pandemic and the need to limit its spread» (O.G. A’55/11-03-2020), the situation, not only of the Greek economy and labour market, but throughout the whole world, has changed dramatically for the worst due to the pandemic. As a result, this process was interrupted before the finalization of the first stage (31.3.2020), since till the adoption of the above mentioned Emergency Law (11.3.2020) all bodies did not meet their obligation to prepare and submit the relevant report under article 103, para.3 of Law4172/2013.

During this first stage only the following bodies responded: the Bank of Greece, the Hellenic Statistical Authority, the Foundation for Economic and Industrial Research (IOBE), the Center of Planning and Economic Research (KEPE) and the National Institute of Labour and Human Resources (EIEAD), yet they were based on data from the ELSTAT for the year 2019.

It was deemed necessary therefore, to re-initiate the process in September 2020 (initially) and again in November 2020 and finally in March 2021, in order to take into consideration the new circumstances due to the pandemic all over world, but also to allow all bodies concerned to respond with updated reports. Thus, by virtue of article 2, Law4690/2020 (O.G. A’104-15/09/2020) ratifying article 14 of Emergency Law dated 1.5.2020 (O.G. A’90/01-05-2020), the re-initiation of the minimum wage setting process was set in September 2020 initially, reset in November 2020 by virtue of article 24 of Law4722/2020 (O.G. A’177/15-09-2020) and, finally, in accordance with article 110 of Law4764/2020 (O.G. A’256/23-12-2020) the re-initiation of the said process was set in **March 2021**.

##### Developments regarding articles 7§7 and 12§3

As regards protection of apprentices’ rights, please refer to our previous Report.



## 5. Collective Complaint 72/2011 “International Federation for Human Rights v. Greece”

### A. Ministry of Environment and Energy

#### **Directorate for Protection and Management of the Aquatic Environment, Department of Surface and Ground Water**

The 1<sup>st</sup> Review of the River Basin Management Plan, Water District, Eastern Central Greece establishes a Program of Measures, prepared upon the requirements and specifications of the Directive 2000/60/EC (O.G. 4673/B/2017), after which no new measures have been adopted.

Also, in the current period, the 2<sup>nd</sup> Review of the River Basin Management Plan is expected during which the Program of Measures implementation will be evaluated, reviewed and revised.

#### **Coordination Office for the Remediation of Environmental Damage (SYGAPEZ)**

The Coordination Office for the Remediation of Environmental Damage which is part of the Inspectorate for Environment, Energy Building and Mining of the Ministry of Environment and Energy:

- continues to monitor the implementation of a pilot project for the underground aquifer restoration, inside a metal industry field in Oinofyta, Boeotia Prefecture (Asopos Catchment Basin), due to a groundwater pollution with hexavalent chromium (Cr+6).
- monitors the implementation of rehabilitation measures in cases subject to an environmental liability status, in accordance with the 148/2009 Presidential Decree, in collaboration with the relevant Decentralized Administration of Central Greece-Thessaly (Regional Committee for the Remediation of Environmental Damage of Central Greece).

#### **Southern Greece Inspectorate -Department of Environmental Inspection**

In accordance with the Statute of the Ministry of Environment and Energy, the area of Boeotia and Eastern Attica Prefecture in the vicinity of the Asopos River falls under the territorial jurisdiction of the Environmental Inspection Department of Southern Greece Inspectorate. The latter within the area of its competence conducts inspections by priority, depending on available resources- either routine inspections on the basis of the National Inspections Plan or extraordinary ones triggered by various incidents.

The Environmental Inspection Department in 2019 conducted on-the-spot inspections in four (4) activities located in the area adjacent to the Asopos River, for compliance with the current environmental legislation and the approved environmental terms. These inspections revealed violations in two (2) activities, for which Certifications of Violations were issued and sent to the competent Prosecutor for investigation of any criminal liability. At the same time, the competent service suggested the imposition of administrative sanctions (fine).

An on-the-spot inspection was also performed on ten (10) activities which dispose their waste waters in the Asopos River, for sampling and verification of compliance with emission limit values laid down in Annex B to the No.20488/2010 Joint Ministerial Decision. The results obtained from those random checks showed that two (2) activities had

exceeded emission limit values and thus they were included in the scheduling of regular inspections for this year.

In 2020, five (5) regular inspections were conducted in activities located in the area, while a relative number of samplings have not been scheduled due to the measures taken to combat the pandemic.

