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## **EUROPEAN SOCIAL CHARTER**

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

submitted by

## **THE GOVERNMENT OF GREECE**

(Article 1, 9, 10, 15, 18 and  
Article 1 of the 1988 Additional Protocol)

for the period 01/01/2011 – 31/12/2014

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**CYCLE XXI-1 (2016)**



# 26<sup>th</sup> Greek Report on the European Social Charter

## **Article 1**

*The right to work*

## **Article 9**

*The right to vocational guidance*

## **Article 10**

*The right to vocational training*

## **Article 15**

*The right of physically or mentally disabled persons to vocational training, rehabilitation and social resettlement*

## **Article 18**

*The right to engage in a gainful occupation in the territory of other Contracting Parties*

## **Article 1 of the 1988 Additional Protocol**

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

*Period of Reference*

*01/01/2011 – 31/12/2014*

March 2016

Ministry of Labour,  
Social Security & Social Solidarity

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## Article 1 – The right to work

### Paragraph 1 – Policies towards full employment

#### **A. EMPLOYMENT PROGRAMMES**

Regarding the negative conclusion of the European Committee of Social Rights (ECSR) for insufficient policies to achieve full employment and taking into account the general economic situation in Greece, we would like to inform you that the Ministry of Labour, Social Security and Social Solidarity implements, through the Greek Manpower Employment Organisation (OAED), a series of integrated interventions and Actions aimed at containing unemployment, retaining existing jobs, creating new jobs, integrating young persons and vulnerable groups in the labour market, undertaking entrepreneurial initiatives and supporting industries particularly affected by the impact of the financial crisis.

Such interventions specialize in key priorities, setting distinct goals and results, while strongly characterized by the element of synergies between them. The major intervention areas of the Actions relating to supporting employment and proper functioning of the labour market are:

- Reinforcement of Active Employment Policies,
- Implementation of job creation and training Actions in specialized production sectors of the economy (e.g. tourism, construction),
- Equal opportunities for men and women in employment
- Supporting vulnerable and frail population groups at risk of poverty, by enhancing their integration in a society of equal opportunities (e.g. CMC)
- Exploiting new, dynamic sectors of the economy, e.g. green professions.

During the 2007 - 2013 programming period, the Ministry of Labour has utilised to the maximum the funds of the European Social Fund (ESF), through the implementation of the Operational Programme entitled «Human Resources Development". Active policy programmes implemented are mostly targeted in terms of age groups, levels of education, the needs of unemployed persons, while, in some cases, emphasis was given on sectoral and geographical targeting. Specifically, the following were applied:

1. *Subsidy Programme for **800 Young Self - Employed** unemployed persons with disabilities (AMEA), detoxified from addictive substances, and ex - prisoners and Subsidy Programme for **50 jobs** for the Ergonomic Arrangement of Working Space for Persons with Disabilities (AMEA).* The forecast **expenditure** for the application of this measure is **22,55 million Euros** and is covered by the budget of the OAED and the State budget for Persons with Disabilities.

2. *Business subsidy programme to hire persons in a disadvantageous and severely disadvantageous position, for **1.000 beneficiaries**.* Persons in a disadvantageous position are those who:

- either during the last six months before their nomination had worked for more than one (1) month full - time (i.e. 25 social security days), at a normally paid work, or

- are graduates of compulsory education who did not complete secondary education or did not attend vocational training, or
- are aged 50+, or
- are heads of single - parent families.

Individuals in a very disadvantageous position are those who have a valid unemployment card for at least 24 months.

The programme has duration of up to 12 or from 12 to 24 months in the case of hiring an employed person in a severely disadvantageous position. The amount of the subsidy corresponds to 55% of the real gross monthly remuneration and on the employer's social security contributions, with a maximum amount of 24euros for day - labourers and 600euros for employed persons. This programme is funded by the ESF and national funds, and its maximum total expenditure amounts to 8 million Euros.

**3. "Business subsidy programme for hiring 10.000 beneficiaries** of the Actions entitled «Local employment plans, tailored to the needs of local labour markets" and "Local social integration Actions for vulnerable groups", on a full time employment basis. They are implemented in regions highly affected by the economic crisis and focus on job creation through the mobilization of local actors. The total duration of the programme is set to four (4) months.

The company is funded for each person falling under the programme from the date of his/her hiring:

- with the amount of 15euros a day, for employed persons aged under 25
- with the amount of 18euros a day for workers aged 25+ and not for more than 25 social security days per month. The subsidy amount covers part of wage costs.

The maximum total cost of the programme is 17 million Euros, co-financed by the ESF and national funds.

**4. Business subsidy programme to hire 10.000 unemployed persons, aged 30 to 66.** Beneficiaries are all private sector companies and employers, engaged in economic activities. The programme includes companies that have not, during the quarter preceding the date of the application for inclusion in the programme, reduced staff because of employment contract termination.

Beneficiaries are unemployed persons aged 30 - 66, who have a valid unemployment card, have completed the standard form for individualized approach and have agreed on an individual action plan. The subsidy for each day of full employment for beneficiaries amounts to 18euros a day and may not exceed 25 social security days per month. The total duration of the programme is set at twelve (12) months. The maximum total cost of the programme amounts to 54 million Euros, co-financed by the EU and the Greek State.

**5. "Job retention programme, with a subsidy of employer's social security contributions, for businesses** that due to their location, are affected in their operation by

the Thessaloniki METRO construction projects". The programme's duration is eighteen (18) months.

**6. Subsidy programme for 6.000 young self-employed persons (NEE) - Young Scientists** aged up to 34, entitled "*Young Self - Employed Programme - Young Scientists for the Year 2009*".

**7. Subsidy programme for 4.500 young self-employed persons, aged 22 - 64**, for the year 2009, in which the 1.500 jobs were reserved for unemployed young persons, aged 22 - 32, entitled *Programme for Young Self - Employed Persons for the Year 2009*.

**8. Subsidy programmes for social security contributions to retain jobs and encourage employment.**

*i. Special two - year employment promotion programme, subsidising social security contributions **to hire 25.000 unemployed persons**<sup>1</sup>:* with a total budget of 170 million Euros, the programme is aimed at private enterprises, with priority to those employing up to 50 persons on the date of expression of interest for inclusion in the programme, particularly those active in innovative sectors, such as the green economy. The programme aims **to create new jobs** by subsidizing part of wage and non - wage costs, corresponding to the amount of social security contributions, as an incentive to hire 25.000 unemployed persons, **full or part time**.

The duration of the subsidy is set to twenty - four (24) months while, upon termination of the subsidy, the companies undertake to retain staff for twelve (12) more months.

The amount of the subsidy for ordinary unemployed persons is 80% for the first year and 60% for the second, on the monthly social security contributions of the employed person and the employer, for all main and auxiliary social security sectors of the Social Insurance Institution - Single Social Security Fund for Employees (IKA-ETAM). There is also a specific provision for special groups of unemployed persons (unemployed persons close to retirement, long - term unemployed women aged 45+ and unemployed women aged 50+, large families, families with three children and single - parent families). In this case, the subsidy remains at 80% of the monthly social security contributions of the employed person and the employer, for both years.

*ii. Special four - year employment promotion programme with a subsidy of social security*

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<sup>1</sup> Joint Ministerial Decision no.6248/244/31-3-2012 (Official Gazette of the Hellenic Government, vol. B', issue no.364) as amended and in force by Joint Ministerial Decisions no.21492/858 /27-10-2010 (O.G.B'/1771) and no.1194/70/21-1-2011 (O.G.B'/118)

contributions **to hire 40.000 unemployed persons**<sup>2</sup> the aim is to create new jobs by subsidizing part of wage and non - wage costs, corresponding to the amount of social security contributions.

An incentive is given to employers to hire unemployed persons aged up to 30 and unemployed persons belonging to special groups. In particular, the subsidy amount for the special groups of unemployed persons is calculated at an increased rate relative to ordinary unemployed persons, as follows: 100% of monthly social security contributions (employers and unemployed persons) for the first and second years and 50% for the third and fourth years, while for ordinary unemployed persons the subsidy amount corresponds to 100% for the first year, 75% for the second, 50% for the third and 25% for the fourth years.

The duration of the subsidy is 48 months, while, upon termination of the subsidy businesses undertake to retain their staff for another 12 months.

#### 9. Job retention programmes

The basic programme involved **the subsidy of 160.000 full - time jobs, by subsidising the employers' social security contributions** to retain at least 320.000 jobs in private sector companies and, generally, employers<sup>3</sup>.

A company could participate in the programme for 50% of the staff employed on the date submitting the application for inclusion in the programme and for one (1) up to thirty (30) members of its staff at a maximum, on condition that it retains at least an equal number of non - subsidized employed persons to the number of subsidised ones, throughout the programme period, i.e. for eighteen (18) months. In order for a company to be included in the programme, it should not have reduced staff during the three months preceding the application for inclusion in the programme.

**10. To reinforce the tourism industry** the following programmes are implemented to expand the tourism season and retain jobs:

- *Business subsidy programme for hiring unemployed young persons included in the "Labour market entry voucher for unemployed young persons aged up to 29" or the "Labour market entry voucher for unemployed young persons aged up to 29 in the tourism sector"*<sup>4</sup>.

The programme aims **to create 4.000 new dependent full - time jobs**. The beneficiaries are private enterprises that will employ, on a **dependent employment relationship, the beneficiaries of the above programmes (voucher)**.

The **subsidy**, for each full - time employment day of the beneficiaries, amounts to 15euros a day for employed persons aged under 25 and to the amount of 18euros a day for

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<sup>2</sup> Joint Ministerial Decision 6251/245/31 - 3 - 2010 (O.G. vol. B', issue no. 364) as amended and in force by Joint Ministerial Decisions under nos.21445/856/27 - 10 - 2010 (O.G. vol. B', issue no.1771) and 1195/71/21 - 1 - 2011 (O.G. vol. B', issue no.119).

<sup>3</sup> Joint Ministerial Decision 26139/987 /12 - 1 - 2011 (O.G. vol. B' issue no.72)

<sup>4</sup> Joint Ministerial Decision 42343/598 /9.12.2013 (O.G. vol. B', issue no.3144) as amended by the Joint Ministerial Decision under no.7482/180 /10.3.2014 (O.G. vol. B', issue no.617) and the Public Call of the OAED (27.12.2013) to private enterprises under no. 8/2013.

employed persons aged 25+, and for up to 25 social security days per month. The total **duration of the programme is set at six (6) months** and includes businesses that have not reduced their staff during the in-service traineeship period for the beneficiaries and until the date of the application for inclusion in this programme was filed. The budget amounts to 10,2 million Euros and is co-funded by the ESF and national funds.

- *Retaining jobs in hotel businesses operated seasonally, for the years 2012 - 2013*<sup>5</sup>

The aim is to retain jobs in hotel businesses operated seasonally, during the winter season, from November to February. The programme is implemented as provided for in Article 8 of Law 1545/85 (O.G.A/91/ 20.5.85), according to which the OAED may subsidize hotel businesses operating seasonally, provided they continue to employ workers during the period of limited activity. The subsidy amount is set to be equal to the daily unemployment allowance applying during prolongation and to which the hotel employee is entitled for each working day during prolongation, with a maximum of 25 days a month and 100 days for the entire prolongation. The programme was repeated for the year 2013 - 2014. The expenditure is charged to the budget of the OAED and amounts to 600.000euros.

- *Job retention programme for **10.000 jobs**, subsidising part of the employers' social security contributions in hotel businesses operating throughout the year:* part of the wage cost is subsidized, corresponding to 40% of the social security contributions burdening the employer (employer's social security contributions) for a period of twelve months.

#### **11. Programmes addressed to young registered unemployed persons:**

Given the urgent need to tackle youth unemployment, a comprehensive operational **Action Plan** was prepared in January 2013 for **targeted interventions to enhance employment and youth entrepreneurship**, with a focus on promoting targeted development policies and measures of youth employment and entrepreneurship for the age groups 15 - 24 and 25 - 35. Under the said Plan, the following were implemented, inter alia:

- *Business subsidy programme to hire unemployed persons - graduates of higher educational institutes of the university and technological fields, aged up to 35.* As soon as the **5.000 allocated jobs** were filled, an **additional 2.200 jobs** were announced and filled (O.G.B'/2053/ 23.8.2013).

- *Youth Entrepreneurship with a focus on innovation* (O.G.B'/3194/2013)

Aimed at **2.000 unemployed young persons** aged 18 - 35 who have a valid unemployment card and have benefited from the individualized intervention procedure in the Public Employment Services. The programme aims to promote unemployed young persons into employment through the economic support of business initiatives, with an emphasis on innovation (energy saving technologies, incorporating green technologies, total waste / sewage management systems, digital technologies, etc..). Beneficiaries are financed with 10.000euros for undertaking entrepreneurial initiatives and priority is given to those who will develop an activity that requires their active employment and presence in

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<sup>5</sup> Joint Ministerial Decision no.24405/518/29.11.2012 (O.G. vol. B', issue no.3211)

industries and sectors of the economy that incorporate innovation. The budgeted expenditure amounts to 20 million Euros. During the programme, integrated Young Self - Employed Persons also complete a mentoring programme to support their entrepreneurial initiative.

- *Labour market entry voucher for unemployed young persons aged up to 29<sup>6</sup>*

The programme is aimed at unemployed young persons aged 18 - 29, graduates of the University and Technological Sectors of Higher Education Institutes, as well as graduates of compulsory, secondary and post - secondary education and registered in the OAED unemployment registers. Overall, the beneficiaries amounted to **35.000**, of which 15.000 are graduates of University and Technological Sectors of Higher Education Institutes and 20.000 graduates of compulsory, secondary and post - secondary education.

The Action aims at expanding opportunities for the entry of young unemployed persons into the labour market, through theoretical training and in-service traineeship under real working conditions, potentially leading to their placement in jobs in the private sector. The labour market entry voucher incorporates a specific economic value, with the sole purpose of exchanging it with services offered by certified training providers.

Each trainee participating in a training programme (theoretical training and in-service traineeship) receives a training allowance. In addition, according to Article 87 of Law 3996/2011, he/she is insured in the sickness branch of the Social Insurance Foundation and the training provider covers the contribution corresponding to 6,45% of the allowance per beneficiary.

The training allowance includes:

- a. a **theoretical training allowance** totalling **400euros** (including statutory deductions) for both university / technological education institute graduates and secondary and post - secondary education graduates (the theoretical training lasts 80 hours) and,
- b. **in-service traineeship allowance** amounting to **2.300euros** for university graduates and **2.000euros** for secondary education graduates (in-service traineeship may have a duration of 500 hours, but cannot be longer than 5 months).

The economic value of the **labour market entry voucher** is **1.100euros** and corresponds to beneficiaries receiving training, mentoring and support services on the part of the training providers.

Regarding the duration of the subsidy, each training programme includes theoretical training lasting 80 hours in total, in horizontal and specialized skills, as well as in-service traineeships in businesses for 500 hours, but no longer than 5 months.

- *Labour market entry voucher for unemployed young persons in the tourism sector, aged up to 29*

The aim is to achieve a structured path for the entry of unemployed young persons into the

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<sup>6</sup> Call no.1/2013 of the Ministry of Labour, Social Security and Social Solidarity, Secretariat General: Administration of Community and Other Funds, Special Service: Implementation of Co - Funded Actions of the European Social Fund.

labour market, aged 18 to 29, which potentially leads to placing them in jobs in businesses directly or indirectly serving tourism. Overall the beneficiaries amount to **10.000** persons, of which 2.000 are university / technical education institute graduates and 8.000 secondary and post - secondary graduates. In the context of the Action a comprehensive package of interventions was implemented, including:

- a theoretical training programme of 80 hours
- in-service traineeships in businesses directly or indirectly serving tourism, of 500 hours, which shall not exceed five months.
- support and mentoring services to trainees.

The total budget for the Action amounts to 39 million Euros. The economic value of the **labour market entry voucher** amounts to **1.100euros**, which corresponds to providing training (theoretical training and in-service traineeship), mentoring and support services to the beneficiaries on the part of the training providers.

The training allowance (theoretical training allowance and in-service traineeship) amounts to: (a) 2.700euros for the group of beneficiaries "unemployed young persons aged up to 29, graduates of the University and Technological Sectors of Higher Education Institutes", (b) 2.400euros for the group of beneficiaries "unemployed young persons aged 18 to 29, graduates of compulsory, secondary and post - secondary education".

- *Youth Employment Initiative / Youth Guarantee*

Based on the Council Recommendation to Member States with respect to introducing the "Youth Guarantee» programme, the Ministry of Labour submitted to the European Commission the **National Youth Guarantee Action Plan** (December 2013) and an updated Action Plan (May 2014).

The Youth Guarantee programme is funded by the Youth Employment Initiative, with a budget amounting to 170 million Euros (and a corresponding equivalent amount from the ESF) and addresses **young persons aged 15 - 24**, who are unemployed and do not participate in any education or training round. These are «NEET» (not in employment, education or training), a group including unemployed and "inactive" young persons in this age group.

The Directorate of Employment of the Ministry of Labour has been appointed the **public authority** responsible for the Youth Employment Initiative and the Youth Guarantee programme as well as the coordination at all levels, assisted by the OAED.

**Within 2014** Actions started being implemented for the 2014 - 2020 programming period / Operational Programme entitled «Human Resources Development, Education and Lifelong Learning 2014 - 2020":

- **Labour market entry voucher for young persons, aged 18 - 24, in the private sector, to gain work experience, for 12.000 beneficiaries.**

The Action aims at achieving a structured path of entry of unemployed young persons into the labour market, which potentially leads to placing them in jobs in the private sector. In the context of the Action, a comprehensive package of interventions is implemented, including:

- For "Young persons aged 18 - 24, graduates of University and Technological Sectors of

Higher Education Institutes”: theoretical training programme for 80 hours and in-service traineeships in the private sector, with a total duration of 420 hours, in two stages.

- For "Young persons aged 18 - 24, graduates of compulsory, secondary and post - secondary education”: theoretical training programme of 120 hours and in-service traineeship in the private sector, with a total duration of 380 hours.

The total budget of the Action amounts to 43,2 million Euros.

- **Labour market entry voucher for young persons aged 25 - 29, to gain work experience in the private sector, for 30.000 beneficiaries**

The aim is to expand opportunities for the entry of young unemployed persons into the labour market, through theoretical training and in-service traineeships, which potentially leads to placing them in jobs in the private sector.

The Action ensures the necessary conditions for integrating young persons into the labour market through the acquisition and improvement of their knowledge, in parallel with theoretical training and in-service traineeship in real work environment and adapting knowledge to the real needs of the production process.

The labour market entry voucher integrates an economic value of 1.080euros, corresponding to providing to beneficiaries training, mentoring and support services. In case of converting the trainee’s in-service traineeship to a dependent full - time employment contract, for more than six months, the amount will be increased accordingly.

The training allowance (theoretical training allowance and in-service traineeship allowance) amounts to: a) 2.550euros for university / technical education institute graduates and b) 2.280euros for graduates of secondary and post - secondary education.

The total budget of the Action amounts to 108 million Euros.

- **Work experience programme for new labour market entrants, aged 16 - 24<sup>7</sup> (under Law 3833/2010).**

In order to facilitate the integration of young persons aged up to 24 in the labour market, a programme for work experience is implemented, for **5.000 unemployed persons** aged 16 - 24, new entrants in the labour market, in the private sector and private employers. The programme is aimed at subsidizing social security contributions, while it provides for a possible continuation of the subsidy for an additional twelve (12) months, if the work experience contract is converted into an employment contract.

Under the programme, employers concluding work experience contracts with unemployed persons aged 16 - 24, lasting up to 12 months, pay the newly hired 80% of the minimum basic salary or day-wage, insure them in the pension, illness and occupational risk sectors of the Social Security Institute - Unified Insurance Fund for Employees (IKA-ETAM) and are subsidized with regard to social security contributions by the OAED. In addition, after the work experience contract, it is possible to continue collecting the subsidy, if the work experience contract is converted into an employment contract for a further period of

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<sup>7</sup> Joint Ministerial Decision 13251/531 /15 - 10 - 2010 (O.G. vol. B’, issue no.1655) as amended and in force by the Joint Ministerial Decisions under nos.25602/974 / 21.1.2011 (O.G. vol. B’, issue no. 118) and 4984/169 /2 - 5 - 2012 (O.G. vol. B’, issue no. 1474).

12 months.

12. **Programmes for registered older unemployed persons**

- *Business subsidy programme for first and second degree local self-government authorities (Municipalities and Regions) for the employment **of 5.000 unemployed persons**, aged 55 - 64<sup>8</sup>.*

The programme addresses companies of local self-government authorities and aims to create 5.000 jobs for unemployed persons aged 55 - 64<sup>9</sup>.

Furthermore, Article 66 of Law 3996/2011 (O.G.A'/170), provided for workers aged 55 - 64, whose employment contract was terminated, the right to self - insurance, on condition that they remain unemployed. The employer was obliged to participate in the self - insurance cost with up to 80%, while the OAED covered the other self - insurance costs.

- *Private business subsidy programme for the employment **of 2.500 unemployed persons** who are close to retirement. The programme is funded by the Employment and Vocational Training Account Sector / Manpower Employment Organization [LAEK/ OAED] (from 28/1/2008 until the budget is exhausted).*

13. **Community Service Programmes**

Community service programmes are implemented in order to improve the economic situation of unemployed persons, to support vulnerable social groups effectively, to meet the social needs and to enhance the services provided to citizens. Unemployed persons are employed full - time for a period of five (5) months in Municipalities, Regions and other public services, under Law 4152/2013 (O.G.A'/107).