With a view to increasing human resources of the Environmental Inspectorate, within 2020, four (4) new employees have been posted as Environmental Inspectors.

### **B. Ministry of Health**

#### **Directorate of Public Health and Environmental Hygiene (Department of Environmental Health Management)**

We would also like to inform you that on 23/12/2020 the new Directive (EU) 2020/2184 of the European Parliament and the Council of 16 December 2020 on the quality of water intended for human consumption was issued. The deadline for the Directive's transposition into national law is 12/1/2023.

In Part B of Annex I to the (b) relative ("Chemical Parameters"), the parametric value of the (total) chromium was set at 25mg/l. In accordance with the said Directive, this value is to be reached on 12 January 2036 at the latest.

### **C. Decentralized Administration Of Thessaly - Sterea Ellada**

The Directorate for Environment & Spatial Planning of the Decentralized Administration of Thessaly- Sterea Ellada within its scope of competence has adopted decisions on Environmental Terms Approval related to industrial activities which dispose their wastewater in the Asopos catchment basin in accordance with the provisions of the No. 20488/2010 (OG B'749) Joint Ministerial Decision "Establishing Environmental Quality Standards for the Asopos River and Industrial wastewater emission limit values for the Asopos Catchment Basin".

### **D. Region of Sterea Ellada**

The Region of Sterea Ellada has taken the following actions:

**A.** The Department of Health Control and Environmental Hygiene, Region of Boeotia has been systematically and constantly monitoring the quality of drinking water since 2004, within its capabilities, for the entire Prefecture of Boeotia and in particular for the areas close to Asopos River. In cooperation with the competent authorities for water supply to Local Self Government Agencies, the said Department has intervened whenever it was required in order to take remedial action and address health risks with a view to protecting and ensuring Public Health.

In line with Circular No.ΔΥΓ2/64340/2011, hexavalent chromium concentrations in drinking water are also monitored and recorded.



All the relevant results of conducted sampling checks are posted on the website of the Region of Sterea Ellada Environmental Observatory<sup>3</sup>, so that consumers may have free access to adequate and updated information on the quality of water for human consumption in their areas.

According to the results of laboratory checks conducted by the said Authority, nothing indicates that the limit values of chemical parameters<sup>4</sup> are exceeded. They show that the microbiological parameters are only occasionally exceeded, a problem that is addressed by systematic chlorination, cleaning of collection containers, etc.

**B.** According to inspections conducted till today in the area of Asopos River (Oinofyta and Schimatari), in the context of enterprise licensing, all units that used underground wastewater disposal systems have now complied with the law and none of them is disposing its wastewater to an impermeable or absorbent well.

JMD No.20488/19-05-2010 (O.G.749/B/31-05-2010) “Establishing Environmental Quality Standards for the Asopos River and Industrial wastewater emission limit values for the Asopos River Catchment Basin” has been adopted and applies, according to which strict quality limit values are specified both for Asopos River as well as for industrial wastewater emissions in the area. In any case, the Decisions on Environmental Terms Approval and the additional terms set in the context of licensing projects of Category B, set relevant limits that now must be in line with the environmental Management Plan objectives (good status in all surface water and groundwater).

In the event of industries that do not comply with the above mentioned JMD, or operate in violation of the environmental terms relating to waste treatment, the competent authority, following proposal made by the relevant inspection mechanisms (Environmental Quality Inspection Teams - KEPPE, Special Environmental Inspectors' Service - EYEP etc) adopted decisions regarding the temporary cessation of their activities or closure of the undertakings.

Today all industries have complied with the provisions of JMD No.20448/2010, either by improving their wastewater treatment systems or by changing their wastewater management method. Nevertheless, the Region of Sterea Ellada, through the Boeotia KEPPE, systematically carries out inspections on industries located in the Asopos River area and applies the law when violations are identified, i.e., it either imposes a fine or proposes to the licensing authority the temporary cessation of activities or closure of the undertaking.

Moreover, the Region of Sterea Ellada:

- Has undertaken initiatives and implements projects in order to solve the problem of waste treatment in general, either by constructing a central unit or by means of any other relevant project it may choose, account taking the relevant studies.