The OAED covers the salary costs of the beneficiaries hired by the Supervising Body under the community service programme, as well as the social security contributions (employer - employed person). Specifically, for each beneficiary, wage cost corresponds to: a) 19,6euros per day and no more than 490euros per month, for unemployed persons aged 25+, and b) 17,1euros per day and no more than 427euros per month for unemployed persons aged under 25. In addition, non - wage costs corresponding to the social security contributions of the employed person and the employer [Social Insurance Institute - Unified Insurance Fund for Employees (IKA-ETAM), mixed insurance of Unified Auxiliary Insurance Fund (ETEA)] is an eligible expenditure, which for unemployed persons aged 25+ does not exceed 258,00euros and for unemployed persons under 25 225,00Euros.

Implementation is effected by integrating the Actions in the Operational Programmes entitled "Human Resources Development", "Administrative Reform", "Education and Lifelong Learning" and "Digital Convergence".

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<sup>8</sup> Joint Ministerial Decision no.4589/182 /9-11-2011 (O.G.B'/ 2639)

<sup>9</sup> According to Article 74, paragraph 5 of Law 3863/2010 (O.G. A'/ issue no.115), as amended by the provisions of Law 3996/2011 (O.G. A'/ issue no.170), and Law 3852/2010 (O.G. A'/ issue no.87) for the employment of former workers aged 55 - 64 and long - term unemployed persons aged 55 - 64.

For 2013 - 2014, based on the Joint Ministerial Decision no.3.24641/ 3.1574/ 26.8.2013 (O.G. vol. B'/ issue no.2091) entitled «**Promoting employment through community service programmes**» calls have been published to unemployed persons in the registered registers of the OAED to file applications for participating in the preparation of the unemployed persons ranking list for the promotion of employment through community service programmes in Supervising Bodies:

- a. The Public Call of the OAED under no.4/2013 for **10.000** full - time jobs for university - technical - secondary - compulsory education graduates in Public Administration and Local Self-Government bodies. The budget amounts to 35 million Euros.
- b. The Public Call of the OAED under no.5/2013 for **27.948** full - time jobs for university - technical - secondary - compulsory education graduates in Public Administration and Local Self-Government bodies. The budget amounts to 105 million Euros.
- c. The Public Call of the OAED under no.6/2013 for **7.400** full - time jobs, university - technical - secondary - compulsory education graduates, in primary and secondary education divisions. The budget amounts to 36.189.568,91 Euros.
- d. The Public Call of the OAED under no.7/2013 for **4413** full - time jobs, for university - technical - secondary education graduates in Regions of the country. The budget amounts to 15.442.500 Euros.

14. **Other programmes:**

- Local Integrated Programme for **680 unemployed persons** in nine businesses in the Prefecture of Thessaloniki.
- Local Integrated Programme for the Prefecture of Kastoria, regarding actions on employment, self - employment, acquisition of work experience, job retention and training activities.
- Special Integrated Intervention Programme for 800 previously employed persons from seven companies that have closed down.

**B. STATISTICS**

**A. GDP growth rate** - for the period up to 2014

As seen from the table below, Greece went through a prolonged period of economic contraction, with a cumulative decline in GDP of over 25% in the period 2008 - 2013. However, **2014 marked the return of economic activity to positive growth** rates, according to data of the Hellenic Statistical Authority.

(% Change)	2008	2009	2010	2011	2012	2013	2014
GDP prices of reference year 2010	- 0,4	- 4,4	- 5,4	- 8,9	- 6,6	- 3,9	0,8

Source: Hellenic Statistical Authority.

**B. Employment Rate [Employment Rate]**

The cost of recession is important in terms of jobs, as between 2008 and 2014 1,07 million

jobs were lost (reduction of employment by 23,3% during that period, ages 15+), according to data from Eurostat.

The employment rate in Greece, as well as that for the EU - 28 (average) and the euro area is provided below by age group and gender.

### B1. Employment rate for the age group 20 - 64 - %

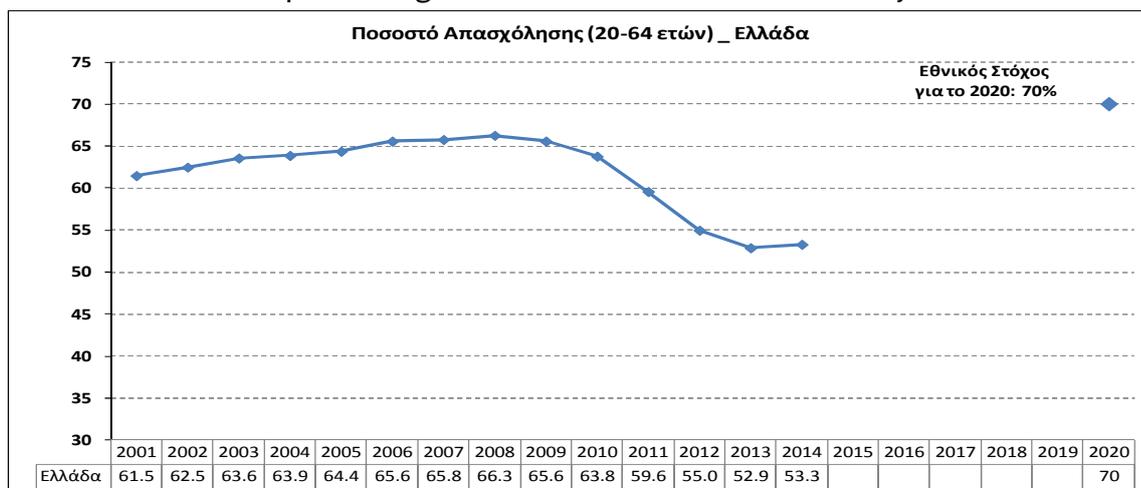
The employment rate (aged 20 - 64), has slightly improved in 2014 to 53,3% compared to 2013 (which stood at 52,9%). The employment rate (aged 20 - 64) in 2014 falls short of the national target (70%) set for 2020, in the context of the European Strategy Europe 2020, by 16,7 percentage points.

Total	2008	2009	2010	2011	2012	2013	2014
EU-28	70,3	68,9	68,6	68,6	68,4	68,4	69,2
Eurozone (19)	70,2	68,8	68,4	68,4	68,0	67,7	68,2
<b>GREECE</b>	66,3	65,6	63,8	59,6	55,0	52,9	53,3
<b>Men</b>							
EU-28	77,8	75,7	75,1	75,0	74,6	74,3	75,0
Eurozone (19)	78,1	75,7	75,0	74,9	74,1	73,4	73,8
<b>GREECE</b>	80,1	78,5	76,0	70,8	65,0	62,7	62,6
<b>Women</b>							
EU-28	62,8	62,3	62,1	62,3	62,4	62,6	63,5
Eurozone (19)	62,4	61,9	61,8	62,1	62,0	62,1	62,7
<b>GREECE</b>	52,6	52,9	51,8	48,7	45,2	43,3	44,3

Source: Eurostat

Graph: Evolution over time of employment rate (aged 20 - 64) in Greece during the period 2001 - 2012, and national target for 2020 - (%)

Source: EED data processing of the Hellenic Statistical Authority.



### B2. Employment rate for the age group 15 - 24 - %

**26<sup>th</sup> Greek Report on the European Social Charter**  
Reference Period: 01/01/2011-31/12/2014

Total	2008	2009	2010	2011	2012	2013	2014
EU-28	37,2	34,8	33,8	33,4	32,6	32,2	32,5
Eurozone (19)	37,3	34,6	33,4	33,0	31,7	31,1	30,7
<b>GREECE</b>	23,5	22,8	20,1	16,1	13,0	11,8	13,3
<b>Men</b>							
EU-28	40,1	36,8	35,9	35,4	34,5	34,0	34,4
Eurozone (19)	40,3	36,7	35,4	35,0	33,6	32,8	32,5
<b>GREECE</b>	28,3	27,3	24,2	19,4	16,1	14,6	15,8
<b>Women</b>							
EU-28	34,3	32,7	31,6	31,2	30,6	30,3	30,6
Eurozone (19)	34,2	32,5	31,2	30,9	29,7	29,2	28,9
<b>GREECE</b>	18,7	18,3	16,1	12,9	10,0	9,1	10,9

Source: Eurostat

**B3. For the age group 55 - 64 - %**

Total	2008	2009	2010	2011	2012	2013	2014
EU-28	45,5	45,9	46,2	47,3	48,7	50,1	51,8
Eurozone (19)	44,4	45,1	45,8	47,1	48,6	50,0	51,8
<b>GREECE</b>	43,0	42,4	42,4	39,5	36,5	35,6	34,0
<b>Men</b>							
EU-28	54,8	54,6	54,5	55,0	56,2	57,4	58,9
Eurozone (19)	53,3	53,4	53,7	54,4	55,7	56,8	58,1
<b>GREECE</b>	59,2	57,8	56,5	52,3	47,7	46,0	44,0
<b>Women</b>							
EU-28	36,7	37,7	38,5	40,0	41,7	43,3	45,2
Eurozone (19)	35,9	37,3	38,2	40,1	42,0	43,7	45,7
<b>GREECE</b>	27,5	27,8	29,1	27,5	26,1	26,0	25,0

Source: Eurostat

**B4. For the age group 15 - 64 - %**

Total	2008	2009	2010	2011	2012	2013	2014
EU-28	65,7	64,4	64,1	64,2	64,1	64,1	64,9
Eurozone (19)	65,8	64,4	64,0	64,2	63,7	63,5	63,9
<b>GREECE</b>	61,4	60,8	59,1	55,1	50,8	48,8	49,4
<b>Men</b>							
EU-28	72,6	70,6	70,0	70,0	69,6	69,4	70,1
Eurozone (19)	73,1	70,8	70,1	70,1	69,3	68,7	69,0
<b>GREECE</b>	74,4	73,0	70,3	65,4	60,1	57,9	58,0
<b>Women</b>							
EU-28	58,8	58,3	58,2	58,4	58,6	58,8	59,6
Eurozone (19)	58,6	58,1	58,0	58,3	58,2	58,3	58,8
<b>GREECE</b>	48,6	48,9	48,0	45,0	41,7	39,9	41,1

### C. Unemployment Rate

The annual average unemployment rate decreased in 2014 by one percentage point compared to 2013, but long - term unemployment remains high.

Greece's unemployment rate as well as that of EU - 28 (average) and the euro area is provided below by age group and gender.

#### C1. Unemployment Rate for the age group 15 - 74 - %

Total	2008	2009	2010	2011	2012	2013	2014
EU-28	7,0	8,9	9,6	9,6	10,5	10,8	10,2
Eurozone (19)	7,5	9,6	10,2	10,2	11,4	11,9	11,5
<b>GREECE</b>	7,8	9,6	12,7	17,9	24,5	27,5	26,5
<b>Men</b>							
EU-28	6,6	9,0	9,6	9,6	10,4	10,8	10,1
Eurozone (19)	6,9	9,4	10,0	10,0	11,2	11,9	11,4
<b>GREECE</b>	5,1	7,0	10,1	15,2	21,6	24,5	23,7
<b>Women</b>							
EU-28	7,5	8,9	9,6	9,7	10,5	10,8	10,2
Eurozone (19)	8,3	9,7	10,3	10,4	11,5	12,0	11,6
<b>GREECE</b>	11,5	13,3	16,4	21,5	28,2	31,4	30,2

Source: Eurostat

Long - term unemployed persons account for 73,5% of all unemployed persons in 2014 versus 67,1% in 2013 (aged 15+). This percentage is the highest among EU Member States, while employability chances decrease as the duration of unemployment increases (due to the risk of skills obsolescence).

#### C2. Unemployment Rate for the age group 15 - 24 - %

From the data analysis per age group it emerges that the highest unemployment rate is noticed among young persons aged 15 - 24.

Since the beginning of 2013, a decrease is noticed in the unemployment rate of young persons (15 - 24). In 2014, youth unemployment rate stood at 52,4%, i.e. lower than in 2013 when it was 58,3%. The number of unemployed persons aged 15 - 24 fell by 12,7% in 2014 compared to 2013, the number of employed persons rose by 10,8% over the same period, while the workforce fell by 2,9% in 2014 compared to 2013. Young unemployed persons amounted to 160.400 in 2014 on average [compared to 183.600 in 2013], accounting to 12,6% of the total number of unemployed persons in 2014 [compared to 13,8% in 2013].

Please note that young persons in Greece show low participation rates in the labour market, which is attributed in part to the fact that they do not combine studies with work. Unemployed persons aged 25 - 29 constitute 17,5% of the total unemployed persons in 2014 (compared to 18,5% in 2013), while those aged 30 - 44 42,4% (compared to 42% in 2013).

### Unemployment Rate for the age group 15 - 24 - %

Total	2008	2009	2010	2011	2012	2013	2014
EU-28	15,6	19,9	21,0	21,5	23,1	23,5	21,9
Eurozone (19)	15,5	20,1	20,9	21,0	23,3	24,0	23,3
<b>GREECE</b>	21,9	25,7	33,0	44,7	55,3	58,3	52,4
<b>Men</b>							
EU-28	15,7	21,0	21,8	22,1	23,7	24,1	22,6
Eurozone (19)	15,3	20,9	21,4	21,2	23,6	24,3	23,7
<b>GREECE</b>	16,9	19,5	26,8	38,8	48,5	53,8	47,4
<b>Women</b>							
EU-28	15,6	18,7	20,2	20,9	22,3	22,7	21,2
Eurozone (19)	15,9	19,1	20,3	20,8	22,9	23,6	22,9
<b>GREECE</b>	28,3	33,3	40,3	51,6	63,1	63,8	58,1

Source: Eurostat

### C3. Unemployment Rate for the age group 55 - 64 - %

Total	2008	2009	2010	2011	2012	2013	2014
EU-28	5,1	6,3	6,9	6,8	7,4	7,7	7,3
Eurozone (19)	5,9	7,0	7,5	7,4	8,1	8,5	8,3
<b>GREECE</b>	3,2	4,6	6,2	8,4	13,5	16,2	17,2
<b>Men</b>							
EU-28	5,1	6,5	7,4	7,4	7,9	8,3	7,9
Eurozone (19)	5,6	7,0	7,8	7,7	8,5	9,1	9,0
<b>GREECE</b>	2,9	4,1	6,1	8,6	13,6	16,4	17,7
<b>Women</b>							
EU-28	5,1	5,9	6,2	6,1	6,7	6,9	6,7
Eurozone (19)	6,2	7,0	7,1	7,0	7,5	7,7	7,6
<b>GREECE</b>	3,9	5,5	6,5	8,1	13,1	15,9	16,4

Source: Eurostat

### D. Employment status [employed persons per occupational status]

As seen from the table below, paid work constitutes 64% of total employment in 2014 [2.264.400 persons on average].

Regarding other categories of employed persons, the self - employed without staff constitute 24,9% of total employment in 2014 (the number of employed persons in this category decreased by 1,3% year-on-year in 2014), the self - employed with staff 6,3% of total employment (reduction in the number of employed persons by 4,3% in 2014 year-on-year), while assistants in family businesses account for 4,7% of total employment (reduction in the number of assistants in family businesses by 3,3% in 2014 compared to 2013 or a 39% reduction in the period 2008 - 2014 due to the termination of operation of small family businesses).

Employed persons (in thousands) aged 15+, by post in the profession	2011		2012		2013		2014	
<b>TOTAL</b>	<b>4.054,4</b>		<b>3.695,0</b>		<b>3.513,2</b>		<b>3.536,3</b>	
Self-employed persons with staff	310,6	7,7%	260,7	7,1%	233,8	6,7%	223,8	6,3%
Self-employed persons without staff	935,6	23,1%	908,0	24,6%	894,0	25,4%	882,0	24,9%
Salaried staff (on a salary or day-wage)	2.586,4	63,8%	2.341,0	63,4%	2.213,7	63,0%	2.264,4	64,0%
Assistants in the family business	221,7	5,5%	185,3	5,0%	171,8	4,9%	166,1	4,7%

Source: Hellenic Statistical Authority.

### Self Employed Persons - Women and Men as a percentage of total

Self-employed persons with staff + Self-employed persons without staff							
GREECE	2008	2009	2010	2011	2012	2013	2014
Total	1.343,2	1.340,9	1.314,0	1.246,2	1.168,7	1.127,8	1.105,8
Women	28,5%	28,7%	29,8%	30,6%	30,9%	31,1%	31,3%
Men	71,5%	71,3%	70,2%	69,4%	69,1%	68,9%	68,7%
EU-28							
Women	30,3%	30,5%	30,6%	30,8%	31,1%	31,3%	31,5%
Men	69,7%	69,5%	69,4%	69,2%	68,9%	68,7%	68,5%
Eurozone (19)							
Women	30,5%	30,5%	30,6%	30,7%	31,2%	31,4%	31,8%
Men	69,5%	69,5%	69,4%	69,3%	68,8%	68,6%	68,2%

Source: Eurostat

### III. ADDITIONAL QUESTIONS FROM THE ECSR

1. With regard to the number of beneficiaries, please see Section A for Employment Programmes.

#### 2. Assessment of the effectiveness of the Programmes

Regarding the examination of programme effectiveness, the National Centre for Social Research (EKKE) was assigned the external assessment of all the factors and fields of the Programme entitled «Labour market entry voucher», i.e. of the beneficiary trainees - beneficiaries of a labour market entry voucher and all other stakeholders (trainers, scientific and administrative support staff). They assessed the design, implementation and results of the Programme on key dimensions, such as the effectiveness and efficiency of implementation, as well as the initial impact of the programme interventions.

In particular, in May 2014 the interim report of the National Centre for Social Research on the programmes "labour market entry voucher for young persons aged 18 - 29" was

published. It considers qualitative and quantitative parameters, the effectiveness of the majority of the programmes and it documents the success or not of the programmes designed and implemented.

In May 2015, the final assessment report on the programmes followed, where the final conclusions are analysed. Also, guidelines are set out on the priorities for employment and social policies, the main priorities of the initiatives to be undertaken.

In the context of the study entitled "**Assessment of public benefit programmes funded by the Operational Programmes of the Corporate Pact for Development Framework (ESPA)**", prepared by the Economic and Industrial Research Foundation (IOBE) on behalf of the Ministry of Labour, the design, the manner and the procedures of implementation, the effectiveness and efficiency of public benefit programmes which were funded by four Operational Programmes, i.e.: "Human Resources Development", "Education and Lifelong Learning", "Administrative Reform" and "Digital Convergence" were assessed.

In particular, the object of the study is to assess the programmes of the second round with regard to their design, implementation, effectiveness and efficiency, and assess the programmes of the first round on their effectiveness / efficiency.

In February 2015, the Final Assessment Report of the Foundation for Economic and Industrial Research was published, with respect to implemented **community service** programmes. It provides a great wealth of information, the assessment's findings and critical data and observations are highlighted, which were taken into account in designing the new round of community service programmes, for the years 2014 - 2015.

### **Creation of a permanent mechanism diagnosing labour market needs**

Aiming at designing employment policies based on solid and reliable data and linking education and training systems with the labour market, the Ministry of Labour, Social Security and Social Solidarity, in partnership with the National Institute of Labour and Human Resources (EIEAD), is developing a permanent mechanism diagnosing labour market needs, with the active cooperation of competent Ministries, social partners, local government and other stakeholders, relating either to the inputs or the outputs of the system.

The work of diagnosing labour market needs is to identify the fundamental values of the labour market, identify these figures in the future and locate mismatches (labour supply and demand, occupations, spatial units, skills - capacities - knowledge) at various levels: local, regional and national, in the short, medium and long term.

To design and implement the system diagnosing labour market needs an **Action Plan** was prepared in cooperation with the social partners, which was filed with the European Commission in December 2014. The Action Plan was updated in May 2015 and the first output of the mechanism was **produced** by the National Institute of Labour and Human Resources in June 2015.

**Paragraph 2 – Prohibition of discrimination in employment and prohibition of forced labour**

**1. Negative Conclusion of the ECSR on the duration of alternative service**

We refer to the previous relevant Greek report and specifically to the changes in legislation introduced on the duration of alternative service by Law 3883/2010. Furthermore, we refer to Conclusions XX - 1 (2012) of the ECSR, which state that *"the ECSR considers that (the changes in Greek legislation) bring the situation in conformity with the European Social Charter, but notes that these changes occurred outside the reference period"*.

**2. Negative Conclusion of the ECSR on the restrictions on access of third-country nationals to public sector jobs**

We refer to the previous reports of the Hellenic Government, as there has been no change on the access of third - country nationals to public sector jobs during the reference period.

We would like to reiterate that, according to a number of provisions (Law 2085/1992, Law 2413/1996, Law 1397/1983) it is allowed to appoint or hire third - country nationals in the public administration, as teachers in teaching posts, as musicians in Greek classical music orchestras, as medical staff in hospitals (under certain conditions, such as the knowledge of the Greek language).

In addition, under a specific provision (Article 21 of Law 2190/1994), of horizontal application, which concerns the entire Greek public administration (State, public law legal entities, local self-government authorities a and b), third - country nationals are allowed to have access to all areas of public administration, without the requirement of Greek nationality, when it comes to staff hired on a fixed - term private employment relationship, to run programmes or projects financed or subsidized by international organizations or research programmes or technical assistance programmes or to fulfil liabilities arising from contracts with international organizations, as well as cope with seasonal or other periodic or temporary needs.

**3. Additional questions of the ECSR**

i. Under Article 2 "Tasks and responsibilities - Audit and supportive Action" of the Law 3996/2011 (O.G.A/170/5.8.2011) entitled "Reformation of the Labour Inspectorate, regulating Social Security issues and other provisions", the Labour Inspectorate is, inter alia, competent to *monitor the implementation of the principle of equal treatment, regardless of racial or ethnic origin, religion or other beliefs, disability, age or sexual orientation, taking also into account the instances of multiple discrimination, according with what is specifically provided for in Article 19 of Law 3304/2005.*

In this legal framework, the Labour Inspectorate of the Ministry of Labour, Social Security and Social Solidarity, emphasizes by its actions the importance of both equal opportunities and equal treatment of men and women in matters of work and employment, as well as any

discrimination, regardless of race or ethnic origin, age or sexual orientation, religion or belief, focusing all its actions on that direction. As such, it performs its duties **without any discrimination and regardless of the racial and social origin of the persons seeking its assistance both at a preventive stage** by providing information to employers and employed persons on the most effective means of conformity with the existing provisions, **and a repressive one, by conducting audits to affirm conformity with and enforcement of labour law rules.**

As part of the above and with regard to the question raised by the ECSR on the number of discrimination cases identified by the Labour Inspectorate, the Planning and Coordination Directorate for Labour Relations of the SEPE Headquarters has prepared a relevant table to record in detail statistics and monitor implementation of the principle of equal treatment in work and employment areas, which is filled by the Regional Labour Relations Inspectorates, so that it be promptly and continuously updated for any violations. The recording is by sector of economic activity and category of persons against whom the principle of equal treatment is violated (racial or ethnic origin, religious or other belief, disability, gender, age, sexual orientation). The Annual Activity Report of the Labour Inspectorate lists violations in implementing equal treatment in the work and employment sectors (see Annex 1).

As it can be seen in the tables attached to the Annex, most violations recorded relate to gender discrimination issues, as these are reported to a greater extent by employed persons, despite the opportunity offered by the Labour Inspectorate to file complaints for violation of the equal treatment principle, in general.

ii. For the same reason there are no additional data on the number of discrimination cases that have been brought to courts.

iii. With regard to **Romanian and Bulgarian nationals**, we point out that, as EU citizens and by virtue of the Presidential Decree 106/2007 (O.G. vol. A'/135/21.6.2007) entitled "*Freedom of movement and residence within the Greek territory of European Union citizens and their family members*", **no inequalities and discrimination in the labour market exist against them.**

Regarding Albanian and Egyptian nationals, please be advised that the Migration and Social Integration Code - Law 4251/2014 (hereinafter the "Code") establishes a comprehensive legislative framework for national immigration policy, with a clear Vocational Guidance in the field of legal immigration of third - country nationals to Greece. The existing legal framework, as formulated by the Code and the EU *acquis* on legal immigration, **guarantees full protection and respect of the fundamental rights of migrant workers, without discrimination based on their nationality.** Indeed, according to Articles 1 - 3 of Law 927/1979 and paragraph 1 of Article 16 of Law 3304/2005, **acts aimed at racial or religious discrimination** are prosecuted, as provided for in Article 21 of Law 4251/2014, **ex officio.** Specifically, the individual rights enshrined in the Code are:

- The **right to insure third - country nationals** legally residing in the country, in the **respective social insurance organizations, in accordance with the terms and conditions applicable to own nationals** (Article 21 of Law 4251/14).

- The **right** of third - country nationals, who have been granted **long - term resident status, to equal treatment with own nationals**. Furthermore, the said persons are **entitled to move and reside in other EU Member - States, with a view to paid work or self - employment, education and vocational training or as financially independent persons** (Article 97 of Law 4251/ 2014).

- The **right to a temporary stay under a special certificate** (Special Legal Residence Certificate) granted to third - country nationals for whom a suspension decision or a temporary suspension injunction have been issued by the Administrative Court for administrative acts against which they have lodged a cancellation request because of a: a) rejection of a request to issue or renew a residence permit, b) revocation of an issued residence permit and c) rejection of the request for an initial residence permit. The special certificate constitutes a temporary residence permit, has an annual period of validity, and may be renewed for an equal period each time, until a judgement is pronounced on the pending cancellation request by the Administrative Court. **It is important that it confers on the holder rights appropriate to the category to which the residence permit not renewed, revoked or not initially granted was related** (Article 25 of Law 4251/14). The Special Legal Residence Certificate is also granted to third - country nationals: (a) released from prison on a restraining order, and (b) on whom restraining orders are imposed during pre - trial stage and until trial.

- The right of third - country nationals, **family members of a third - country national, to have access to paid work – provision of services or work on the first renewal of their residence permit** (Article 75 of Law 4251/14).

- The **right of third - country nationals**, holders of a Permanent Residence Card and a Personal Residence Right to have **access to paid work – provision of services or work and professional activity** (Article 85 of Law 4251/14)

- The **right to equal treatment of third - country nationals, family members of a Greek national** (his / her spouse, regardless of nationality and their descendants, direct blood relatives, of the spouses), holding a Residence Card, Permanent Residence Card and Personal Residence Permit **with European Union citizens**, as long as they have a residence or permanent residence right (Article 85 of Law 4251/14).

It is also pointed out that **our country has concluded and implements bilateral interstate agreements in the field of migration and employment: (i) with Albania** (Law 2482/1997, Agreement on the employment of seasonal workforce between the Government of the Hellenic Republic and the Government of the Republic of Albania) with the purpose of seasonal employment so that the needs of the agricultural sector be met **and (ii) with Egypt** (Law 1453/1984 on the Ratification of the Agreement to promote bilateral cooperation in employment matters between the Government of the Hellenic Republic and the Arab Republic of Egypt) to promote bilateral cooperation on employment matters.

Finally, it is noted that by virtue of **Law 4332/2015, which amends and supplements Law 4251/2014, the provisions of Directive 2011/98/EC on the single residence permit and the provisions of Directive 2014/36/ EU on seasonal employment are now adapted into national legislation.** Directive 2011/98/EC provides for a common set of rights for third - country nationals legally residing in EU Member - States, regardless of the purpose of their initial admission, based on equal treatment with nationals, while maintaining, where applicable, specific exceptions or reservations provided by the more specific national legislation. In particular, equal treatment concerns employment terms and working conditions, the right to strike and take industrial action, education and vocational training, recognition of diplomas, certificates and other professional qualifications, social security sectors, as defined in Regulation (EC) No.883/2004, tax advantages and access to and supply of goods and services. Also, Directive 2014/36/EC guarantees the right to equal treatment of seasonal workers with workers-nationals of the host Member State, specifically as regards employment terms and working conditions, the right to strike and take industrial action and the recognition of diplomas, certificates and other professional qualifications, social security sectors, as defined in Regulation no.883/2004, tax advantages and access to and supply of goods and services, as well as the right to housing. On the latter, it is pointed out that the requirement of proving adequate accommodation, and any change thereof lies solely with the employer.

iv. Regarding employment of prisoners, please be advised that no change has occurred in the Greek legislation during the reference period and Articles 41 and 42 of the Correctional Code (Law 2776/1999) remain in force.

v. Under Law 1545/1985 entitled "National unemployment protection system and other provisions" and, in particular, Article 7 on the conditions for subsidy, the amount of unemployment allowance and statute - barring of claims: **the unemployed person who does not accept to work in a job that is offered to him/her in his/her broader professional sector** or does not accept to attend vocational training courses organised by the OAED, or other bodies cooperating with the OAED for the fast training of workforce, loses his/her claim for subsidy. **Employment in the broader professional sector** is considered that which falls in the **group of professions or specialties or works that date back to the last employment or vocational training, knowledge or experience of the insured person.** Decisions of the Minister of Labour, Social Security and Social Solidarity, issued with the opinion of the Administrative Board of the OAED, determine, in broad groups, the related professions, specialties or works that make up the broader professional sectors. Therefore, if the job offered is not part of the broader professional sector of the unemployed person and he/she refuses it, then the unemployed person does not lose his/her unemployment allowance.

vi. With regard to the question raised by the ECSR regarding whether there is legislation covering workers in a family and / or domestic environment, please be advised that, **with**

**some exceptions due to the specific nature of domestic work, there is legislation covering domestic workers.** Furthermore, it is worth mentioning that domestic workers constitute a vulnerable group of workers, who not only work, but in many cases reside in the employer's home (domestic staff), a fact which makes it difficult to distinguish between working and non - working hours, and, as a result, makes it more difficult, in general, to conform with the basic working conditions.

In particular:

From the combined provisions of article 648<sup>10</sup>, article 663 of the Civil Code, article 3/ paragraph 1b of the Royal Decree 16-7-20, article 1/ paragraph 2 of Emergency Law 539/1945, single Article/ case c' of Royal Decree 376/1971 «on extending Emergency Law 539/45 on the domestic and other staff», article 2/ paragraph 1/ case d' of Royal Decree 748/1966, article 43 of Law 1836/1989, article 8/paragraph 2 of the National General Collective Agreement dated 26/2/75, ratified by Law 133/75 and article 1/paragraph 1 of Law 1876/1990, the following emerge:

**Domestic workers** are those who, bound by a dependent employment contract, provide their services to the employer, predominantly to serve the household or personal needs of him/her, his/her family members or third persons. In other words, as domestic workers are, generally, characterized those who are not integrated into a business or undertaking, but provide dependent work primarily to serve the domestic or personal needs of the employer or the members of his/her family, services primarily related to his/her household needs, as well as his/her personal care, especially when he/she is unable to take care of himself/herself due to age or sickness<sup>11</sup>. When these workers reside and are fed in the employer's residence, they classify as **domestic household workers**.

**For domestic household workers**, because of the specialized nature of the services provided and the special circumstances under which they provide them (within the home environment, under conditions of a trusting relationship and special care for the employed person - Article 663 of the Civil Code), the special provisions regarding the employed persons' working hours, work on Sundays, holidays, at night, days off, extra work and overtime and the provisions on out-of-office movements, do not apply<sup>12</sup>. However, *the employer is obliged to make arrangements with regard to the place of residence and sleep, as well as with regard to healthcare as well as working and rest times of the domestic household*

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<sup>10</sup> Article 648 of the Civil Servants Code: under the employment contract, the employed person is obliged to provide, for a fixed term or indefinite time, his/her work to the employer he/she is to pay the agreed salary. [...]

<sup>11</sup> Supreme Court 783/2013, One-Membered Athens First Instance Court 2039/2012, One-Membered Athens First Instance Court 720/2012, Athens Court of Appeal 5241/2010, One-Membered Athens First Instance Court 362/2008, Supreme Court 1123/2007, Supreme Court 1397/2006, Supreme Court 1292 / 2004

<sup>12</sup> Supreme Court 783/2013, One-Membered Athens First Instance Court 2039/2012, One-Membered Athens First Instance Court 720/2012, One-Membered Athens First Instance Court 294/2011, Athens Court of Appeal 5241/2010, One-Membered Athens First Instance Court 362/2008, Supreme Court 1955/2007, Supreme Court 1292 / 2004, Athens Court of Appeal 1349/2004, Athens Court of Appeal 7809/2003, Piraeus Court of Appeal 667/2001, Supreme Court 964/1998, Thessaloniki Court of Appeal 1714/1998, Athens Court of Appeal 2872/1996, One-Membered Athens First Instance Court 2165/1996, Supreme Court 172/1993, Athens Court of Appeal 4793/1991, Supreme Court 645/1983, Supreme Court 644/1983

worker, in such a way as to ensure his/her health and morality, as well and the exercise of his/her religious and political duties (Article 663 of the Civil Code).

The provisions of Presidential Decree 76/2005 entitled «Modification of Presidential Decree 88/1999 on the "Minimum requirements for the organization of working hours in conformity with Directive 93/104/EC" in conformity with Directive 2000/34/EC of the European Parliament and the Council» shall not apply to domestic workers (they also excluded by Presidential Decree 88/1999). Moreover, the Directive on the organization of working hours (i.e. Directive 93/104/EC) established a legal basis to protect the health and safety of workers, resulting in the social provisions for working hours to "follow", largely, the exceptions and derogations dictated by the relevant legislation on working conditions. **According to Article 2, paragraph 1, subparagraph d of Royal Decree 748/1966, the provisions hereof "on weekly and Sunday rest - holidays" do not apply to domestic workers in general.**

The provisions on paid leave do apply, however, for domestic workers, by extending the provisions of Emergency Law 539/1945 to household domestic workers, by virtue of Royal Decree 376/1971 and Article 8, paragraph 2 of the National General Collective Agreement dated 26.2.1975. Furthermore, each employed person, along with his/her leave is entitled to holiday pay and holiday allowance (Article 3, paragraph 16 of Law 4504/1966 (O.G.A'/57). It is pointed out that the right to receive a holiday allowance is a consequence of the right to take an annual leave. They are entitled also **to compensation for termination of the employment contract** in accordance with Article 43 of Law 1836/1989<sup>13</sup>.

Regarding **remuneration of domestic workers, Law 1876/1990 applies**, which relates to all those **working on a dependent private employment relationship** with any national or foreign employer, business, undertaking or service in the private or public sectors, **including** workers in agriculture, livestock farming and related activities, as well as **domestic workers**.

**vii.** With regard to the question raised by the ECSR on whether measures have been taken to monitor legislation concerning domestic workers, we would like to point again the **difficulties involved in monitoring the enforcement of said provisions** and, consequently, in taking measures in case of violations, **due to the place where work is provided**, as **inviolability of access** applies to the employer's residence, under the Greek Constitution, which makes it impossible for the Labour Inspectorate to intervene locally. Specifically, Article 9 of the Constitution states that *"the person's home is an asylum. The private and family life of the individual is inviolable. No investigations are carried out at home, except when and as required by Action and always in the presence of representatives of the judiciary. Violators shall be punished for violating the home's asylum and for abuse of power and are*

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<sup>13</sup> One-Membered Athens First Instance Court 2039/2012, One-Membered Athens First Instance Court 720/2012, One-Membered Athens First Instance Court 294/2011, Athens Court of Appeal 5241/2010, Supreme Court 1955/2007, Supreme Court 1397/2006, Athens Court of Appeal 1349/2004, Athens Court of Appeal 7809/2003, Athens Court of Appeal 5258/2001, Piraeus Court of Appeal 667/2001, Thessaloniki Court of Appeal 1714/1998, Athens Court of Appeal 2872/1996, One-Membered Athens First Instance Court 2165/1996

obliged to fully compensate the victim, as specified by law".

However, **domestic workers have every right to appeal to the Labour Inspectorate** and report their employer for violations of labour laws. In this case, the Labour Inspectorate opens a labour dispute and either the dispute is resolved or the case is referred to the competent courts. Furthermore, the Labour Inspectorate continuously informs employed persons of this category of their rights and the obligations of employers.

viii. Regarding foreign domestic workers and their right to change employer, a new relevant legislation was introduced, whereby **if the third - country national, who works as a domestic worker**, is a holder of a valid residence permit, he/she **is entitled to change employer in case of exploitation or resignation from work** (Article 15, Law 4251/2014, O.G. vol. A'/80). The only condition set out in paragraph 4 of the said Article is that, during the validity period of the initial residence permit of the third - country national, the specialty for which the national entry visa was granted, as well as his/her insurance carrier, cannot change.

ix. On the question raised by the ECSR, concerning measures taken to ensure that employers respect the privacy of workers, in the framework of new technologies being developed, please be advised that **new relevant legislation** was introduced. The provisions introduced by Article 5 of Law 3846/2010 entitled "*Guarantees for the occupational safety and other provisions*" (O.G.A'/ 66) regulate in more detail (in relation to the provisions of the framework agreement on **teleworking**, annexed to the 2006 - 2007 National General Collective Labour Agreement), issues relating to labour relations aiming at **safeguarding the rights of persons working under this form of employment**. In particular, Article 5 of Law 3846/2010 provides the following:

"1. The employer, when concluding a **teleworking employment contract, is obliged to deliver in writing** to the employed person, within eight (8) days, **all information related to performing the work**, particularly in terms of hierarchical links with his/her heads in the business, his/her **detailed duties, the method of calculating pay, the method of measuring working hours**, the recovery of costs caused by its provision (telecommunications, equipment, damages in apparatus). If the contract contains **an agreement on tele-readiness, the time limits and the response deadlines on the part of the employed person are set out**.

2. If regular work turns into teleworking, an adjustment period of three (3) months is defined in the contract, during which any of the contracting parties, after complying with a fifteen (15) days deadline, may terminate teleworking and the employed person may return to his/her work in a post similar to the one held.

3. The employer shall bear, in any case, the costs caused to the employed person by this form of work, particularly that of telecommunications. He/she provides technical support to the employed person to provide work and undertakes to compensate the costs of repairing apparatus used for its performance or replace it in case of damage. This obligation applies as well to apparatus belonging to the employed person, unless the contract or employment

relationship provide otherwise. The contract or employment relationship defines the way of cash compensation on the part of the employer for using the household workspace of the employed person. Collective agreements also identify the particular framework for regulating the same issue.

4. the employer shall, not later than two (2) months from concluding the employment contract, inform in writing the teleworker on the person and contact details of staff representatives in the enterprise".

**Paragraph 3 – Public Employment Services**

With regard to the current legislation, we refer to the previous Greek report, noting again that **all public services in Greece are free**. In this context, **the same applies to the Public Employment Services provided by the Greek Manpower Employment Organisation (OAED)**.

**Additional Questions from the ECSR**

Regarding the operation of Public Employment Services, please find below the following figures, as collected by the competent Directorate of the OAED:

<b>1</b>	<b>Number of jobs notified to Public Employment Services</b>	52.671	OAED Data for the year 2014
<b>2</b>	<b>Number of placements within Public Employment Services</b>	1.566.139	OAED Data 2014
<b>3</b>	<b>Percentage of placements compared to the number of vacancies notified</b>	90,00%	OAED Data 2014
<b>4</b>	<b>Placements from the Public Employment Services as a percentage of total employment in the labour market</b>	3,02%	OAED and ERGANI data 2014
<b>5</b>	<b>Number of counsellors in Public Employment Services</b>	675	OAED Data for the year 2014
<b>6</b>	<b>Proportion of counsellors in Public Employment Services compared to registered unemployed persons</b>	1 to 1.501	OAED Data 2014

## Article 9 – The right to vocational guidance

### **LEGAL FRAMEWORK**

During the reference period of the present report, given the current socio-economic framework imposing institutional reforms, spending cuts and restructuring of Vocational Guidance structures, we hereby present the new relevant data.

### **Current legal framework**

- Joint Ministerial Decision no.119959/H/20.10.2011 (O.G.B'/2351) issued by the Ministers of Finance and of Education, Lifelong Learning and Religious Affairs, entitled «Merger by absorption of the Private Action Legal Entities "National Accreditation Centre for Lifelong Learning (E.K.E.PIS.)", "National Vocational Guidance Centre (EKEP)" and "National Organisation for the Certification of Qualifications (E.O.P.P.)" supervised by the Ministry of Education, Lifelong Learning and Religious Affairs», as amended by Decision no.147726/ H/ 23.12.2011 issued by the Ministers of Finance and of Education, Lifelong Learning and Religious Affairs (O.G.B'/2957) entitled «Amendment of Article 3 of the Joint Ministerial Decision no.119959 / H/ 20.10.2011 on the “Merger by absorption of Private Action Legal Entities "National Accreditation Centre for Lifelong Learning (E.K.E.PIS.)", the "National Vocational Guidance Centre (EKEP)" and the "National Organisation for the Certification of Qualifications (E.O.P.P.)" supervised by the Ministry of Education, Lifelong Learning and Religious Affairs”».
- Law 4115/2013 (O.G.A'/24/30.1.2013) establishing and operating the National Qualification and Vocational Guidance Certification Organisation (E.O.P.P.E.P.), which was merged by absorption with the National Vocational Guidance Centre (EKEP) and which continues to pursue its actions and responsibilities, as universal successor, on the basis of the Joint Ministerial Decision no.119959/20 - 10 - 2011 (O.G.B'/2351), aimed at creating a strong pillar in the field of lifelong guidance and providing information on opportunities for lifelong learning and qualification certification.
- Law 3966/2011 (O.G.A'/118/24.5.2011) which established the new private law legal entity “Educational Policy Institute”, operating since 24/2/2012 under the supervision of the Minister for Education, Lifelong Learning and Religious Affairs, which replaced the Pedagogical Institute (PI), repealed by the same Act, along with the bodies: Educational Research Centre (KEE), Teacher Training Organisation (O.EP.EK.) and Institute for the Culture of Greeks abroad and Intercultural Education (I.P.O.D.E.).
- The new legislative framework, i.e. Law 4052/2012, on the Establishment and Operation of Private Placement Agencies (IGEE) and Temporary Employment Businesses (PSC) so that they comply with Directive 2006/123 on the "Services in the internal market", which was transposed into national law by Law 3844/2010, entitled "Adaptation of the Greek legislation to Directive 2006/123 of the European Parliament and the Council on the services in the internal market and other provisions" (O.G.A'/63) and by Law 3919/2011 entitled "Principle of professional freedom, elimination of unjustified restrictions regarding access to

and exercise of professions" (O.G.A'/32).

- Law 4111/13 (O.G.A'/18/ 25.1.2013), mentioning the bodies providing Counselling and Vocational Guidance services to the private sector.
- Law 4093/12 (O.G.A'/222/ 12.11.2012 (Approval of the Medium-Term Fiscal Strategy Framework for the years 2013-2016 – Urgent measures implementing Law 4046/2012 and the Medium-Term Fiscal Strategy Framework for the years 2013 - 2016), where the conditions for granting licences to Lifelong Learning Centres, Levels 1 & 2, are mentioned
- The updated operating framework for the Counselling and Vocational Guidance Centres (Ministerial Decision no.92984/C7/10.8.2012, O.G. vol. B/2316 entitled "Determination of the institutions, the criteria and the selection and placement procedure for School Vocational Guidance (SEP) Officials in Counselling and Guidance Centres (KE.SYP) as well as their duties and responsibilities").
- Presidential Decree no.114/2014 entitled "Rules of Procedure of the Ministry of Education and Religious Affairs" (O.G.A'/181/8.29.2014, Article 30, paragraph 2) established the **Independent Vocational Guidance Department**, falling, as an organizational unit, under the General Directorate for Primary and Secondary Education Studies of the Ministry of Culture, Education and Religious Affairs (Y.PO.PAI.TH).

## **Providers of Counselling and Vocational Guidance Services**

### **School Vocational Guidance in Secondary Education**

Vocational Guidance is designed to help students realize their talents and develop their skills, so they can manage the issues of their personal and professional development. As illustrated in detail below, the 79 Counselling and Vocational Guidance Centres (KESYP) are serving students, young persons aged up to 25, parents - guardians and teachers. Their role is to provide counselling support to career and social development issues, and reliable information - documentation on matters of educational and professional outlets.