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<sup>3</sup> <https://pste.gov.gr/exipni-periferia/paratiritirio-perivallontos/>

<sup>4</sup> As these are defined by JMD No. Γ1(δ) οικ. 67322/6-9-2017

- Has taken all adequate measures for the rehabilitation of disturbed ecosystem, including inter alia the Presidential Decree under article 23 of Law 1650/1986, that provides for special environmental aid zones and production activities development zones, by including environmental recovery, through the special program for Asopos River pollution response, also in the Regional Framework for Spatial Planning and Sustainable Development «Approving Revision of Regional Spatial Framework for the Region of Sterea Ellada and its Environmental Approval» (O.G. 299/ΑΑΠ/2018).

C. In addition to the above it has to be noted that the Region of Sterea Ellada, under the supervision and in cooperation with the Directorate General for Regional and Urban Policy of the European Commission, DGREGIO, is implementing the plan for «Asopos Integrated Territorial Investment (ITI)», which provides, inter alia, for the development of an Industrial Park, the decontamination of Asopos River and the development of infrastructure for the environmental compliance of undertakings (biological treatment plant, sewerage and water supply networks, etc).

More specifically, **the following actions are carried out** by the Directorates of the Region of Sterea Ellada:

**(i) Intervention study on the improvement of provincial road construction to facilitate access to the remediation business park and improve road safety.**

This action refers to interventions concerning the improvement of provincial road construction, aiming at facilitating access to the Remediation Business Park together with improving road safety in the broader area of its development. In particular, provision is made for interventions at several parts of the area's road network of a total of 5.9 kilometers.

More specifically:

**A.** At the part of the provincial road linking Oinoi and Agios Thomas which is located inside the park, i.e., from PATHE (Patras-Athens-Thessaloniki-Evzoni) motorway service road till the Asopos River bridge, having a length of 4,5 kilometers and

**B.** At the part of road linking Tanagra and Oinofyta, which is located inside the park, of a total of 1.4 kilometers length.

The abovementioned interventions aim at improving the geometric characteristics of the above mentioned parts of road network so that they might become a modern road axis having 12.00 meters width.

**(ii) Asopos Riverbed Delimitation, Flood Prevention and other necessary river engineering works (using environmental friendly materials and technologies) and Restoration of the natural riverbed, on the one hand, as a hydro-geological element and, on the other, as an ecosystem.**

This Action refers to the rehabilitation of areas where illegal pipe outlets are located and uncontrolled discharges are made in the greater area of Asopos River, based on survey results conducted by the National Technical University of Athens, inspection results carried out by the Environmental Quality Team's (KEPPE) Special Environmental Agency (EYEP), as well as the implementation of a pilot program on the rehabilitation of



groundwater at the plot of ELVAL-CHALKOR SA aluminum industry, since the heavy metal concentration levels detected exceed the limit values set by groundwater legislation.

More specifically, after recording the pipes that discharge in Asopos River and preparing the discharge areas' "Rehabilitation Plan" at the Functional Area of Interventions of the Asopos River Catchment Basin Integrated Territorial Investment, the Region of Sterea Ellada, through the present action, will rehabilitate the areas that will be designated and through Action A-3 will monitor, measure and evaluate the results and consequences of the said Action. Moreover, the following actions are also included: (a) delimitation and other necessary engineering works for the Asopos Riverbed, using environmental friendly materials and technologies, (b) restoration of the natural riverbed, on the one hand as a hydro-geological element and on the other as an ecosystem.

The following interventions are provided for, inter alia:

- Delimitation of the Asopos Riverbed at a length of 10 kilometers in the said area.
- Asopos riverbed restoration works through widening, construction of dikes, protective structures with gabion baskets, etc.

The Region of Sterea Ellada has awarded the contract dated 04/12/2017 for the preparation of a study that will lead to the required licenses and the contract documents concerning Asopos Riverbed delimitation and engineering works at a length of 10 kilometers in the said area.

**(iii) Actions and Measures to Control Soil and Groundwater Pollution, including containment and protective actions, remediation and rehabilitation of water bodies and ecosystems in the Functional Area of Intervention Area of the Asopos Catchment Basin Integrated Territorial Investment.**

It refers to actions and measures to control soil and groundwater pollution, including containment and protective actions, remediation and rehabilitation of water bodies and ecosystems in the Functional Area of Interventions of the Asopos Catchment Basin Integrated Territorial Investment.

The Region of Sterea Ellada has already awarded an international tender entitled "STUDY TO INVESTIGATE ASOPOS RIVER POLLUTION AND ITS REHABILITATION (SUBPROJECT 1)". The study for subproject 1 is temporarily suspended in order to award the contract for subproject 2. The contractor for the study concerning subproject 1 will supervise subproject 2 and then will use the findings of subproject 2 in order to finalize the study for subproject 1.