Moreover, Counselling and Vocational Guidance Centres coordinate the implementation of School Vocational Guidance in schools of their competence (see below), cooperate with teachers, implement the institution of School Vocational Guidance, and provide counselling support to young persons aged up to 25 and to parents on Vocational Guidance issues. Finally, they organize activities related to Vocational Guidance, training seminars for School Vocational Guidance teachers and cooperate with actors of the school community and social partners. In the context of Career Education Programmes, each pedagogical team may cooperate with regional or local self-government authorities, Counselling and Vocational Guidance Centres of other regions, Universities, research centres, governmental or non-governmental bodies, as well as employment, welfare bodies, etc., organise visits, information meetings, online communications, small field surveys, interviews and anything else deemed beneficial for the effectiveness of the programme.

The institution of Vocational Guidance is applied both in class and in the context of implementing Career Education Programmes.

The School Vocational Guidance Counsellors update and support interested teachers and, generally, cooperate in the design and implementation stages of Career Education Programmes. Teachers planning to implement a Career Education Programme, submit a Programme Submission Draft to the Directorate of Secondary Education, after informing the Counselling and Vocational Guidance Centre in their area first.

The presentation of materialized Career Education Programmes may be done either independently, within the overall school events, or be included in the activities of "Career Days", in accordance with the Ministerial Decision no.C2/5088/16.10.2001 entitled «Organization of Events called "Career Days" in Secondary Education schools», which is in force. By virtue of the above Decision, schools are given the opportunity to organize information events called "Career Days", lasting from one (1) to three (3) days, during the school year.

The type of activities that can be included in Career Days can, indicatively, be: organized projections and presentations of exhibition material (short presentation posters, curriculums, placards, electronic projections, videos, etc.), organization of information meetings with groups of students/ teachers/ parents and guardians, organization of workshops for both the educational community and the wider local community and presentation of Career Education Programmes that have been implemented at school.

We would like to point out that the above Programmes are addressed to all students attending Secondary Education schools.

More specifically, in **Secondary Education**, Counselling and Vocational Guidance services are provided to **79 Counselling and Vocational Guidance Centres (KE.SYP)**, which offer Counselling and Vocational Guidance services at prefectural level.

The National Organisation for the Certification of Qualifications & Vocational Guidance (E.O.P.P.E.P.) scientifically supports the work of the Counselling and Vocational Guidance Centres, implementing retraining actions for School Vocational Guidance officials and developing vocational guidance and information tools and cooperates to this end with the relevant departments of the Ministry of Culture, Education and Religious Affairs. Interested students and parents may seek the nearest Counselling and Vocational Guidance Centre in their region of residence on the Counselling and Vocational Guidance Web Portal of the National Organisation for the Certification of Qualifications & Vocational Guidance<sup>14</sup>.

Relevant statistics about vocational guidance structures are set out below, under "3 - Statistics".

### **Lifelong career development services**

Free Career Counselling, Vocational Guidance and Information Services are provided, with the help of specialists from various public bodies, to stakeholders of any age, on issues related to career planning, as follows:

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<sup>14</sup> <http://www.eoppep.gr/teens/index.php/consultant/16-symvoulos>

- **University or Technological Educational Institute students** may contact the new **Employment and Career Structures (DASTA) of the University and Technological Sectors of Higher Education Institutes**, created under the Operational Programme «Education and Lifelong Learning» of the Ministry of Education – Corporate Pact for Development Framework (ESPA) 2007 - 2013. The Employment and Career Structures include Liaison Offices, In-Service Traineeship Offices and Innovation and Entrepreneurship Units.
- **Adults aged 18 and above who have not completed their compulsory secondary education** may attend **Second Chance Schools (SDE)** and receive relevant services in the **Counselling Offices** operating in them. Counselling Offices in Second Chance Schools are addressed to citizens aged 18 or more, who have not completed compulsory secondary education and choose to study at the Second Chance Schools. Counselling is provided by a Career Counsellor and a Psychologist in every school. Emphasis is given to development of personal skills and the overall support of trainees for their personal, professional and social development and to facilitate access to labour market<sup>15</sup>.
- **The OAED** provides counselling services to registered unemployed persons, to facilitate their integration into the labour market. These services concern Counselling & Vocational Guidance - Career Management, Job Search Counselling, and Counselling for Entrepreneurial Initiatives. Those who wish to seek employment in any European country may address themselves to the EURES Counsellor Network of the OAED.
- Counselling services and information on career and entrepreneurship issues are also provided from **structures of the social partners**, such as for example the INFORMATION CENTRE FOR WORKERS AND UNEMPLOYED PERSONS OF THE GREEK GENERAL CONFEDERATION OF LABOUR (GSEE)<sup>16</sup>, the Labour Institute of GSEE<sup>17</sup>, the “Entrepreneurship Support Network for Small Businesses” of the General Confederation of Professionals, Craftsmen and Merchants (GSEVEE)<sup>18</sup> etc.
- Career Counselling is also an essential service in the context of the various training and support programmes, targeted at young entrepreneurs, workers, unemployed persons and socially vulnerable groups and its implementation is co-financed by the European Social Fund.

**Counselling and Vocational Guidance Officials of these structures benefit from the retraining actions and the vocational guidance and information tools carried out by the National Organisation for the Certification of Qualifications & Vocational Guidance (EOPPEP) on an annual basis.**

#### **Private lifelong career development services**

In the **private sector**, pursuant to Law 4111 (O.G.A’/18/25.1.2013), Counselling and

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<sup>15</sup> <http://www.gsae.edu.gr/en/geniki-ekpaidefsi-enilikon/deyteri-efkairia/s-d-e-sxoleia-deyteris-efkairias/mathe-gia-ta-sxoleia-deyteris-efkairias>

<sup>16</sup> <http://www.kepea.gr/>

<sup>17</sup> <http://www.inegsee.gr/>

<sup>18</sup> <http://diktyo.imegseevee.gr/>

Vocational Guidance Services (Sy.E.P.) are provided by the following bodies:

- a) Lifelong Learning Centres, after obtaining the relevant licence from the Structure Licensing Department of the National Organisation for the Certification of Qualifications & Vocational Guidance (The licensing process was launched on 1.5.2013.)
- b) Private Employment Agencies, under the existing institutional framework (Law 4052/1.3.2012 (O.G.A/41/ 1.3.2012, Articles 98 - 109)
- c) Temporary Employment Enterprises, under the existing institutional framework (Law 4052/1.3.2012 [O.G.A/41/1.3.2012, Articles 122–133] and Ministerial Decision no.25149/525 [O.G.B'/3050/16.11.2012, Articles 1 – 10])

Similarly, Counselling and Vocational Guidance officials of these private structures take part in retraining actions and utilize the vocational guidance and information tools of the National Organisation for the Certification of Qualifications & Vocational Guidance.

### **New executive body for Vocational Guidance: National Organisation for the Certification of Qualifications & Vocational Guidance (E.O.P.P.E.P.)**

At national level, the executive responsibility for the scientific and technical support of the competent bodies of the Ministries of Education and Labour, in designing and implementing the National Counselling and Vocational Guidance Policy, has been commissioned, since the end of 2011, to the E.O.P.P.E.P.

The E.O.P.P.E.P. is a **private law legal entity, a body supervised by the Ministry of Culture, Education and Religious Affairs** and is the successor entity following the merger of the National Organisation for the Certification of Qualifications (E.O.P.P.), the National Centre for Accreditation of Lifelong Learning Structures (E.K.E.P.I.S.) and the National Vocational Guidance Organisation (EKEP).

The National Organisation for the Certification of Qualifications & Vocational Guidance is responsible for a wide range of activities, aimed at **creating and maintaining a single policy framework for the development of lifelong learning, certification of qualifications and lifelong vocational guidance in Greece, in agreement with the European policies, the labour market and the needs of the citizens.**

The E.O.P.P.E.P. brings together the aims and responsibilities of the three bodies merged, is responsible for subjects to which the State gives high priority, such as the preparation and implementation of the National Qualifications Framework, the ongoing construction and supervision of the System for the certification of inflows and outflows of non - formal education and informal learning, as well as the development of sustainable counselling and vocational guidance services to support persons of all ages in the lifelong development of their careers.

### **Responsibilities - aims of the E.O.P.P.E.P. at national level:**

- **Lifelong Learning Inputs:** certification of providers implementing vocational training, training and lifelong learning, certification of vocational profiles, certification of Adult Trainers and Managers of Accompanying Support Services to vulnerable social groups.

- **Lifelong Learning Outputs - learning outcomes:** validation of knowledge, skills and competences acquired through non - formal and informal learning and certification of professional qualifications.
- **Vocational Guidance:** providing technical assistance to the Education and Labour Ministries, to design and implement a national vocational guidance policy, coordination and promotion of cooperation between stakeholders and vocational guidance providers, developing sustainable vocational guidance services and career development and information tools to support citizens of all ages, education and upgrading skills of career counsellors, establishment of quality criteria for vocational guidance services providers.

**Institutionally, the E.O.P.P.E.P. is responsible for the field of counselling and vocational guidance at national level,** with regard to the:

- Scientific and technical support of the competent bodies of the Ministries of Education and of Labour, in designing and implementing the National Counselling and Vocational Guidance Policy.
- Development of communication and coordination of the actions of public and private counselling and vocational guidance service providers, with a view to improving existing services, through continuous updating and information exchange.
- Provision of every kind and type of vocational guidance services to the competent bodies of the Education and Labour Ministries, the vocational training and training Centres and bodies, businesses and organizations of employers and employed persons.
- Education, training and retraining of officials of the Counselling and Vocational Guidance field, in cooperation and/ or in addition to existing bodies (structures) of the two Ministries.
- Identification of both the conditions and operating rules of the Counselling and Vocational Guidance bodies and the adequacy of the qualifications of the officials providing Counselling and Vocational Guidance services, as well as conformity with respective registers.
- Design and implementation of counselling and vocational guidance actions to support the work of the Counselling and Vocational Guidance staff, as well as the lifelong support of citizens in career development and management issues.
- Participation in the formulation of quality assurance standards, rules and procedures for counselling and vocational guidance services, in the context of the National Quality Framework for lifelong learning.

**Responsibilities - aims of the E.O.P.P.E.P.at European level:**

The **E.O.P.P.E.P.** is the national structure of the European Networks for issues of qualifications and of the European transparency and mobility tools. The National Euroguidance Centre of Greece, the Greek Europass Centre, the National Contact Point for the European Professional Qualifications Framework (NCP EQF) and the competent national body for the development of the National Qualifications Framework (NQF), the National

Reference Point for Assuring Quality in Vocational Education and Training - a member of European Network for Quality Assurance in Vocational Education and Training (EQAVET) and a member of the European Lifelong Guidance Policy Network - ELGPN.

### **Beneficiaries of the services of the E.O.P.P.E.P.**

The target groups benefiting from the services of the E.O.P.P.E.P. are:

- Potential providers of lifelong learning and vocational guidance services at regional and national levels (e.g. schools and educational institutions, public and private vocational training and training institutions, Centres for Lifelong Learning, teachers, trainers for adults, vocational guidance / career counsellors, work counsellors, public and private vocational guidance services, Manpower Employment Organization, etc.) and
- persons of any age, such as pupils, students, parents, unemployed persons, professionals, vulnerable groups, etc., looking for opportunities to upgrade skills and qualifications.

### **The Actions - projects of the E.O.P.P.E.P. to upgrade lifelong career development services are nationwide and are compatible with the four European priorities<sup>19</sup>:**

1. **Increasing access** of citizens of all ages to free support career development services, with innovative vocational guidance and information tools, utilizing new technologies (rather than replacing the counsellor), in order to cover the gaps in public infrastructure to meet the needs of society, in the context of the current economic crisis and high unemployment, especially among young persons.
2. **Developing skills for lifelong career management**, through specially designed tools and methods to meet the needs of all target groups.
3. **Upgrading the quality** of services provided by systematic retraining of vocational guidance - career staff, scientific support of the programme and certification of qualification competence of the Counselling and Vocational Guidance staff.
4. **Networking, coordination and cooperation of competent staff and stakeholders** to develop joint complementary actions for the benefit of the services supported of any age.

### **Participation in the European Counselling and Vocational Guidance Networks and other relevant international programmes**

#### **Euroguidance network**

The E.O.P.P.E.P. participates in the **Euroguidance Network** as the Greek National Information Centre for Vocational Guidance - **Euroguidance Centre of Greece**. In this context, it develops Actions related to the exchange of quality information between the European countries on matters related to Counselling and Vocational Guidance, to promote

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<sup>19</sup> Resolution of the Council of EU Education Ministers on “better integrating lifelong guidance into lifelong learning strategies”, dated November 21, 2008.

the European dimension in Counselling and Vocational Guidance and introduce to the Greek Counselling and Vocational Guidance system issues related to international mobility and international developments and prospects in Vocational Guidance.

### **European Lifelong Guidance Policy Network**

The E.O.P.P.E.P. participates in the **European Lifelong Guidance Policy Network** (ELGPN), established in 2007 upon initiative of the European Commission and financed by the European Lifelong Learning Programme. 29 European countries are represented in the Network to support the Member States and the European Commission in promoting the European cooperation on Lifelong Guidance in the areas of Education and Employment. The ELGPN Network supports the European countries to co - facilitate the implementation and development of interventions with respect to the 4 priorities set by the Council Resolution on better integrating lifelong guidance into lifelong learning strategies of November 21, 2008, as follows:

- 1. Encouraging lifelong acquisition by the citizens of career management skills**
- 2. Facilitating access of all citizens to Counselling and Vocational Guidance services**
- 3. Encouraging cooperation among national, regional and local Counselling and Vocational Guidance bodies**
- 4. Developing quality assurance systems in providing Counselling and Vocational Guidance services.**

During the reference period, members of the Network cooperated under various work packages, exchanging expertise and producing common tools and practices for Counselling and Vocational Guidance, e.g. European Good Practice Guide (Resource Kit), concept notes for pressing issues - Counselling and Vocational Guidance priorities (e.g. Youth Unemployment, Career Management Skills, Flexicurity etc.), Guiding Principles for Counselling and Vocational Guidance etc., Creation of an Electronic Database for Good Policies and Practices etc.

### **PIAAC (Programme for the International Assessment of Adult Competencies)**

Greece is participating in the **PIAAC survey (Programme for the International Assessment of Adult Competencies)**. The PIAAC programme is a research collaboration between governments of countries and the Economic Cooperation and Development Organisation (OECD). Greece will participate in the second stage (2012 - 2016) through the involvement of the General Secretariat for Lifelong Learning (GGDBM), the EKKE (National Centre for Social Research), the ELSTAT (Hellenic Statistical Authority) and **the National Organisation for the Certification of Qualifications & Vocational Guidance (E.O.P.P.E.P.)**. As part of the partnership, the EKKE has undertaken to conduct empirical research (pilot survey in 2013 and main survey 2014). The results of the first stage (2008 - 2013) of the Programme for the International Assessment of Adult Competencies, which involved 24 countries, were

announced in 2013<sup>20</sup>.

## **MEASURES TO IMPLEMENT THE LEGAL FRAMEWORK**

### **Systemic Counselling and Vocational Guidance interventions of the E.O.P.P.E.P.**

The institution of Counselling and Vocational Guidance has horizontally been, during the reference period, an important tool in the context of the sectoral and regional interventions and priorities of the Corporate Pact for Development Framework (ESPA) 2007 - 2013, aimed at linking education with the labour market, developing learning culture, fighting school failure and dropout, supporting intercultural education and training for persons with disabilities, increasing the quality and attractiveness of vocational training and training, promoting flexibility and adaptability of employers, employed and unemployed persons, reinforcing self-employment and entrepreneurship, facilitating access of young persons, women and vulnerable groups in the labour market, combating discrimination in the labour market, promoting social integration and social protection and preventing and facing social exclusion of vulnerable population groups, the effectiveness of measures taken to achieve the active aging of workforce and gender mainstreaming.

In this context, the E.O.P.P.E.P., in line with the latest developments in lifelong vocational guidance and the European priorities and directions, develops innovative tools designed to support adolescents, young persons and adults in growing life and career management capacities and skills to help persons in their individual course of life, education, work etc. At the same time, using new technologies and the Internet, the E.O.P.P.E.P. ensures that stakeholders of all ages will have free access to vocational guidance and information tools and services, when they need them and wherever they are.

**The E.O.P.P.E.P., during the reference period, has implemented the following:**

#### **A. Lifelong career development web tools for everyone**

- **The Interactive Counselling and Vocational Guidance Web Portal for adolescents and young persons<sup>21</sup>**, co-financed by the Operational Programme entitled “Education and Lifelong Learning” of the Ministry of Education, ESPA 2007 - 2013.

The Interactive Counselling and Vocational Guidance Web Portal for adolescents (Multi - Media Web Portal)<sup>22</sup> is a tool that provides information and support capabilities to adolescent students of mainstream and / or vocational training and young persons, to plan their educational and career paths. Important elements are the use of digital applications, on line gaming, videos etc., as well as "tools" that help and motivate students to learn about their particular characteristics, values and interests, develop their individual action plan and prepare in time for their transition into the labour market. It addresses adolescents, pupils, students and parents, while it is a useful tool for vocational guidance counsellors, teachers,

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<sup>20</sup> <http://www.eoppep.gr/index.php/el/european-international/piaac>

<sup>21</sup> [www.eoppep.gr/teens](http://www.eoppep.gr/teens)

<sup>22</sup> [www.eoppep.gr/teens](http://www.eoppep.gr/teens)

etc. The Portal has become operational since December 2012 and has contributed significantly to increasing the access of interested students and young persons to professional counselling services, while enhancing the effectiveness of the 79 Counselling and Vocational Guidance Centres operated by the Ministry of Education, as they have the opportunity, through the Portal, to support a much higher number of high school students. **Since the launch of the Portal to date (July 2015), the users of the Portal have reached 320.000.** The Portal will expand gradually until the end of 2015, aiming to also develop remote counselling services through it, in order to meet the needs of students and young persons from remote areas and persons with disabilities. The added value of the Portal is expected to increase and all students will benefit, if it is exploited as much as possible, in the framework of the existing school activities or projects. The E.O.P.P.E.P. is responsible for continuously updating the contents of the Portal and ensuring its maintenance even after the end of financing.

The Portal offers free services as follows:

- ✓ **Digitized vocational guidance tests (interests, values and professional decision making)** which help adolescent know better themselves, their characteristics, abilities and talents. These tests are scientifically valid tools, prepared by the Pedagogical Institute and financed by Operational Programme entitled «Education and Initial Vocational Training» II and which, through special surveys, have ensured that they are suitable for use by adolescents and young persons in Greece. The filling process is very short and simple by means of the **Digital tool for the development of a personal skills dossier (e - portfolio), which is based on the European Reference Framework on Key Competences for Lifelong Learning (Recommendation of the Council of the EU in 2006)** and helps adolescents highlight their skills and capabilities, contributing in the achievement of their personal, educational and professional goals.
- ✓ **The interactive online "game" for the development of life and career skills "Real Game" for adolescents aged 12 - 15 and 15 - 18**, which enables the adolescent to visualize his / her future while playing, gain insight into the many roles and responsibilities he/she will have in adulthood, know the labour market **and set realistic goals regarding his/her future life and career.**
- ✓ **Video presenting professional sectors and basic skills** (17 video for sectors - 90 videos for professions - 8 videos for basic skills - interactive quiz), which help the adolescent know various professional groups, watching professionals describe their workplace and basic activities of indicative professions, while understanding the importance of horizontal skills for the successful performance of various works and professional activities.
- ✓ **Thematic Information Catalogues** on education and work in Greece and Europe, as well as for various other topics related to careers, entrepreneurship and other issues of interest to adolescents and young persons.
- ✓ **Application "Ask the Vocational Guidance Counsellor":** With the help of the Portal the adolescent can communicate, send questions or make an appointment with a

specialized School Vocational Guidance Counsellor in his / her region, in any of the 79 Counselling and Vocational Guidance Centres (KESYP) of the Ministry of Culture, Education and Religious Affairs in Greece.

- **Online Interactive Lifelong Career Development Portal for Adults**

<http://e-stadiodromia.eoppep.gr/> -

**Financing: Lifelong Learning Programme / Euroguidance 2013**

The Lifelong Career Management portal was **formally launched in February 2014**, as part of the activities of the E.O.P.P.E.P. as National Euroguidance Centre in Greece. It provides innovative career development and information services, on learning, career and mobility opportunities in Greece and the European Union, aimed at adults of all ages. **It addresses** adults of all ages, employed and unemployed persons, students etc., who wish to have support and self - assistance in planning, career redesign and similar skill development issues. **It is a useful tool for:** vocational guidance counsellors, work counsellors, teachers, adult trainers, human resource development managers etc. It has a particular added value, as it is a proactive systemic intervention (not remedially, that is if someone has become unemployed) and acts as a deterrent against unemployment, nurturing a culture of lifelong learning and lifelong qualifications development.

**Since the launch of the Portal to date (July 2015), the users of the Portal have reached 30.000.** The E.O.P.P.E.P. is responsible for continuously updating the content of the Portal and ensures its maintenance even after the end of financing. **It offers free services as follows:**

- ✓ **Digitized online vocational guidance tests**, which can help in redesigning career after losing a job and / or lacking satisfaction from an existing job.
- ✓ **Thematic Information Catalogues on** education and work in Greece and Europe, as well as on various other issues related to career, entrepreneurship, mobility for education and employment reasons, tackling unemployment, opportunities for lifelong learning and certification of qualifications etc..
- ✓ **Interactive Self - Help Exercises** that will help adults cultivate lifelong career management skills.
- ✓ **Digital e - portfolio tool (Career Planning File)** which is based on the European Reference Framework on Key Competences for Lifelong Learning (Recommendation of the Council of the EU in 2006, OECD's international study entitled "Programme for the International Assessment of Adult Competencies (PIAAC), the International Labour Office's study "Enhancing youth employability: What? Why? and How? Guide to core work skills" (2013) and the related CEDEFOP study "Piloting a European employer survey on skill needs" (2013). This tool gives every adult the opportunity to make his personal skills dossier, gathering, organizing and documenting educational, professional and personal achievements and experiences in order to enhance the skills acquired through them. The e - portfolio for adults does not include a simple recording of knowledge and experience, such as a simple CV, but highlights the skills one has

acquired through the various activities in which he/she has been involved, according to the skills sought by the labour market and, thus, may be a complement and enhancement of the CV and / or selection interview, attracting the attention of the prospective employer.