**(iv) Environmental Observatory**

The Region of Sterea Ellada in cooperation with the National Center for Scientific Research EKEFE DEMOKRITOS, assisted by the State General Laboratory, Livadia Service, had been studying the environmental parameters in the area of Asopos River till 2019. Today the Region of Sterea Ellada is considering sending an open call for tender in order to make use of the results obtained by the operation of the observatory till today and their correlation with the health of local residents.



**(v) Remediation Business Park at Oinofyta, Boeotia**

According to Law 4605/2019, the Informal Industrial Concentration area of Oinofyta has been classified as an area that needs environmental and functional remediation. Hence, according to the provisions of the law, the Business Park Development Company (EANEP) at Oinofyta-Asopos was established (9/2019). Its Management Board is chaired by the Governor of the Region of Sterea Ellada and it takes the required actions in accordance with the provided schedule, for the remediation of the Informal Industrial Concentration.

The said Company in October 2020, following tendering procedures, awarded the preparation of studies in order to submit approval request for the development of a Remediation Business Park in the Informal Industrial Concentration area of Oinofyta.

The development of a Remediation Business Park is included in the measures taken to address environmental and development issues relating to the Informal Industrial Concentration area of Oinofyta, based on studies that will be prepared, which include the following:

- Preliminary road design of the Remediation Business Park (technical planning study)
- Functional design of infrastructure (water supply networks, wastewater and rainwater sewerage, wastewater treatment plant, etc.)
- Environmental Impact Assessment
- Technical and economic feasibility study
- Draft rules of procedure for the Remediation Business Park

The full dossier with all the above information relating to the request for the development of a Remediation Business Park will be submitted by the Business Park Development Company at Oinofyta-Asopos till 1/5/2021 at the General Secretariat for Industry of the Ministry of Development and Investments, as provided for by the Law.

**E. Municipality of Tanagra**

As regards the quality of drinking water, water supply in the entire administrative region of the Municipality is undertaken by the Athens Water Supply and Sewerage Company (EYDAP S.A.). Water quality is subject to continuous tests, exceeding those set by legislation. The results are available on the official website of the Municipality, sent to the Municipal Units' offices, whereas citizens as well are informed by any other means deemed appropriate. In addition, the Department of Environment and Civil Protection of the Municipality already from the year 2017 and before the issuance of the No.Γ1δ/67322 (GG 3282/19-9-2017) Joint Ministerial Decision, has included in all drinking water analysis the measurement of total chromium and hexavalent chromium emissions, although there is practically no cause for concern arising from the water source.

As concerns the water intended for agricultural use, there are no recent data leading to firm conclusions. According to a research conducted by the Coordination Office for the Remediation of Environmental Damage (SYGAPEZ), via a number of exploratory drillings, the pollution is largely detected in the upper aquifer, i.e. at shallow water sampling points. Finally, the Department of Environment and Civil protection of the Municipality estimates

that the local salinization problems observed are due to anthropogenic and not geological causes.

The most recent samplings in the Asopos river surface water took place on 11/8/2017, 13/6/2018, 22/11/2018 and 30/10/2019, while within the current year another sampling will take place. The results of the year 2019 show that the problem at the Mailis location is resolved. Specifically, while concentrations at the Mailis pipeline were high, possibly due to the rainwater flow that has dissolved buried toxic waste, at a point downstream concentrations of chromium (total and hexavalent) were low. This indicates that the location's pollution is no longer diffused throughout the natural recipient. Elsewhere in the Asopos river, concentrations in chromium and organic load have been detected at intervals outside the limit values, a fact however that was not observed in 2019 measurement. The Department of Environment and Civil Protection of the Municipality estimates that the reason for these high concentrations is the non continuous release of pollutant loads. The Municipality of Tanagra, via the competent Department of Environment, extensively informs the jointly responsible bodies (Ministry of Environment, Decentralized Administration of Thessaly, Central Greece, Region of Central Greece) both for the results of the tests in the Asopos surface water and in pipelines discharging into it, as well as for the scientific conclusions resulting from the above measurements.

The Department of Environment of the Municipality of Tanagra continues to cooperate with SYGAPEZ for the current program, whereas in the future, it will cooperate with the bodies, Universities and researchers carrying out similar studies and operations of environmental interest.