- ✓ **Free remotely career counselling services through a special form to chat directly with a specialized counsellor** (service to be available soon)

- **National Database of Educational Opportunities "Navigator"**

<http://ploigos.eoppep.gr>

1. The National Database of Educational Opportunities "Navigator" was developed by the National Vocational Guidance Centre (EKEP) in 2009, funded by the 2009 Operational Programme entitled «Education and Initial Vocational Training» II. The E.O.P.P.E.P. - Euroguidance Centre of Greece, as universal successor of the National Vocational Guidance Centre (EKEP) continues maintaining and renewing the database. The database includes educational opportunities - information on studies in Greece, for all levels and all types of education (mainstream, technical vocational training, initial or continuing training, adult education, distance learning, etc.). The Navigator is connected with the national databases of other European countries, the European Information Portal "Learning Opportunities and Qualifications in Europe «PLOTEUS»"<sup>23</sup> for learning opportunities in the EU countries. It addresses students, persons in search of work, parents, vocational guidance counsellors, teachers, etc. From June 1<sup>st</sup> 2014 to May 31<sup>st</sup> 2016, the update of Navigator's 16.000 educational opportunities (based on new departments and areas of study in higher and secondary education, training, etc.) is in progress, funded by the EU (programme "Euroguidance Databases for Learning Opportunities 2014 - 2016 386400-LLP-1-2013-2-GR-KA1-EUROGUIDE 2014 – 2016 – financed 75%-25%).

### **B. Educational Actions for Vocational Guidance / Career Counsellors**

The E.O.P.P.E.P. implements various activities aimed at upgrading the skills of public and private sector Career Counsellors, ensuring that there will be staff with specialized knowledge, skills, abilities to provide high quality vocational guidance and career counselling services, to the benefit of citizens of all ages. **During the reference period, the following have been implemented by the E.O.P.P.E.P.:**

- **27 Regional training seminars, with 1750 beneficiaries until today, professional vocational guidance counsellors of the public and private sectors throughout Greece, as follows:**

1. **20 regional Training Seminars entitled "Awareness Raising on the issue of Multicultural Counselling" (2011, EKEP)** for personnel offering Counselling, Vocational Guidance and Support services to public and private bodies in education, training and employment, lasting 30 hours (theory, in-service traineeships and distance learning), 600

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<sup>23</sup> <http://ec.europa.eu/ploteus>

participants.

2. **2 regional Training Seminars** entitled “**Counselling Mobility: Developing Career Counselling Skills**” (E.O.P.P.E.P., Athens, Thessaloniki, 2012) for Career Counselling services staff, lasting six hours, 300 participants.

3. **Seminar: "Career counselling for persons experiencing difficulties in finding work: the e-guide+ programme», November 2012, Athens.** The final conference of the E-GUIDE+ programme attended approximately 105 vocational guidance counsellors from all areas (education - training - employment) of the public and private sectors, i.e. vocational guidance counsellors in the Counselling and Vocational Guidance Centres operated by the Ministry of Education, Religious Affairs, Culture and Sport, the Employment Promotion Centres operated by the OAED, the Liaison Offices of the Greek University and Technological Sectors of Higher Education Institutes, as well as in bodies of special social groups (Unions of persons with disabilities, drug rehabilitation Units etc.), in private career counselling centres and private Vocational Training Centres, in scientific counselling associations and also officials from the relevant departments of the Ministries of Education, of Labour etc.

4. **2 regional Training Seminars** entitled "**Developing skills for lifelong career management**" (Athens, Thessaloniki, 2013 / **National Organisation for the Certification of Qualifications & Vocational Guidance - Centre for Research and Assessment in Professional Counselling of the Athens National and Kapodistrian University** (Scientific Director: Ms. Despina Sidiropoulou - Dimakakou, Professor, Athens National and Kapodistrian University) for Career Counselling services staff, 30 hours, 450 participants.

5. **Training Experiential Workshop** entitled "**Give me your hand...**" **Interactive Techniques based at the theory of Moreno, Existential Philosophy and Transactional Analysis in Career Counselling** (E.O.P.P.E.P., Athens, 2014) for Career Counselling services staff, 6 hours, 120 participants.

6. **Training Experiential Workshop** entitled “**From counsellors to counsellors ..... from counselees to counselees - Peer support**” in **Career Counselling** (E.O.P.P.E.P., Athens, 2014) for Career Counselling services staff, 6 hours, and 160 participants.

### ***C. Actions to improve the quality of Counselling and Vocational Guidance services***

- **Code of Conduct for Counselling and Vocational Guidance Services**<sup>24</sup>
- **Preparation - Certification of the Professional Outline of the Career Counsellor/ Vocational Guidance** (which includes a Framework Programme for Training Career/ Vocational Guidance Counsellors), as a basis for the certification of Counselling and Vocational Guidance staff by the E.O.P.P.E.P. (it is expected that over 5.000 professionals in the Vocational Guidance sector are to be certified).
- Development of sectoral studies and self - assessment guides for vocational guidance counsellors and bodies to ensure quality of services.
- **Preparatory Study - Research for conformity with quality criteria in Counselling and**

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<sup>24</sup> <http://www.eoppep.gr/images/SYEP/ENTYPO%20KODIKAS%20DEONTOLOGIAS%20SYEP.pdf>

**Vocational Guidance structures of education and initial training, E.O.P.P.E.P., Operational Programme «Education and Lifelong Learning», 2012<sup>25</sup>.**

- **Development of the “IRIDA” Lifelong Vocational Guidance Forum** to facilitate cooperation and coordination of Vocational Guidance Bodies and Counsellors<sup>26</sup>.

- **Creation of a Catalogue for Private Counselling and Vocational Guidance Bodies**, aimed at mapping and recording the bodies providing Counselling and Vocational Guidance services to persons of all ages in the private sector, pursuant to Law 4111 (O.G. vol. A’/18/25.1.2013). The catalogue of Private Counselling and Vocational Guidance Bodies is regularly updated, published on the website of the E.O.P.P.E.P. and is available for use both by bodies implementing Counselling and Vocational Guidance Actions, thus enhancing networking and communication between the bodies, and by the citizens concerned who wish to approach the private sector for Counselling and Vocational Guidance services. At the same time, registered bodies will be systematically informed of support Actions developed by the E.O.P.P.E.P., aimed at improving the Counselling and Vocational Guidance services provided<sup>27</sup>.

- **“E-GUIDE+ Quality Vocational Guidance for disadvantaged and migrant job seekers” Leonardo da Vinci - Transfer of Innovation programme, Lifelong Learning Programme (APPROVAL NO.: LLP-LdV-TOI-10-CY-1671011 – PROJECT NO.: 2010-1-CY-LEO05-00866, Duration: 2010 - 2012)**

“E-GUIDE+” is a Transfer of Innovation project - ToI, which focuses on providing structured career counselling to disadvantaged persons and migrants seeking work. It is based on the innovative results of a previous programme, e-GUIDE (2005 - 2007) and has developed a quality assurance framework for career counselling for persons facing difficulties in finding work and an array of personality assessment tools. **Partners:** KADIS (Slovenia) - Project Coordinator, Cyprus Labour Institute - PEO (Cyprus), Ballymun Job Centre (Ireland), National Organisation for the Certification of Qualifications & Vocational Guidance / E.O.P.P.E.P. (Greece), Web Relations (Greece), Core Training SA (Greece). After completion of the above programme, the E.O.P.P.E.P. has proceeded to adjusting and balancing these tools for the Greek population, to ensure their use in a subsequent stage.

- **“INNO - CAREER project: Develop prototype training System for Vocational Guidance Counsellors” 2013-1-GR1-LEO05-13878, Lifelong Learning Programme - LEONARDO DA VINCI, Action: Multilateral Transfer of Innovation Projects.**

The objective of the transnational work is to create a European career counsellor outline and a European standard continuing training programme for career counsellors, in accordance with the current developments in the Counselling and Vocational Guidance institution, while providing for the pilot training of partners involved and the subsequent diffusion of results through the further training of career counsellors. The programme’s partners are: the

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<sup>25</sup> [http://www.eoppep.gr/images/SYEP/EOPPEP\\_meleti\\_poiotitas\\_domon\\_syep.pdf](http://www.eoppep.gr/images/SYEP/EOPPEP_meleti_poiotitas_domon_syep.pdf)

<sup>26</sup> <http://guidanceforum.eoppep.gr/>

<sup>27</sup> <http://www.eoppep.gr/index.php/el/work-guidance-and-consulting/eoppep-upgrade-actions/private-syep>

E.O.P.P.E.P. - lead partner, EURICON Ltd. - Business Consultants (Greece), Cyprus Labour Institute (INEK - PEO) (Cyprus), Ufficio Scolastico Regionale per il Veneto (Italy), National Training Fund, o.p.s. (Czech Republic). This programme is considered of particular importance both for the development of methodologies and training material that can be used by the E.O.P.P.E.P. to train career counsellors at national level and for the exploitation, on the part of the programme's partners and other European countries, of the expertise to be developed on the certification of career counsellor qualifications. Both these topics are key areas of competence of the E.O.P.P.E.P.<sup>28</sup>.

#### **D. Studies, scientific material and information Counselling and Vocational Guidance Actions**

The E.O.P.P.E.P. - National Euroguidance Centre of Greece systematically produces informative material, studies on the labour market and self - assistance material to inform and raise awareness of all citizens of all ages on lifelong career development. The publications of the E.O.P.P.E.P. are distributed free of charge to beneficiaries-Career Counsellors and the general public, while available online at the web portals:

<http://www.eoppep.gr/teens/> and

<http://e-stadiodromia.eoppep.gr/>

as well as the website of the National Organisation for the Certification of Qualifications & Vocational Guidance: [www.eoppep.gr](http://www.eoppep.gr)

During the reference period, the following 10 studies - textbooks for career, entrepreneurship and employment topics were prepared and published, at a total of 8.000 copies, which were distributed free of charge to beneficiaries-Career Counsellors and the general public.

1. Skills for green jobs - European Summary Report, 2011<sup>29</sup>.
2. Educational material from the 20 regional Awareness - Raising seminars on the subject of Multicultural Counselling for Counselling and Vocational Guidance staff of public and private bodies in education, training and employment - National Vocational Guidance Centre (EKEP), 2011<sup>30</sup>.
3. Study on green jobs in Greece and the new skills required - 2012<sup>31</sup>.
4. Counselling and Vocational Guidance to support potential entrepreneurs in Europe - Policies and practices for exploiting future possibilities, 2012<sup>32</sup>.
5. Counselling Mobility Handbook: Scientific Supporting Material for Career Counsellors, 2012<sup>33</sup>.
6. Mobility Guide - Handbook for pupils, students, young persons and anyone interested -

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<sup>28</sup> <http://www.inno-career.eu/>

<sup>29</sup> [http://www.eoppep.gr/images/SYEP/prasina\\_epagg\\_for\\_internet.pdf](http://www.eoppep.gr/images/SYEP/prasina_epagg_for_internet.pdf)

<sup>30</sup> [http://www.eoppep.gr/images/SYEP/polipolitimiki\\_symvouleftiki\\_20\\_seminars.pdf](http://www.eoppep.gr/images/SYEP/polipolitimiki_symvouleftiki_20_seminars.pdf)

<sup>31</sup> [http://www.eoppep.gr/images/SYEP/GREEN\\_SKILLS\\_EOPPEP.pdf](http://www.eoppep.gr/images/SYEP/GREEN_SKILLS_EOPPEP.pdf)

<sup>32</sup> [http://www.eoppep.gr/images/SYEP/SYEP\\_\\_ENTREPRENEURSHIP\\_FULLL.pdf](http://www.eoppep.gr/images/SYEP/SYEP__ENTREPRENEURSHIP_FULLL.pdf)

<sup>33</sup> [http://www.eoppep.gr/images/SYEP/BOOKLET\\_SYMBOYLON\\_teliko.pdf](http://www.eoppep.gr/images/SYEP/BOOKLET_SYMBOYLON_teliko.pdf)

2012<sup>34</sup>.

7. Emerging professional sectors in Greece and new skills required, Study of the National Organisation for the Certification of Qualifications & Vocational Guidance - 2013<sup>35</sup>
8. Skills Development for Lifelong Career Management: Theoretical Framework, 2013<sup>36</sup>.
9. Skills Development for Lifelong Career Management: Practical Implementation Handbook for Vocational Guidance Counsellors, 2013<sup>37</sup>.
10. Skills Development for Lifelong Career Management: Practical Implementation Handbook for students, young persons and adults, 2013<sup>38</sup>.

Meanwhile, the E.O.P.P.E.P. organizes or participates, on an annual basis, in information and public awareness-raising events on career management issues in different regions of Greece.

### **Actions of the Manpower Employment Organization (OAED)**

The OAED, taking due account of the prevailing social and economic conditions, the increase of unemployment and the changes in working conditions, has undertaken a series of initiatives, in the context of developing active policies, in order **to offer counselling support to unemployed persons**, with a view to empowering and mobilizing them to reintegrate into the labour market.

#### **1. Model Vocational Guidance Centre (P.K.E.P.)**

In the years 2011 - 2014, 129 persons attended the group Vocational Guidance programme, which was of 35-hour duration, and 237 persons have attended the individual Vocational Guidance programme organised by the Model Vocational Guidance Centre. In addition, the following persons received educational information, mainly for education and training opportunities, at individual level:

YEAR	2011	2012	2013	2014
PERSONS	1.132	779	702	169

Mainly minors seeking work received professional information at individual level:

YEAR	2011	2012	2013	2014
MINORS	528	351	305	97

<sup>34</sup> [http://www.eoppep.gr/images/SYEP/BOOKLET\\_MATHITON\\_teliko.pdf](http://www.eoppep.gr/images/SYEP/BOOKLET_MATHITON_teliko.pdf)

<sup>35</sup> [http://www.eoppep.gr/images/SYEP/MELETH\\_ALL.pdf](http://www.eoppep.gr/images/SYEP/MELETH_ALL.pdf)

<sup>36</sup> [http://www.eoppep.gr/images/SYEP/10\\_ENTYPO\\_SYMBOYLEYTIKHS\\_EXTRA\\_TELIKO.pdf](http://www.eoppep.gr/images/SYEP/10_ENTYPO_SYMBOYLEYTIKHS_EXTRA_TELIKO.pdf)

<sup>37</sup> [http://www.eoppep.gr/images/SYEP/20\\_EGXEIRIDIO\\_SYMBOULON\\_TELIKO.pdf](http://www.eoppep.gr/images/SYEP/20_EGXEIRIDIO_SYMBOULON_TELIKO.pdf)

<sup>38</sup> [http://www.eoppep.gr/images/SYEP/20\\_EGXEIRIDIO\\_FOITHTON\\_teliko.pdf](http://www.eoppep.gr/images/SYEP/20_EGXEIRIDIO_FOITHTON_teliko.pdf)

Grand total of persons who have received educational and professional information in the years 2011 - 2014: 4.063

In addition, the Model Vocational Guidance Centre participates, with its staff, in the implementation of Vocational Guidance groups and Job Search Techniques for unemployed persons, organized by the Vocational Guidance Directorate, along with the Directorate for Coordinating and Developing an Employment Services Network of the OAED.

Note: The Model Vocational Guidance Centre continues to operate with 3 Vocational Guidance Counsellors.

## **2. Vocational Training Liaison Offices of the Apprenticeship Schools of the OAED with the labour market**

Under the Lifelong Learning Operational Programme, 30 Liaison Offices with the labour market were created in the schools of the OAED, under the responsibility of the Initial Training Directorate (A2) of the Administration of the OAED. The Offices were established in 2014, in areas within the premises of the Vocational Schools, upon completion of the training programmes of teachers staffing the Offices.

The activities of the Vocational Training Liaison Offices are as follows:

- In-service traineeships of students under the institution of apprenticeship
- Professional and educational information
- Career Management Counselling
- Job Search Counselling

Training programmes for teachers manning Liaison Offices were designed and implemented by the staff of the Vocational Guidance Directorate (A1) of the Administration of the OAED. Overall, 60 teachers were trained in the programmes entitled "Organisation and operation of liaison offices" and "Job Search Techniques". Liaison Offices of Apprenticeship schools are addressed to of Vocational School students, high school students, of Vocational School graduates, parents, companies, business and employer representatives, representatives of Counselling and Vocational Guidance Centres operated by the Ministry of Education and Life Lifelong Learning.

## **3. Activation - mobilization workshops for unemployed persons**

This Action began in February 2013, taking into account the economic crisis and the difficulties faced by the Employment Promotion Centres 2 with the growing volume of incoming unemployed persons, and it is implemented until today. Therefore, this Action was implemented to address the failure to provide information to unemployed persons who come to the Employment Promotion Centres (KPA) for Counselling Services. For the implementation of the Action the Vocational Guidance Directorate co-operated with the Directorate of Employment Services Network Coordination and Development, which is responsible for the KPA2 nationwide. The workshops aim to inform about the existing counselling Actions on issues of Vocational Guidance, Job Search Techniques, and Entrepreneurial Initiatives. To conduct the workshops, Employment Counsellors were

trained *in situ*. The "experiential" information in laboratories indicates the participation of unemployed persons in Vocational Guidance and Job Search Counselling groups.

#### 4. Employment Forum - Careers and Counselling Opportunities

The OAED has **organized five (5) Employment Forums** in Athens, Thessaloniki, Crete and Patras, in the period from 1/1/2011 to 31/12/2014.

These Actions were aimed at promoting and communicating to stakeholders the extended services of the OAED, with emphasis on Vocational Guidance, career opportunities, counselling services, as well as counselling for young professionals concerning the launch of their business activity.

In the context of these actions, workshops were implemented for each counselling (Vocational Guidance Counselling, Job Search Techniques Counselling and Entrepreneurial Initiatives Counselling)

#### 5. Training Vocational Guidance Counsellors

In addition, the Directorate of Employment Services Network Coordination and Development of the OAED ensures the **retraining** of the Vocational Guidance counsellors of the Organisation. It informs and proposes the participation of Counsellors in training workshops and programmes.

In this context, it proposed to the Organisation the **retraining of twenty-three (23) Vocational Guidance Counsellors**, in a retraining programme organized by the Athens National and Kapodistrian University entitled "Vocational Counselling and Vocational Guidance: New theoretical approaches and practices to modern challenges", of a total duration of 50 hours, starting on 24/10/2014 and ending on 30/12/2014. The cost of participation reached the amount of 5.250euros, which was covered by the Organisation.

The Directorate ensures attendance and participation of counsellors in conferences and meetings organized by bodies such as the E.O.P.P.E.P. and Universities.

**Indicatively**, we refer to the participation of Vocational Guidance counsellors of the OAED in:

- A seminar entitled " Mobility Counselling" - implementing body: E.O.P.P.E.P. (14/12/2012 in Attica and 17/12/2012 in Thessaloniki)
- Seminar on Counselling and Vocational Guidance in Education and Employment: Redefining the contents of the institution in the modern economic, social and scientific developments. Implementing body: the Greek Counselling and Vocational Guidance Society (EL.E.SY.P.) and the E.O.P.P.E.P. (December 8, 2012).

## STATISTICS

Table with geographical breakdown of School Vocational Guidance structures

REGION	Secondary Education Directorate	Number of Counselling and Vocational Guidance Centres (KESYP)	Number of counsellors in Counselling and Vocational Guidance Centres
Attica	A' Athens	4	8
Attica	B' Athens	2	4
Attica	C' Athens	3	6
Attica	D' Athens	2	4
Attica	East Attica	3	6
Attica	West Attica	1	2
Attica	Piraeus	3	6
Mainland Greece	Viotia	2	4
Mainland Greece	Evia	1	2
Mainland Greece	Evritania	1	2
Mainland Greece	Fthiotida	1	2
Mainland Greece	Fokida	1	2
North Aegean	Lesvos	2	4
North Aegean	Samos	1	2
North Aegean	Chios	1	2
South Aegean	Dodecanese	2	4
South Aegean	Cyclades	1	2
Crete	Heraklion	1	2
Crete	Lasithi	1	2
Crete	Rethymno	1	2
Crete	Chania	1	2
Peloponnese	Argolida	1	2
Peloponnese	Arcadia	1	2
Peloponnese	Corinth	1	2
Peloponnese	Laconia	1	2
Peloponnese	Messinia	1	2
West Greece	Aitoloakarnania	2	4
West Greece	Achaia	2	4
West Greece	Ilia	1	2
Ionian islands	Zakynthos	1	2
Ionian islands	Corfu	1	2
Ionian islands	Cephalonia	1	2
Ionian islands	Lefkada	1	2

**26<sup>th</sup> Greek Report on the European Social Charter**  
Reference Period: 01/01/2011-31/12/2014

Epirus	Arta	1	2
Epirus	Thesprotia	1	2
Epirus	Ioannina	1	2
Epirus	Preveza	1	2
Thessaly	Karditsa	1	2
Thessaly	Larissa	2	4
Thessaly	Magnesia	1	2
Thessaly	Trikala	1	2
West Macedonia	Grevena	1	2
West Macedonia	Kastoria	1	2
West Macedonia	Kozani	1	2
West Macedonia	Florina	1	2
Central Macedonia	Imathia	1	2
Central Macedonia	Thessaloniki A' (East)	3	6
Central Macedonia	Thessaloniki B' (West)	2	4
Central Macedonia	Kilkis	1	2
Central Macedonia	Pella	1	2
Central Macedonia	Pieria	1	2
Central Macedonia	Serres	1	2
Central Macedonia	Chalkidiki	1	2
East Macedonia and Thrace	Drama	1	2
East Macedonia and Thrace	Evros	2	4
East Macedonia and Thrace	Kavala	1	2
East Macedonia and Thrace	Xanthi	1	2
East Macedonia and Thrace	Rodopi	1	2

**Statistics from School Vocational Guidance Structures of the Ministry of Culture, Education and Religious Affairs for the educational sector**

<b>Beneficiaries of Counselling and Vocational Guidance Services in Secondary Education (Greeks and third - country nationals attending or having attended the Greek educational system)</b>	<b>Number of persons</b>
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 aged up to 25	Potentially all

School year	Annual number of students who visited the Counselling and Vocational Guidance Centres	Annual number of other visitors (parents, students, etc.)	Annual number of actions, events, workshops, etc. of the Counselling and Vocational Guidance Centres
2010 - 2011	39.824	18.986	1.123
2011 - 2012	31.909	17.537	926
2012 - 2013	46.895	23.155	2.478
2013 - 2014	40.028	18.940	1.702
<b>Annual Average</b>	<b>39.664</b>	<b>19.655</b>	<b>1.557</b>

**Total annual expenditure of the EOPPEP to support the institution of Counselling and Vocational Guidance during the reference period 2011 - 2014**

	2011	2012	2013	2014
<b>ELGPN / LLP</b>	<b>16.014,67euros</b> Life Long Learning Programme 49,22% and national participation 50,78%	<b>22.004,04euros</b> Life Long Learning Programme 49,22% and national participation 50,78%	<b>18.919,69euros</b> Life Long Learning Programme 71,85% and national participation of 28,15%	<b>52.036,22euros</b> Life Long Learning Programme rate of 7,85% and national participation 28,15%
<b>EUROGUIDANCE</b>	<b>162.000,00euros</b> Life Long Learning Programme 50% and national participation 50%	<b>164.000,00euros</b> Life Long Learning Programme 50% and national participation 50%	<b>164.000,00euros</b> Life Long Learning Programme 50% and national participation 50%	<b>136.660,00euros</b> + Erasmus 60% and national participation 40%
<b>Euroguidance Databases for Learning Opportunities (I) (GRANT 386400 - LLP - 1 - 2013 - 2 - GR - KA1 - EUROGUIDE</b>				<b>60.000euros - programme duration 2014 - 2016</b> Life Long Learning Programme 75 % and national participation 25%

<b>DA VINCI LEONARDO - TRANSFER OF INNOVATION</b>		
PROJECT	DURATION	AMOUNT OF FUNDING
<b>"INNO - CAREER: Develop prototype training System for Vocational Guidance Counsellors "</b>	<b>2013 - 2015</b>	<b>80.000,00euros</b> (Financing: Lifelong Learning Programme 75%, own funds 25%)
<b>"E - GUIDE + Quality Vocational Guidance for disadvantaged and</b>	<b>2010 - 2012</b>	<b>20.600,00euros</b> (Financing: Lifelong Learning Programme 75%, own funds

migrant job seekers"		25%)
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<b>Corporate Pact for the Development Framework / Operational Programme «Education and Lifelong Learning»</b>		
<b>PROJECT</b>	<b>DURATION</b>	<b>AMOUNT OF FUNDING</b>
<b>Preparatory study / research for complying with the Quality Criteria in the Counselling and Vocational Guidance structures of education and initial training</b>	<b>2010 - 2011 - 2012</b>	<b>80.000euros</b> Operational Programme entitled «Education and Lifelong Learning" (EPEDBM) - Corporate Pact for Development Framework (Co - financed by the European Social Fund (ESF) and the National Public Investments Programme
<b>Online Interactive Counselling and Vocational Guidance Portal for adolescents (Multi - Media Portal)</b>	<b>2010 - 2015</b>	<b>965.000,00euros</b> Operational Programme entitled «Education and Lifelong Learning" (EPEDBM) - Corporate Pact for Development Framework (Co - financed by the European Social Fund (ESF) and the National Public Investments

**Additional Question of the ECSR regarding the equal treatment of nationals of other Contracting States as to the Vocational Guidance right**

The current framework of counselling and vocational guidance and career development services provided in Greece ensures, satisfactorily, that the needs of all citizens are served, including those belonging to vulnerable social groups, such as migrants, and the equal treatment of nationals of other Contracting States regarding the right to vocational guidance. For example:

- The National Organisation for the Certification of Qualifications & Vocational Guidance (E.O.P.P.E.P.), as the executive Counselling and Vocational Guidance body, plans actions and vocational guidance tools in a way that does not exclude a variety of target groups, with emphasis on multicultural counselling, through the organization of special Actions (e.g. 20 regional seminars in 2011, online career management tools of the project E-Guide+ "Quality Vocational Guidance for disadvantaged and migrant job seekers" which, inter alia, are suitable for persons from different multicultural environments.
- The online vocational guidance portals of the E.O.P.P.E.P. ([www.eoppep.gr/teens](http://www.eoppep.gr/teens) & <http://e-stadiodromia.eoppep.gr/>) are addressed to all stakeholders, without any restriction on nationality. It is important to note that both portals are interconnected to the OAED portal and the portal of the Ministry of National Defence, thereby ensuring broad access of more beneficiaries. The E-portfolio of the Teens Portal<sup>39</sup> and the E - portfolio of the Adults Portal<sup>40</sup> enables stakeholders to complete it in English, which means that it can be used by nationals of other Contracting States.

<sup>39</sup><http://www.eoppep.gr/teens/index.php/digital-folder>

<sup>40</sup><http://e-stadiodromia.eoppep.gr/index.php/φάκελος-σχεδιασμού-σταδιοδρομίας-e-portfolio.html>

- The E.O.P.P.E.P. facilitates transparency of qualifications and mobility of nationals of other Contracting States. As the competent body, it has proceeded to developing the National Qualifications Framework and its correspondence with the European Qualifications Framework (<http://www.nqf.gov.gr>), under the supervision and coordination of the Ministry of Culture, Education and Religious Affairs. The National Qualifications Framework is a framework comprising eight (8) levels, to which diplomas / qualifications, acquired through the formal education system and initial vocational training after certification, are initially classified, while, at a later stage, a system for the classification of the skills acquired through non - formal education and informal learning will be developed. In addition, the E.O.P.P.E.P. is responsible for considering requests to grant equivalence of Technical and Vocational Training diplomas, other than those of higher education, which have been issued by inoperative schools in Greece or similar schools abroad. Furthermore, the information entered in the National Database of Educational Opportunities "Navigator"<sup>41</sup> (The Hellenic Database for Learning Opportunities) is available in English, ensuring accessibility to nationals of other Contracting States, while the Navigator is linked to the European Information Portal "Learning Opportunities and Qualifications in Europe «PLOTEUS»" <http://ec.europa.eu/ploteus>. Finally, the E.O.P.P.E.P. shall soon complete the Hellenic National Qualifications Registry, by which the search for classified qualifications will be possible, according to the National Qualifications Framework and correlated to the European Qualifications Framework, while it will be possible to use this information on nationals of other Contracting States by linking the registry with the European Information Portal "Learning Opportunities and Qualifications in Europe «PLOTEUS»"<sup>42</sup>.
- The E.O.P.P.E.P. - Euroguidance Centre of Greece has recently published a practical guide, in English, for third - country nationals interested in education and employment in Greece<sup>43</sup>
- The existing free personalized career counselling and career development services (e.g. Counselling and Vocational Guidance Centres, Employment and Career Structures, the OAED, structures of social partners) as described above, serve, without any discrimination, nationals of other Contracting States.

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<sup>41</sup> <http://ploigos.eoppep.gr>

<sup>42</sup> <http://ec.europa.eu/ploteus>

<sup>43</sup> [http://www.eoppep.gr/images/SYEP/epoppep\\_destination\\_Greece\\_ana\\_selida.pdf](http://www.eoppep.gr/images/SYEP/epoppep_destination_Greece_ana_selida.pdf)

## Article 10 – The right to vocational training

### Paragraph 1: Promotion of technical and vocational training and access to higher technical and university education

#### **Negative Conclusion of the European Committee of Social Rights**

Regarding the negative conclusion of the ECSR concerning the access of third countries to vocational training, please be advised that the OAED has established and operates, in accordance with Article 2 of Ministerial Decision No.40109/27-7-1998 (O.G. B'/831/12.8.1998), Vocational Training Centres (KEK), which implement continuing training and retraining programmes for employed persons who are at high risk of job loss or redundant ones facing a serious problem of stay or reintegration in the labour market.

The programmes are aimed at specific sectors of the economy (e.g. insurance companies that have closed down), as well as the active population of the country. **Both citizens of EU countries and third-country nationals are entitled to participate in these programmes, without a clause for availability of posts.**

In particular, we mention that in the *Circular no.50153/22.6.2015 for the Admission of Students in Vocational Apprenticeship Schools operated by the OAED*, it does not arise, from any provision, that there is a limit in the access of third-country nationals due to availability of posts. Rather, the Circular, with regard to the documents required for third-country nationals, states: ***Third-country candidates, aged 14+, who were not born in Greece, will be accepted for registration if they produce an individual residence permit or type A certificate, which will expire on the expiration date of the residence permit of the person exercising parental responsibility.***

In addition, it is stated that: ***accepted for registration are those protected by the Greek State as political refugees and those who are under the protection of the High Commission of the United Nations.***

It should also be noted that while, previously, third - country candidates were requested to have a **language certificate**, this precondition **has now been abolished.**

#### **Developments in the legal framework**

During the reference period in question, there were developments in the legislation covering the system of vocational training, training and apprenticeship, falling under the Ministry of Labour, Social Security and Social Solidarity, which oversees Vocational Apprenticeship Schools and Vocational Training Schools (SEK), Experimental Vocational Training Schools (P.S.E.K.) and the Vocational Training Institutes (IEK), which are initial vocational training providers operated by the OAED.

In particular, under the provisions of Law 4186/2013 entitled «Restructuring the Secondary Education System and other provisions" (O.G A/193) as in force, **the following were established in the system of vocational training, training and apprenticeship:**

a. **Vocational Training Schools (SEK)**, to provide initial, three - year, vocational training

services, to graduates of compulsory formal education.

b. **Experimental Vocational Training Schools (P.S.E.K.)**.

c. the **"Apprenticeship Class"**, as an optional fourth year of study at the Vocational Senior High Schools (EPAL), not falling under the formal education system.

Moreover, under the Joint Ministerial Decision no.1320/D5.1/27.1.2014 (O.G. B'/134) of the Ministers of Finance, of Education and Religious Affairs and of Labour, Social Security and Social Solidarity, two Experimental Vocational Training Schools were established, relating exclusively to specialties in the tourism sector, of three - year duration, addressing graduates of at least the compulsory formal education, aged 18 - 20.

### **Training Schools for Persons with Disabilities**

The OAED operates two Special Education training structures, the *"School for Persons with Disabilities in Athens"* and the *"Model Artisan Unit (P.V.M.)"*, with a capacity of **400 trainees in total**. The training curricula of the School for Persons with Disabilities, **aim at the professional specialization of unemployed persons with a disability rate of at least 50% and physical, organic and mobility problems (aged 18 - 55)**.

Training programmes of the *Model Artisan Unit (P.V.M.)* target **trainees with mental retardation**, aiming to foster and develop knowledge and skills, with **a view to their vocational rehabilitation (aged 14 - 24)**.

### **Measures to implement the legal framework**

#### **A) Training Schools for Persons with Disabilities**

These structures aim at the **vocational specialization and socialization of unemployed persons with disabilities** and, by extension, at **their employment in the various sectors of the economy**. In addition, trainees **receive psychosocial counselling and help** by experts.

The **vocational training curricula for Persons with Disabilities** were reorganized and updated as to their contents (Board decisions 2178/33 / 8.7.2014, 2120/32 / 1.7.2014 and 2314 / 22.7.2014) and now last from 900 to 1050 hours a year and aim both at helping trainees achieve a higher level of personal independence and at providing appropriate education and vocational training for their participation in the production process.

Until 2014, the schools had **different selection criteria for the selection of hourly professors**, in spite falling under the field of Special Education. By virtue of Decision no.21450/33/8.7.2014 **common selection criteria** were established, thus helping create a common operating framework, taking into account the peculiarities of the students.

The OAED did not include, until 2014, **persons with disabilities due to mental illness** in the notices for the admission of trainees to the School for Persons with Disabilities in Athens. The reason for the exclusion of this category was the lack of adequate staff and infrastructure to support this group of persons. **Aiming at non - discrimination** on the grounds of the mental disability of all the candidate students and after organizing support for this special category of trainees, **as from the school year 2015 - 2016, the persons with**

**disabilities due to mental illness have been included as potential trainees.**

During the reference period under consideration (1/1/2011 - 31/12/2014), the following were implemented:

Number of Training Programmes	Budget	Beneficiaries
<b>60</b>	<b>6.800.760euros</b>	<b>1.580</b>

## **STATISTICS**

### **A) Vocational training programmes**

Number of Programmes	Budget	Beneficiaries
<b>20</b>	<b>263.550euros</b>	<b>751</b>

### **B) ELEKP training programmes for employed persons (Single Account for Implementing Social Policies) (Account for Employment and Vocational Training (LAEK))**

s / n	Training Programmes	Year	Total trainees	Budget
1	Training programme for employed persons (ELEKP 0,45%)	2011	74.500	60.530.000
2	Training programme for employed persons (ELEKP 1 - 25)	2011	37.500	26.780.000
3	Training programme for employed persons (ELEKP 0,45%)	2012	80.320	65.260.000
4	Training programme for employed persons (ELEKP 1 - 25)	2012	36.000	25.700.000
5	Training programme for employed persons (ELEKP 0,45%)	2013	69.750	56.670.000
6	Training programme for employed persons (ELEKP 1 - 25)	2013	34.800	24.800.000
7	Training programme for employed persons (ELEKP 0,45%)	2014	72.560	58.955.000
8	Training programme for employed persons (ELEKP 1 - 25)	2014	35.000	25.000.000

### **Additional Question raised by the ECSR**

Concerning **vocational training in the fields of secondary and higher education** please be advised that:

According to the circular no.167127/C7/15-10 2014 of the Ministry of Culture, Education and Religious Affairs, concerning the design and implementation of school activity programmes, *Vocational Guidance is a process aiming to help students realize their talents and develop their skills, so that they themselves manage the issues of their personal and professional development.* The 79 Counselling and Vocational Guidance Centres (KESYP) - with 158 advisors posts - are serving students, young persons aged up to 25, parents, guardians and teachers. The role of the Counselling and Vocational Guidance Centres is to provide counselling support to career (educational, vocational) and social development issues, as well as reliable information - documentation on matters of educational and professional outlets.

Moreover, the KESYP coordinate the implementation of School Vocational Guidance (SEP) in schools, cooperate with the teachers implementing the SEP institution and provide counselling support to young persons aged up to 25 and parents on Vocational Guidance issues. Finally, they organize activities relating to Vocational Guidance, training seminars for SEP teachers and cooperate with actors of the school community and social partners (economic, educational, cultural bodies etc.).

In the context of Career Education Programmes, each pedagogical team can work with regional or local self-government authorities, KESYP of another region, Universities, research centres, governmental or non-governmental bodies, as well as employment, welfare agencies etc., can also carry out visits, information meetings, online communications, small field surveys, interviews as well as anything else considered necessary and beneficial for the effectiveness of the programme.

The institution of Vocational Guidance applies both in the classroom and in the context of implementing Career Education programmes.

SEP Counsellors serving in KESYP inform and support interested teachers and, generally, cooperate both in planning and in implementing Career Education programmes. Teachers that intend to implement a Career Education programme submit a Draft Programme Submission to the Secondary Education Directorate, where the school in which they serve belongs, after informing the Counselling and Vocational Guidance Centre in their region.

The presentation of materialized Career Education programmes may be done either independently, in the context of overall school events or to be included in the activities of "Career Days", according to Ministerial Decision no.C2/5088/16.10.2001 on "Organising "Career Days" in Secondary Education schools", which is in force. By virtue of the above Decision, schools are given the opportunity to organize information events entitled "Career Days", with duration of one (1) to three (3) days during the school year.

The type of activities that can be included in Career Days are, indicatively: organized screenings and presentations of exhibition material (of short presentation posters, cabinet

material, brochures, curricula, placards, online shows, videos, etc.), organising information meetings with groups of students / teachers / parents and guardians, organising workshops both for the educational community and the wider local community and presentation of Career Education programmes that have been implemented in the school.

We point out that the **above Programmes are addressed to all students attending Secondary Education schools.**

Additionally, regarding the access of Vocational Senior High School (EPAL) graduates (certificate holders) to higher technical and university education in the reference period from 1.1.2011 to 31.12.2014, please be advised that:

According to Law 3748/2009, Vocational Senior High School graduates may compete for places in both the university and technological fields, as well as in the other schools covered by the system, depending on the subjects in which they are examined nationwide. Admission to Higher Education Schools and Departments is effected through Panhellenic Examinations, a system which is centrally coordinated by the Ministry of Culture, Education and Religious Affairs.

The number of persons admitted to each University Department is subject to the principle of "numerous clausus" and is set on an annual basis by the Ministry of Culture, Education and Religious Affairs.

## **Paragraph 2: Promotion of apprenticeship**

### **Developments in the legal framework**

During the reference period, Law 3475/2006 entitled "Organising and operating secondary education and other provisions" (O.G. A/146) applies, as supplemented and amended by the provisions of Law 4186/2013 entitled "Restructuring secondary education and other provisions" (O.G. A/193). Secondary vocational training is provided by Vocational Senior High Schools (EPAL) and Vocational Schools (EPAS).

### **Vocational Senior High Schools (EPAL)**

Vocational Senior High Schools are divided into daytime and evening ones. Attendance in daytime Vocational Senior High School lasts three years, while in the evening ones four years. Under the provisions of Law 4186/2013, as in force, the Vocational Senior High School offers the following courses of study:

- The secondary course of study, which belongs to the typical educational system (with three or four years of studies for the Daytime or Evening vocational schools respectively) and
- The "apprenticeship class", which is a post - secondary course of study and is not included in the formal educational system.

The "apprenticeship class", which is optional, is attended by holders of an EPAL secondary course of study certificate. Attendance lasts one year and the dual education

system is applied, which includes Apprenticeship with on-the-job training, a Specialization Course and Preparatory Certification Classes in the school unit, respectively. The responsibility for implementing the "apprenticeship class" falls on the Vocational Senior High School and the OAED.

### **Access of Vocational Senior High School (EPAL) graduates to higher technical and university education**

In accordance with Law 3748/2009, EPAL graduates may compete for places in the university and technological fields, according to the group of courses in which they are examined nationwide. Graduates of EPAL GROUP I may compete for places in the technological sector (Technological Education Institutes). Graduates of EPAL GROUP II may compete for places in the university and technological fields.

Admission to Higher Education Schools and Departments is effected through Panhellenic Examinations, a system which is centrally coordinated by the Ministry of Culture, Education and Religious Affairs.

The number of persons admitted to each University Department is subject to the "numerous clausus" principle and is set on an annual basis by the Ministry of Culture, Education and Religious Affairs.

### **Vocational Schools (EPAS)**

According to the provisions of paragraph 1, Article 10 of Law 3475/2006 on "Organising and operating secondary education and other provisions" (O.G.A'/146), which remains in force during this Report's reference period, attendance at Vocational Schools lasts two years and is organized into Specialisation Departments, while giving the possibility of extending attendance for up to one year if on-the-job training programmes or apprenticeship programmes are implemented.

According to the provisions of paragraph 2, Article 14 of the said Law, Vocational Schools may be established by other Ministries, apart from the Ministry of Culture, Education and Religious Affairs.

With regard to the Ministry of Labour, Social Security and Social Solidarity, the Vocational Apprenticeship Schools of the OAED operate as Vocational Schools (EPAS) under (a) the aforementioned Law 3475/2006, (b) Article 46 of Law 4186/13 on "Restructuring secondary education" (O.G.A'/193), (c) Article 51 of Law 4262/2014 (O.G.A'/114) and (d) Article 37 of Law 4327/2015 entitled "Emergency measures for Primary, Secondary and Tertiary Education and other provisions" (O.G.A'/50). These Schools apply the Apprenticeship educational system.

As mentioned above, Apprenticeship is a vocational and technical education system in the context of Secondary Education and the implementation of Apprenticeship programmes is carried out, for the theoretical and laboratory part, at the Vocational Apprenticeship Schools and, for the practical part, at entities/ companies of the private or public sector.

Moreover, **Law 4186/2013 established** three - year **Vocational Training Schools (SEK)**,

which fall under informal Vocational Training. The establishment of these Schools aimed to replace Vocational Schools.

Joint Ministerial Decision no.1320/D5.1/15.1.2014 (O.G.B'/134/15.1.2014), which was issued under authorisation of Law 4186/2013, **established, within the OAED, two (2) three - year Experimental Vocational Training Schools (PSEK)**, also falling under informal Vocational Training. These operate three specialties in the field of tourism and are attended by 150 students, with 100% in-service traineeship employment in the country's major hotel businesses. These **businesses cover the total of remuneration of the Trainee Students** (salary and full insurance coverage) **without any subsidy**.

Given that the legislative framework establishing Vocational Training Schools did not meet the needs of the young persons in pursuit of studies under the Apprenticeship system, integrated into the standard Secondary Technical Vocational Training system, Law 4262/2014 (O.G.A'/114/10.5.2014) and Law 4327/2015 (O.G.A'/50/14.5.2015) extended the operation of Vocational Apprenticeship Schools operated by the OAED, until September 2017.