The Municipality of Tanagra in cooperation with the Region of Central Greece has submitted a request for funding to the Operational Program Central Greece 2014-2020 of the Asopos Catchment Basin Integrated Territorial Investment (ITI). The completion of the above action which consists of several sub-programs (as presented above) is expected to solve the region's environmental problem.

The Municipality of Tanagra recognizes the importance of enhancing the competent inspection bodies for carrying out environmental checks and inspections with scientific staff in order to optimally cover the companies operating in the area and disseminate the inspection results.

Finally, the Municipality of Tanagra, via the competent Department of Environment, examines in the first phase and then forwards any complaints filed by residents on environmental issues and generally takes appropriate action on a case-by-case basis to address the problems that arise.

**6. Collective Complaints:**

- (a) 76/2012 *“Federation of IKA-ETAM pensioners v. Greece”*,
- (b) 77/2012 *“Panhellenic Federation of Public Service Pensioners v. Greece”*,
- (c) 78/2012 *“Pensioners’ Union of the Athens-Piraeus Electric Railways (ISAP) v. Greece”*,
- (d) 79/2012 *“Panhellenic Federation of Pensioners of the Public Electricity Corporation (POS-DEH) v. Greece”*,
- (e) 80/2012 *“Pensioners’ Union of the Agricultural Bank of Greece (ATE) v. Greece”*

We remind you that, given the fact that the European Committee of Social Rights, in accordance with the Findings 2018, has postponed its conclusion on Article 12§3 of the European Social Charter, in the context of the collective complaints under consideration until the adoption of a decision on collective complaint 165/2018 PAP-OTE v. Greece, the Greek Government reserves the right to re-express its position upon the adoption of a decision by the European Committee of Social Rights on the most recent complaint 165/2018.



## 7. Collective Complaint 111/2014 “General Confederation of Greek Workers (GSEE) v. Greece”

Developments regarding article 1§2 (The right to work – protect the right of the worker to earn his living in an occupation) & and article 4§1 (The right to a fair remuneration – decent standard of living) (See also CC 66/2011)

The National General Labour Collective Agreement of year 2020 “Temporal extension of validity of the National General Labour Collective Agreement 2018 under Registration Number 1/9.1.2020 of the Ministry of Labour and Social Affairs, is valid from 1.1.2020 to 31.12.2020, in accordance with article 6 thereof.

**As regards article 1 para.2 of the ESC:** By virtue of article 59 of law 4635/2019 “Invest in Greece and other provisions” (O.G. A' 167/30-10-2019), paragraph 11 of Law 3899/2010 (O.G. A' 212/17-12-2010), as in force, is replaced as follows: “11. If additional work beyond the agreed one is needed, the workers are obliged to provide it, if they are able to do so and their refusal would be contrary to good faith.

**If work is provided beyond the agreed one, the part-time employee is entitled to a corresponding remuneration with an increase of 12% on the agreed remuneration for each additional working hour provided.** The part-time employee may refuse to provide work beyond the agreed one, when this additional work occurs on a usual basis. In any case, this additional work may be carried out at the latest until the completion of the full daily working hours of the comparable employee.”

**As regards article 4 para.1 of the ESC:** We refer to those mentioned for article 4§1 of the CC66/2011.

Developments as regards Article 2§1 (The right to just conditions of work)

We refer to the previous relevant Greek Report (3<sup>rd</sup> *Simplified Greek Report on the Implementation of the ESC*), as there has been no change in the provisions concerning working time limits.

Developments as regards Article 4§4 (Right to a fair remuneration-reasonable period of notice for termination of employment) 65/2011

We refer to CC65/2011-no change has occurred.

Developments as regards Article 7§5 (The right of children and young persons to protection – the right of young workers to a fair wage)

We refer to the previous relevant Greek Report (3<sup>rd</sup> *Simplified Greek Report on the Implementation of the ESC*).

Developments as regards Article 7§7 (The right of children and young persons to protection-entitlement to annual holiday with pay)

We refer to the previous relevant Greek Report (*3<sup>rd</sup> Simplified Greek Report on the Implementation of the ESC*).

Developments as regards Article 3 of the Additional Protocol (Right to take part in the determination and improvement of the working conditions and working environment)

We refer to the previous relevant Greek Report (*3<sup>rd</sup> Simplified Greek Report on the Implementation of the ESC*).