### **Measures to implement legislation**

To apply the above legislation, the OAED studied, organized and implemented the following measures:

1. Liaison Offices: Thirty (30) liaison offices were established and the establishment of another twenty (21), in OAED schools is underway. These offices were established to link the educational process with the needs of the labour market for implementing in-service traineeship of students, promoting employment of graduates and monitoring their Educational and Occupational evolution. In this context the training of teaching manning liaison offices was materialized and completed. The Action is financed by the Operational Programme entitled "Education and Lifelong learning".
2. Reorganization of the OAED: In the framework of reorganizing the Organisation, measures were planned and implemented for Education and Apprenticeship, such as:
  - Publicity Actions in the context of reorganization
  - Communication Workshops
  - Informational workshops for officials serving at Promotion of Employment Centres - Vocational Schools
  - Workshops for groups working in the twelve pilot OAED Vocational Schools
  - Informational tables for pilot Employment Promotion Centres - Vocational Schools, brochures, signage
  - Apprenticeship Schools expertise comprising mapping the current situation and an inventory of building interventions in the pilot Vocational Schools
  - Technical meetings with the active participation of all local agents and employers' bodies, at regional level

The above Actions were financed by the O.P. «Human Resources Development".

## STATISTICS

The employment of those attending the OAED Vocational Apprenticeship Schools and the budget of in-service traineeship is as follows:

- 1] School year 2010 - 2011: attended 10.475, 67% of attending students was employed and the in-service traineeship budget amounted to 9.017.645euros.
- 2] School year 2011 - 2012: attended 10.657, 57% of attending students was employed and the in-service traineeship budget amounted to 10.264.080euros.
- 3] School year 2012 - 2013: attended 10.412, 64% of attending students was employed and the in-service traineeship budget amounted to 10.933.621euros.
- 4] School year 2013 - 2014: attended 11.378, 70% of attending students was employed and the in-service traineeship budget amounted to 11.500.000euros.
- 5] School year 2014 - 2015: attended 10.374, 73% of attending students was employed and the in-service traineeship budget amounted to 10.800.000euros.

The in-service traineeship of students is co-financed by the O.P. "Education and Lifelong Learning" up to 30/6/2015. Especially for the school year 2014 - 2015, only the 2<sup>nd</sup> grade of the OAED Vocational Apprenticeship Schools was financed by the above programme. Datasheets have been submitted for the 1<sup>st</sup> grade of school year 2014 - 2015 and for the 2<sup>nd</sup> grade of school year 2015 – 2016, so that the in-service traineeship of students be included and financed based on the "Youth Guarantee" Action Plan.

### **Paragraph 3: Vocational training and re-training of adult workers**

We refer to the previous Greek Report and, we would like, in addition, to inform you of the following with regard to the **additional questions raised by the ECSR respecting the training programmes for unemployed persons and for tackling the economic crisis:**

The Ministry of Labour, Social Security and Social Solidarity, exploiting available resources from the European Social Fund and with a view to containing the adverse effects of the financial crisis affecting the country, aims, through the implementation of specific interventions, to reinforce employment, curb unemployment and substantially increase productivity. In this context, inter alia, it implements the following **training programmes for unemployed persons:**

1. **Training of unemployed persons in accredited Vocational Training Centres (KEK), with mandatory employment in jobs relating to construction/ engineering projects**

The **budget amounts to 89.000.000Euros** and the number of **beneficiaries to 7.000 unemployed persons**. The goal of the interventions is to adapt and enhance the knowledge and skills of the workforce, as well as to facilitate their access to employment in the field of construction/ engineering projects. Actions include training, linked to the mandatory employment of at least 30% of the trainees in jobs relating to the subject of training, for 2 - 3 months and at least 60 daily-wages.

**2. Training unemployed persons in accredited Vocational Training Centres (KEK), with mandatory employment in jobs relating to sustainable environmental management (green jobs)**

The **budget amounts to 94.600.000Euros** and the number of **beneficiaries to 7.500 unemployed persons**. The aim of the interventions is to adapt, to continuously upgrade the knowledge and skills of the workforce and to facilitate access to employment in the sector of "green jobs". Actions include theoretical training and in-service traineeship, linked to mandatory employment of at least 30% of trainees in jobs relating to the subject of training, for three months and at least 70 daily-wages.

**3. Provision of e-learning services of information and communication technologies (ICT) to unemployed persons**

The total **budget amounts to 15.599.999Euros** and the **number of beneficiaries to 10.000 unemployed persons**. The aim of the Actions concerned is to obtain knowledge certification through distance training in basic information technology and communication (ICT) skills by recognized certification bodies.

**4. Training of unemployed persons in basic computer information and communication technology skills**

The total **budget amounts to 30.000.000euros** and the number of **beneficiaries to 30.000 unemployed persons**. The aim of the Actions is to obtain knowledge certification in basic information technology and communication (ICT) skills by recognized certification bodies.

**5. Training of unemployed persons in accredited Vocational Training Centres, with mandatory employment in jobs relating to tourism**

The total **budget amounts to 45.400.000euros** and the number of **beneficiaries to 3.600 unemployed persons**. The aim of the interventions is to adapt, to continuously upgrade the knowledge and skills of the workforce and to facilitate access to employment in the tourism sector. Actions include theoretical training and in-service traineeship, linked to mandatory employment of at least 30% of trainees in jobs relating to the subject of training, for three months and at least 70 daily-wages (full time).

**6. Greek language learning programmes in accredited Vocational Training Centres (KEK) for unemployed repatriates - migrants - refugees and unemployed persons for whom the insufficient knowledge of the Greek language is an obstacle to their social integration**

The total **budget amounts to 32.000.000euros** and the **number of beneficiaries to approximately 8.000 unemployed persons**. The aim of the interventions is to teach Greek to unemployed repatriates, migrants and refugees, in order to achieve their smooth and dynamic adjustment and their social integration in the Greek society.

**7. Labour market entry voucher for unemployed young persons aged up to 29, graduates of University and Technological Sectors of Higher Education Institutes or graduates of compulsory, secondary and post - secondary education**

The total **budget amounts to 130.000.000euros and the number of beneficiaries to 35.000 unemployed persons.** The Action aims at broadening opportunities for the entry of young unemployed persons in the labour market, through theoretical training and in-service traineeship, which potentially leads to their placement in jobs of the private sector. In the context of the Action a comprehensive package of interventions is implemented, including:

- Theoretical training programme of 80 hours in horizontal and specialized skills
- In-service traineeship for 500 hours in the private sector
- Support and mentoring services to trainees by the training provider, before and during in-service traineeship.
- Two stages of payments (upon completion of the theoretical training and in-service traineeship respectively)

**8. Training voucher for unemployed persons in the productive sector of the economy, with mandatory employment, addressed to unemployed technicians and qualified engineers (mechanical, electrical, chemical engineers) of the mining industry and the oil pumping and gas industry**

The total **budget amounts to 30.576.000euros and the number of beneficiaries to 4.900 unemployed persons.** The Action aims to implement a continuing vocational training for unemployed persons in order to couple training with the needs for expertise required by the productive base of the economy. Training takes place in specialties of the B sector of the economy. The programme's duration (theoretical part and in-service traineeship) is estimated at 400 hours. Furthermore, a mandatory employment is provided for at least 100 daily - wages for the 30% of trainees. As soon as the conclusion of the training programme is certified, trainees are paid the training allowance. The Technical and Professional Chamber shall make the payments to the training providers (KEK) and the trained unemployed persons.

**9. Vocational training voucher for dry - port stevedores, addressed to: (a) those employed as stevedores who have been included in Register A' of the National Stevedores Register, (b) those employed as stevedores who have been included in Register B' of the National Stevedores Register and (c) those employed as stevedores who meet the requirement for direct registration to Register B'**

The total **budget amounts to 6.435.000euros and the number of beneficiaries to 3.928 unemployed persons.** The aim of the Action is twofold: (1) to achieve the smooth functioning, development and modernization of the occupation of stevedores, (2) to ensure the competitiveness of the stevedores sector and curb the threat of unemployment for workers in the sector, through theoretical training and advanced in-service traineeship in the form of case studies for dry - port stevedores, with a view to adapting their knowledge and

skills to the real needs of the production process. In the context of the Action, a comprehensive package of interventions will be implemented, including:

- a theoretical training programme, for 120 hours, on topics reflected in the current vocational profile of dry - port stevedores in order to acquire basic professional knowledge. The implementation of the theoretical part may, alternatively, be done by the method of mixed (blended) training (a combination of training "face to face" in the room and asynchronous distance learning)

- Advanced in-service traineeship, for 30 hours, in licensed structures of training providers, in computer classrooms designated in accordance with the current legislative framework, using the technique of case study, in order for the beneficiaries to improve their professional knowledge of the theoretical part. The beneficiaries undergo an assessment of their technical knowledge and skills, during both theoretical training and in-service traineeship.

The successful completion of the programme enables persons employed in the stevedore sector to participate in certification exams for the profession of dry - port stevedores, in accordance with the provisions of Joint Ministerial Decision no.9296/3 (O.G.749/B/1.4.2013), organized either by the EOPPEP<sup>44</sup> or by assessment bodies selected for this purpose by the EOPPEP.

**10. Subsidy with training vouchers for unemployed journalists to enter the labour market, addressed to unemployed persons registered in the unemployment records of journalist associations, irrespective of whether they receive unemployment benefit or not**

The **total budget is 5.098.000euros and the number of beneficiaries 1.385 unemployed persons.** The Action aims at:

- The training and certification of unemployed journalists to Develop Journalist Skills Using Information and Communication Technologies, in order to improve their professional qualifications and facilitate their access to the labour market and

- creating conditions for the beneficiaries-unemployed journalists, to operate in the new and shaped environment that has been developed for journalism, where traditional media are replaced with new ones, the operation of which is subject to constant updating and the use of new technologies.

**11. Labour market entry voucher in the private sector for young persons aged 25 - 29, graduates of University and Technological Sectors of Higher Education Institutes or graduates of compulsory, secondary and post - secondary education, to acquire work experience**

The **total budget is 18.000.000euros and the number of beneficiaries 30.000 unemployed persons.** This Action aims to expand opportunities for the entry of young unemployed persons in the labour market, through theoretical training and educational in-service traineeship in a real working environment, potentially resulting in their placement in jobs in

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<sup>44</sup> National Organisation for the Certification of Qualifications & Vocational Guidance

the private sector. In the context of the Action a comprehensive package of interventions will be implemented, including:

- Theoretical training of beneficiaries lasting 80 hours in horizontal skills
- In-service traineeship of the beneficiaries in the private sector lasting 450 hours. It involves placement of the beneficiary in a in-service traineeship post offered by the partner enterprise, with which the beneficiary has contracted jointly with the training provider and includes two stages: a) smooth integration and incorporation of the trainee in the work environment of the company (200 hours) and b) skills associated with the specifications of the in-service traineeship post (250 hours).
- Support and mentoring services for trainees by the training provider
- Three payment stages (upon completion of theoretical training and in-service traineeship)

**12. Labour market entry voucher in the private sector for young persons aged 18 - 24, graduates of University and Technological Sectors of Higher Education Institutes or graduates of compulsory, secondary and post - secondary education, to acquire work experience**

The **total budget amounts to 43.200.000euros and the number of beneficiaries to 12.000 unemployed persons.** The aim is to achieve a structured path of entry of unemployed young persons in the labour market, which potentially leads to placing them in jobs in the private sector. In the context of the Action the following will be implemented:

- Theoretical training programme of 80 - 120 hours to acquire knowledge and skills in horizontal and / or specific topics (depending on the group of beneficiaries) which relate to the in-service traineeship post
- In-service traineeships in the private sector, from 380 - 420 hours, with a duration not exceeding six months
- Support and mentoring services to trainees by the training provider, before and during in-service traineeship.
- Three payment stages (upon completion of the theoretical training and in-service traineeship).

**13. Structural Adaptation of Employees and Businesses within the economic crisis**

During the 2007 - 2013 Programming Period, the OAED exercised the role of Intermediate Management Body, within the context of the Action entitled "Structural Adaptation of Employees and Businesses (over 50 employed persons) within the economic crisis" (2010 - 2013). The Action was co-financed by the European Social Fund (ESF), under the Operational Programme entitled "Human Resources Development", and related to supporting businesses with regard to the development and implementation of "Integrated Structural Adaptation Projects for Businesses and Employees" in order to **respond to the new conditions shaped by the economic crisis, and integrate new technologies into the production process.**

The Integrated Structural Adaptation Projects for Businesses included specific Actions associated with predefined directions and planned changes in the organization of each

business, with particular emphasis on areas such as the optimization of the use of resources and the development of models and practices for the adequate preparation of the staff, to upgrade their skills and qualifications.

The above OAED programme, aiming to support the adjustment of businesses in the new business facts, was implemented in **cooperation with the social partners in the initial consultation - Action design stage and the stage of assessment of inclusion applications** and led to the following results:

- **It improved** businesses, so that they **develop** their **own** expertise, in order to be driven to sustainable development, improving their competitiveness.
- **It introduced** a new, **innovative, model combining counselling and training services**, which aims to *teaching businesses how to learn*.
- **It adapted** methodologies in the employee training field, which traditionally relied on educational goals and **directed them towards learning outcomes**, such as those stemming from labour - learning activities, affecting the practical benefit for employed persons and, by extension, of the businesses themselves.
- **It offered** businesses a useful **tool to face the period of uncertainty**, when the difficulties to forecast business decision are intense, **introducing a vocational training building approach in the immediate work area, from which working results originate**.
- **It orientated** businesses to the direction of their **transformation** to *learning organizations*, ultimately pursuing the development of their specific discrete skills, i.e. their unique competitive advantage, which will contribute to them being continuously adapted and responding effectively to the external, constantly changing, business environment.
- **It offered** businesses the opportunity **to retain jobs**.

#### **Paragraph 4: Encouragement to fully exploit available structures**

##### **Legal Framework**

We refer to the previous Greek Report.

Furthermore, please be advised that new legislation was enacted, which **facilitates access of Persons with Disabilities to Higher Education, via the process of transfers**. Specifically, with regard to the admission-place transfer process at universities, the following provisions were introduced:

1) Under Article 34 of Law 4186/2013 (O.G.A<sup>1</sup>/193) "*Notwithstanding the above, successful candidates of the school years referred to in paragraph 1, who were admitted under the 5% category, may, upon request, transfer their place to a respective department or faculty of the University, if they were admitted to a University or a Technological Educational Institute if they were admitted to a Technological Educational Institute .....* ".

2) In addition, Article 53 of Law 4264/2014 (O.G.A<sup>1</sup>/118) was implemented, which states that "As from the academic year 2014 - 2015, those admitted to a higher education Faculty or Department, who: «... ...(c.c.) have parents, children, siblings, spouses who are blind or deaf-

mute or kidney patients, submitted to dialysis or suffering from Duchene's muscular dystrophy or belong to the category of persons with special needs because they have mobility problems due to disability exceeding 67% and proven by disability certificates issued by the respective Disability Certification Centre (KEPA), ... ..(cf) who themselves belong to the category of persons with special needs because they have been mobility problems due to a disability rate of 67% or more and proven by disability certificates issued by the respective Disability Certification Centre [.....] are entitled to transfer their admission place to a corresponding university Faculty or Department, if they were admitted to the University and Technological Sectors of Higher Education Institutes.»"

#### **Additional Question raised by the ECSR**

With regard to the additional question raised by the ECSR regarding the financial support of third - country nationals in secondary and higher education, please be advised that the Directorate of Secondary Education Studies of the Ministry of Culture, Education and Religious Affairs has informed the country's Secondary Education Directorates of the Ministerial Decision no.2/46354/0026/20-7-2012 (O.G.B'/2204), entitled "*Determination of procedure and documentation needed for the payment of income support for families having children in compulsory education and low income*", by virtue of Article 27, paragraph 3 of Law 3016/2002 (O.G. A'/110), as amended by Article 28, paragraph 1 of Law 3879/2010 (O.G.A'/163) in order for them to take the necessary action. In accordance with the above provisions, **an annual financial support (grant) is given to families with children in compulsory education and low income.**

In addition, due to the difficult economic times, the Directorate of Secondary Education Studies issued, in collaboration with the Directorate of Primary Education Studies, the circulars no.33904/C2/ 27-3-2012 and no.36032/C2/30-3-2012, stipulating that "**In order to support Primary and Secondary Education students experiencing feeding problems, because of the difficult economic times, it is possible that school Directors and Teachers Associations, in cooperation with the Parents Associations, communicate with the social services of Municipalities, as well as the Holy Dioceses, that have expressed their willingness to contribute more effectively to dealing with such problems (...)**".

We point out that the **above provisions apply to all, without any exception, students, including third-country nationals.**

Regarding financial support of third-country nationals of member States of the European Social Charter, while attending higher education, it is pointed out that **our country grants scholarships for research to third-country nationals of member States of the ESC outside the EU, such as Ukraine, Turkey, Serbia, based on educational agreements concluded between Greece and these countries and the relevant Educational Executive Programmes.**

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

**Paragraph 1: Education and training of persons with disabilities**

**A. LEGISLATION**

Legislation adopted during the reference period (1/1/2011 - 31/12/2014), which relates to the education of Persons with Disabilities and combats discrimination against this group:

**1. Law 4074/11.4.2012 (O.G. A'/88) entitled "Ratification of the Convention on the Rights of Persons with Disabilities and the Optional Protocol to the Convention on the Rights of Persons with Disabilities"**

Article 24 of the above United Nations Convention, which became binding for Greece, after this Law was passed by the Hellenic Parliament, refers to the education of persons with disabilities. Indicatively, in this respect, we refer to: (a) the recognition of the right of persons with disabilities to education and the exercise of this right without discrimination and based on equal opportunities, (b) the implementation of this right through ensuring a number of parameters (such as, inter alia, non - exclusion from the mainstream education system and access to an inclusive, quality, primary and secondary education), and (c) taking a series of measures relating, inter alia, to supporting persons with disabilities in environments that maximize their academic and social development, in agreement with the goal of full integration.

**2. Law 4115/30.1.2013 (O.G. A'/24), Article 39, paragraph 4, which provides for the following:**

**i)** converting Special Education and Training Schools (S.M.E.A.E.) to **Special Education and Training Support Centres (E.A.E.)**, *"a unity of schools of the general public and private education, regardless of degree"* (Article 39, paragraph 4b).

**ii)** creating a **School Network for Education and Support (SDEY)**, to: *"(a) promote cooperation, coordination of work of schools and their empowerment in response to the special educational needs of their students, (b) integrate and include students with disabilities at the school of their peers and (c) support Integration Departments (TE), parallel support - joint education of students to whom teaching at home applies"*, (Article 39, paragraph 4b).

**iii)** operating, in each mainstream education school unit belonging to the Education and Support School Network of EDEAY (Special Diagnostic Committee for Assessment & Support, in accordance with Article 39, paragraph 4a of said Act), with responsibilities defined in paragraph 4e of said Act and determined by decision of the Minister of Education and Religious Affairs (Article 4f) and including, inter alia:

(a) The conducting of diagnostic educational assessment of the obstacles in education and the special educational needs in schools belonging to the School Education and Support Network,

- (b) The configuration of a differentiated curriculum for students with identified learning and / or behavioural difficulties, in cooperation with the teacher of the class which the student attends,
- (c) The carrying out of a collaborative multidisciplinary approach to student difficulties,
- (d) The configuration of pre-school early intervention programmes, in collaboration with paediatric services or Child Guidance Centres (IPD)
- (e) The monitoring of the implementation of the Individual Education Programme (EPE)
- (f) The coordination and monitoring of social support actions of the student and his family and cooperation with municipal services and other bodies and
- (g) The reference of students who need advice from the Differential Diagnosis and Support Centre (KE.D.D.Y.), if they continue to have learning or behavioural or integration difficulties in the school environment.

**3. Law 4186/17.9.2013 (O.G.A'/193), Article 28, Chapter Z entitled "Special Education Issues", which provides, inter alia, for the following:**

i) The secondary special vocational training structures, particularly Special Vocational Junior High Schools (EEG) and Senior High Schools (EEL), in accordance with Article 28, paragraph 1 of the aforementioned Act, amending Article 8, paragraph 1, subparagraph c of Law 3699/2008.

In particular, graduates of primary mainstream education or vocational training schools enrol in the Special Vocational Senior High Schools. Attendance includes five classes and a programme is applied to complete nine years of compulsory education and provide vocational training. The Special Vocational Senior High Schools are included in compulsory education and are equal to Special High Schools.

Respectively, graduates of Vocational Senior High Schools and Special and General Junior High Schools and Senior High Schools enrol in Special Vocational Senior High Schools. In Special Vocational Senior High Schools attendance includes four classes, in line with the Evening Vocational Senior High School and graduates are granted a secondary education graduation certificate and degree with level 3 professional rights (Article 28, paragraph 1, subparagraph b).

ii) The integration of Special Vocational Education and Training Laboratories (EEEEK) in specific vocational training structures.

Attendance in Special Vocational Education and Training Laboratories is set to last six years instead of 5-8 (according to Article 8, paragraph 1, point c, case d of Law 3699/2008) and graduates of primary mainstream or special education schools enrol therein.

The Special Vocational Education and Training Laboratories are schools classified in the secondary education and granting graduates a second level degree, with professional rights and enrolment right in Special Education Vocational Training Schools (SEK), upon recommendation by the Differential Diagnosis and Support Centre.

An in-service traineeship lasting at least two quarters is provided for Special Vocational

Education and Training Laboratories, in the context of for laboratory courses. The sixth (6<sup>th</sup>) grade of the Special Vocational Education and Training Laboratories acts as a technical / professional expertise class to enrich the students' skills and their familiarity with the working environment. If the in-service traineeship of students is not possible, then it is organised with the support of the school cooperative.

iii) The conversion of First (1<sup>st</sup>) degree Special Education Technical Vocational Schools and Second (2<sup>nd</sup>) degree Special Education Technical Vocational Schools to Special Vocational Junior High Schools and Special Vocational Senior High Schools respectively, from the date of entry into force of the abovementioned Act.

iv) specific issues related to:

(a) for the most part, amendments to Articles of Law 3699/2008 on the Special Education and Training of students with disabilities in Special Education and Training Schools (SMEAE) and in mainstream education (Article 28, paragraphs 8, 9, 13, 14, 15, 16, 17, 18, 21)

(b) the organization of retraining and the certification of the Greek Sign Language as well as Braille writing by the EOPPEP<sup>45</sup>, in cooperation with the Institute for Educational Policy [IEP] and its most representative bodies in Deaf and Blind issues, the Greek Federation for the Deaf [OM.K.E.] and the National Federation for the Blind [EOT] (Article 28, paragraph 10)

(c) the retraining of Special Education and Auxiliary Personnel [EEP & EBP] (Article 28, paragraph 7)

(d) administrative issues of Special Education and Training.

**4. Ministerial Decision no.17812/C6/12.2.2014 (O.G.B'/315) entitled "Legal Establishment of the Special Diagnostic Assessment and Support Committee (EDEAY)<sup>46</sup> and determination of the specific duties of the members and their coordinators", which provides for:**

i) The organization, purpose, operation and Legal Establishment of Special Diagnostic Assessment and Support Committees (Chapter A, Articles 1 - 5),

ii) The duties and responsibilities of the staff and the members of the Special Diagnostic Assessment and Support Committees (Chapter II, Articles 1 - 10).

In addition, as provided for in the abovementioned Ministerial Decision, a protocol is included with relation to the "Individual Quarterly Interdisciplinary and Differential Support Programme".

Please note that the Special Diagnostic Assessment and Support Committees are established as a primary body for the diagnostic educational assessment and support of students with special educational needs, who attend special education schools in place of the EDEA (Special Diagnostic Assessment Committee), which was provided for by Law 3699/2008 (Article 4).

## **5. National Institute for the Deaf (E.I.K.)**

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<sup>45</sup> National Organisation for the Certification of Qualifications & Vocational Guidance

<sup>46</sup> Diagnostic Educational Assessment and Support Committees

The E.I.K. falls under the Ministry of Labour, Social Security and Social Solidarity (Law 4052/O.G.41/A'/1-3-2012) and aims at the early detection of deafness and hearing loss, the provision of special education and care, as well as of any form of assistance for these persons and their families, and the **education of deaf persons with a view to their to vocational** rehabilitation.

#### **6. Centre for the Education & Rehabilitation of the Blind (KEAT)**

The KEAT comes under the Ministry of Labour, Social Security and Social Solidarity (Law 4052/O.G.41/A'/1-3-2012), its purpose and operation being defined by Presidential Decree 265/17.4.79. The KEAT gives the possibility of education to visually impaired persons, at different levels and with a variety of objectives. The main objectives of the KEAT is **the education and retraining of blind children in all areas of development**, their integration from pre-school age in the society by implementing specific programmes, aimed at integrating their personality and social education and acquiring independence. Education is basically offered to pre-schoolers and tutorial education to school children (Secondary Education). In addition, the Centre operates a special Primary School for Blind Pupils, a Special Primary School for Deaf and Blind Pupils and a Special Nursery School for Deaf and Blind Pupils under the supervision of the Ministry of Education.

#### **7. Training Schools for Persons with Disabilities (OAED)**

The Greek Manpower Employment Organisation (OAED) operates two Special Education training structures in Athens, the "**Athens School for Persons with Disabilities**" in Galatsi and the "**Model Industrial Unit (P.V.M.)**" in Lakkia, Thessaloniki, with a capacity of 400 trainees in total.

The OAED is now competent for the operation of **Athens School for Persons with Disabilities**, as provided for in Article 37 of Law 3896/2010 and, by decision no.B136186/1.10.2012 of its Governor, the responsibility has been further assigned to the Directorate for Adult Vocational Training. The school's training curricula aim at the professional specialization of unemployed persons with disabilities, with a disability rate of at least 50% and physical, organic and mobility problems (aged 18 - 55).

**The Model Industrial Unit (P.V.M.)** operates in Lakkia, Thessaloniki. The school's training curricula target trainees with mental retardation, substantially aiming to promote and develop knowledge and skills for their vocational rehabilitation (aged 14 - 24).

## **II. MEASURES**

**Measures adopted for the implementation of any new legislation (administrative arrangements, programmes, actions and projects, action plans, etc.)**

1. The **Educational Policy Institute (I.E.P.)** participates, within its competence, as determined by Law 3966/2011, in the implementation of actions aiming at enhancing access and participation of all students in the educational system, reducing school dropouts, with

emphasis on persons with disabilities, as well as reinforcing and improving the quality of retraining teachers at all levels of compulsory education, with a focus on Information and Communication Technologies (ICT).

These actions are part of the following activities:

- (a) *"Design and development of accessible educational and teaching aids for students with disabilities"*
- (b) *"Programme of individualized support measures for students with disabilities and / or special educational needs to maximize their academic and social development using New Technologies and Digital Educational Material", and*
- (c) *"Development of supporting structures for integration and inclusion in the education of students with disabilities and / or special educational needs - Conversion of the Special School to a Support Centre for Special Education Training."*

All the above activities fall under the specific Action entitled **“Advanced Educational Support for inclusion of students with disabilities and / or special educational needs”** and are implemented or planned under the Operational Programme «Education and Lifelong Learning», funded from the ESPA<sup>47</sup>.

Specifically:

**a. The Action entitled *"Design and development of accessible educational and teaching aids for students with disabilities and / or special educational needs"*** aims at adapting the textbooks of the 1<sup>st</sup> and 2<sup>nd</sup> grade of Primary School, so that they become accessible to students with disabilities, and at adapting and integrating educational content in accessible digital environments.

Moreover, the Action includes activities designed to develop special teaching materials for education support services in order to more adequately prepare students with disabilities, as well as retrain teachers and school counsellors of mainstream and special education and training in the new accessible educational materials. All activities of the said Action are developed based on the principle of accessibility in the wider context of mitigating educational inequalities and social exclusion, as well as ensuring equal participation and access for all categories of persons with disabilities to education.

In this context and in accordance with Article 49 of the Convention on the Rights of Persons with Disabilities and its Optional Protocol, which provides for making the text of the Convention available also in accessible formats, the digitization, in editable form, of the Ratification of the Convention (Law 4079/2012), as well as its adaptation for partially sighted students, in 3 different sizes (12, 18 and 28 dots) of the Arial font, are included, which have been posted on the programme's website ([http://www.prosvasimo.gr/symvasi\\_ohi](http://www.prosvasimo.gr/symvasi_ohi)).

Furthermore, it includes the development of the Convention in an enable form and its reproduction: a) in the Greek Sign Language, b) in a text for all, c) in audio format, d) in a text for all in the Greek Sign Language, e) in a text for all in audio format, f) in the Greek

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<sup>47</sup> Corporate Pact for Development Framework

Braille code in electronic form, enabling printouts from Braille printers and its reprint in 50 copies. The programme was launched in November 2010.

**b. The action "Programme of individualized educational support measures for students with disabilities and/ or special educational needs to maximize their academic and social development using New Technologies and Digital Educational Material"** takes into account the International Convention on the Rights of Persons with Disabilities (UN, 2006), which was ratified by the Greek Parliament by Law 4074/2012.

The Action aims to improve the quality of Special Education and Training in Special Education Schools and Training (SMEAE) and Integration Classes. Specifically, it aims at modernizing and enhancing training of students with disabilities and/ or special educational needs, as well at restructuring the role of special schools and inclusive classes using the existing accessible educational material in digital form.

From all the activities that are to be developed under the Action, the Educational Policy Institute participates in the implementation of: (a) retraining special education teachers through special and mainstream education counsellors of various disciplines and (b) developing a Programme Differentiation Guide for Special Education Studies and collecting and supplementing Training Material and Special Tools. The Programme was launched in May 2013.

**c. The Action entitled "Development of support structures for the integration and inclusion in education of students with disabilities and / or special educational needs - Conversion of the special school to a Special Educational Training Support Centre»** is in progress towards the - essential for the modern educational and socio-political circumstance - direction of creating a school for all students, including students with disabilities and/ or special educational needs, which will provide, inter alia, specific pedagogical and psychological support services.

In the spirit of the Convention on the Rights of Persons with Disabilities, as well as of the Convention on the Rights of the Child, this Action aims at enhancing the public school's role so that every student's needs be met, changing the relationship between general and special schools, through the conversion of the latter into a centre of early support for students attending mainstream schools and their families as well as the operation of Diagnostic Educational Assessment and Support Committees (EDEAY) for the public school.

The Educational Policy Institute participates in the implementation of this Action through the Trainers Training Action and the retraining programme for the Special Education personnel that will staff the Special Diagnostic Assessment and Support Committees. The Action was launched in February 2013.

2. In addition to the above, the Ministry of Education and Religious Affairs currently implements a series of projects related to Special Education, co-financed by the ESF and the Greek State, under the ESPA. These projects are the following:

(a) **"Specialized educational support programme for the integration of students with**

**disabilities and/ or special educational needs" in Priority Axes 1, 2, 3 of the O.P. "Education and Lifelong Learning".**

This programme aims at implementing specialized educational support in mainstream education schools, through appropriately trained teaching staff, which supports students with disabilities and/ or special educational needs in the classroom, alongside the class teacher. This personnel is hired, trained and supported, scientifically- and counselling-wise, through appropriate structures.

The ultimate goal of the programme is to improve the accessibility of students, promote their integration into the school and, by extension, their social life and tackle social exclusion.

**(b) "Design and development of an electronic registry for all students with disabilities and/or special educational needs, aged 4-25, and utilizing it in the educational process - Horizontal Act" in Priority Axes 1, 2, & 3 of the O.P. "Education and Lifelong Learning".**

This programme provides for the development and operation of a modern Special Integrated Electronic System that will take the form of a database, which will record, following a census, all students with disabilities and / or special educational needs attending primary and secondary education.

The purpose of this Action is to enhance the access and participation of all children in the education system and to fight dropping out of school.

**(c) "Assessment of Special Education and Training structures - developing a software for continuous monitoring and assessment of structures and critical parameters of Special Education and Training."**

The purpose of this Action is to investigate special education and training structures (at a level exceeding the simple recording of demographics and quantitative accounts), effectively network existing Special Education structures with the central government and, by extension, make it possible to provide qualitative and quantitative information, critical for taking educational decisions, to the competent bodies and the Educational Policy Institute.

### **3. OAED - Training Schools for Persons with Disabilities**

Please refer to the section under the same title in Article 10, paragraph 1.

### **4. Operational Programme entitled «Human Resources Development»**

Under the O.P. "Human Resources Development" and for the period 1/1/2011 - 31/12/2014 the following measures were implemented, which aim to assist the right of Persons with Disabilities to independence, social integration and social reintegration - Education and Training of Persons with Disabilities:

***Interventions of integrated Actions involving vocational training***

These interventions are carried out in accredited Vocational Training Centres which meet the set national and EU legislation requirements regarding the accessibility of persons with disabilities.

**[1a.] Programmes aimed at providing complete pre-training, training and accompanying**

**counselling services, provided by specialized centres for social and professional inclusion to persons with disabilities and detoxified or under detoxification persons.**

These Specialized Centres are accredited by the EOPPEP<sup>48</sup> (formerly EKEPIS) and have adequate infrastructure and properly trained staff to provide the above services.

The programmes are addressed to unemployed persons of the abovementioned target groups, irrespective of education level.

The said programmes, with a total programming budget of **13,09million**, had a **total of 1.319 beneficiaries, out of which 1.040 persons with disabilities (AMEA)**. The implementation of the intervention was completed in 2014, with a total expenditure reaching **10,74million Euros**.

**[1b.] Interventions in favour of vulnerable social groups carried out by accredited Specialised Centres for Social and Vocational Inclusion, as well as by Vocational Training Centres (KEK)**

These Actions aim at providing pre-training and training activities to **8.000 persons belonging to Special Social Groups (EKO)**, which include Persons with Disabilities. The goal is to implement interventions of a **79,56million Euros** budget targeted on unemployed EKO persons, so as to ensure equal access to the labour market for job seekers, integrate them into the social net, as well as enable them to respond to the requirements of the new economic reality.

The bidding process was completed in 2014 and the signing of contracts with the Contracting Bodies has begun for the Beneficiary - Special Service for the Implementation of the ESF (EYE EKT). It is expected that approximately **7.700 unemployed persons belonging to vulnerable social groups will benefit / be trained** from the implementation of the Programmes, 975 of which will be placed in compulsory jobs. According to the figures of the Special Administration Service, until 31.12.2014, **469 persons with disabilities (AMEA)** had benefited.

### **III. STATISTICS**

1] With respect to **the number of students with disabilities who were fully integrated into basic training, please be advised that, under the legal framework in force, namely Law 3699/2008 (O.G.A'/199/ 2.10.2008) entitled "Special Education and Training for persons with disabilities or special educational needs"**, the integration of students with disabilities or special educational needs is carried out at: (1) Special Education and Training Schools, (2) Integration Classes and (3) along with the provision of parallel support - joint education in mainstream schools of Primary and Secondary Education.

In detail:

#### **(a) Special Education and Training Schools**

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**- Number of Special Education Schools in Primary Education, nationwide, during school year 2014 - 15:**

Special Education Primary Schools	122
Special Education Nursery Schools	101
All-Day Special Education Primary School	55
All-Day Special Education Nursery School	12
All-Day Experimental Special Education Primary School (integrated in the University)	1
<b>Total</b>	<b>291</b>

**- Number of Special Education Schools in Secondary Education, nationwide, during school year 2014 - 15:**

Special Education Junior High Schools	7
Special Education Junior High Schools with Senior High School Classes	3
Special Vocational Education and Training Laboratories	82
Special Vocational Senior High Schools	2
Vocational Special Education High Schools	6
Special Education Senior High Schools	2
Technical Vocational Special Education Schools	24
<b>Total</b>	<b>126</b>

(b) The attached Excel sheet [Annex II] shows the number of students who attended, during school years 2013 - 14 and 2014 - 15, the Integration Departments of the Mainstream Primary and Secondary Education Schools.

(c) Students with approved ongoing support applications, during school years 2010 - 2011, 2011 - 2012, 2012 - 2013, 2013 - 2014 and 2014 - 2015:

<b>APPROVED ONGOING SUPPORT APPLICATIONS 2010 - 2011</b>	
PRIMARY EDUCATION	<b>871</b>
SECONDARY EDUCATION	<b>183</b>
<b>ONGOING SUPPORT TOTAL</b>	<b>1.054</b>
<b>APPROVED ONGOING SUPPORT APPLICATIONS 2011 - 2012</b>	
PRIMARY EDUCATION	<b>1.660</b>
SECONDARY EDUCATION	<b>210</b>
<b>ONGOING SUPPORT TOTAL</b>	<b>1.870</b>
<b>APPROVED ONGOING SUPPORT APPLICATIONS 2012 - 2013</b>	
PRIMARY EDUCATION	<b>2.275</b>

SECONDARY EDUCATION	<b>271</b>
<b>ONGOING SUPPORT TOTAL</b>	<b>2.546</b>
<b>APPROVED ONGOING SUPPORT APPLICATIONS 2013 - 2014</b>	
PRIMARY EDUCATION	<b>2.781</b>
SECONDARY EDUCATION	<b>495</b>
<b>ONGOING SUPPORT TOTAL</b>	<b>3.276</b>
<b>APPROVED ONGOING SUPPORT APPLICATIONS 2014 - 2015</b>	
PRIMARY EDUCATION	<b>3.899</b>
SECONDARY EDUCATION	<b>665</b>
<b>ONGOING SUPPORT TOTAL</b>	<b>4.564</b>

2] With regard to the number of teachers who were hired under the Actions "Specialized educational support programme for the integration of students with disabilities and / or special educational needs" of the Priority Axes 1, 2 & 3 of the O.P. "Education and Lifelong Learning" per school year 2010 - 2011, 2011 - 2012, 2012 - 2013, 2013 - 2014 and 2014 - 2015:

**NUMBER OF RECRUITED TEACHERS PER YEAR:**

TOTAL RECRUITMENTS 2010 - 2011			
	PRIMARY	SECONDARY	TOTAL
PRIORITY AXIS 1	245	73	318
PRIORITY AXIS 2	391	95	386
PRIORITY AXIS 3	79	13	92
<b>GRAND TOTAL</b>	<b>715</b>	<b>181</b>	<b>896</b>
TOTAL RECRUITMENTS 2011 - 2012			
	PRIMARY	SECONDARY	TOTAL
PRIORITY AXIS 1	274	24	298
PRIORITY AXIS 2	549	75	624
PRIORITY AXIS 3	35	1	36
<b>GRAND TOTAL</b>	<b>858</b>	<b>100</b>	<b>958</b>
TOTAL RECRUITMENTS 2012 - 2013			
	PRIMARY	SECONDARY	TOTAL
PRIORITY AXIS 1	381	140	521
PRIORITY AXIS 2	768	188	956
PRIORITY AXIS 3	64	13	77
<b>GRAND TOTAL</b>	<b>1213</b>	<b>341</b>	<b>1.554</b>

TOTAL RECRUITMENTS 2013 - 2014			
	PRIMARY	SECONDARY	TOTAL
PRIORITY AXIS 1	656	128	784
PRIORITY AXIS 2	981	206	1.187
PRIORITY AXIS 3	176	25	201
<b>GRAND TOTAL</b>	<b>1.813</b>	<b>359</b>	<b>2.172</b>
TOTAL RECRUITMENT 2014 - 2015			
	PRIMARY	SECONDARY	TOTAL
PRIORITY AXIS 1	1.040	216	1.256
PRIORITY AXIS 2	646	162	807
PRIORITY AXIS 3	195	42	237
<b>GRAND TOTAL</b>	<b>1.881</b>	<b>420</b>	<b>2.301</b>

3] As regards the provision of Special Auxiliary Personnel, its implementation was included in the ESPA<sup>49</sup>, in order to cover as many of the needs of students who cannot look after themselves as possible, while teachers have been hired to cover the needs for provision of Parallel Support and Joint Education to students with special educational needs, through the ESPA programme.

4] The EYE-ED Department has already carried out, through the ESPA, retraining programmes (Regional Training Centres - PEK) for teachers / kindergarten teachers of Mainstream and Special Education, implementing Parallel Support.

#### NUMBER OF TEACHERS TRAINED PER YEAR:

AP	Regional Training Centre (PEK)	SCHOOL YEAR	SCHOOL YEAR	SCHOOL YEAR
		2012 - 2013	2013 - 2014	2014 - 2015
		NUMBER OF TEACHERS BEING TRAINED	NUMBER OF TEACHERS BEING TRAINED	NUMBER OF TEACHERS BEING TRAINED
2	1st Thessaloniki PEK	174	76	20
2	1st Athens PEK	148	158	30
1	Patras PEK	67	71	92
2	Kozani PEK	67	30	12
3	Lamia PEK	25	71	37
1	Larissa PEK	67	21	23

<sup>49</sup> Corporate Pact for Development Framework

1	Tripoli PEK	53	43	82
1	Kavala PEK	37	30	23
1	Heraklion PEK	124	190	227
1	Mytilene PEK	25	34	17
1	Ioannina PEK	56	57	63
2	Piraeus PEK	85	106	82
2	3rd Athens PEK	84	84	23
2	2nd Thessaloniki PEK	110	63	10
2	2nd Athens PEK	187	165	45
1	Alexandroupolis PEK	33	44	55
	<b>TOTAL</b>	<b>1342</b>	<b>1243</b>	<b>841</b>

### III. Access to higher education of persons with disabilities

#### - Reference period: 1.1.2011 - 31.12.2014

In matters relating to the access of persons with disabilities to higher education, we would like to point out that legislation was enacted, which favours the access of persons with disabilities to Higher Education, via the process of transfers [see also: Article 10, paragraph 4].

Specifically, with regard to the admission place transfer process for universities, the following provisions were enacted, which facilitate the access of persons with disabilities to higher education:

1) In 2013, Article 34 of Law 4186/2013 (O.G.A'/193); in accordance with paragraph 7 of which: "As an exception to the above, successful candidates of the school years referred to in paragraph 1 who occupied an admission place under the 5% category, may, at their request, transfer their place to a corresponding Department or Faculty of the University, if they were admitted to a University or the Technological Educational Institute, if they were admitted to a Technological Educational Institute.....".

2) During academic year 2014 - 2015, respectively, Article 53 of Law 4264/2014 was applied (O.G.A/118). It is provided therein: "1. As from the 2014 - 2015 academic year, those admitted to a place in a Faculty or Department of Higher Education who are:... ..(c.c.) with parents, children, siblings, spouses who are blind or deaf or kidney patients, subject to dialysis or suffering from Duchene muscular dystrophy or belong to the persons with disabilities category because they have mobility problems due to disability exceeding 67%, proven by disability certificates issued by the respective Disability Certification Centre (KEPA).. ...(f) it is allowed to transfer domestic University and TEI students, who enrolled in a University or a Technological Educational Institute Department for health reasons, which entitles them, by virtue of the legislation in force, to have access to a 5% of places, and who, as the rate provided was exceeded, could not enrol in the Department of their preference, but elsewhere. ... ..(c.f.) who themselves belong to the category of persons with disabilities, because they have mobility

*problems due to a disability rate of 67% or more, proven by disability certificates issued by the respective Disability Certification Centre (KEPA)".*

Moreover, in excess of the fixed number of students to be admitted, a certain number of candidates belonging to the special category of Persons suffering from severe diseases are admitted to each Higher Education Department or Faculty.

The provisions of Article 35 of Law 3794/2009 (O.G.156/A'/4.9.2009), as amended and in force, regulate admission issues in Higher Education for persons suffering from serious diseases. This category includes disorders with a disability rate, such as blind persons, persons with decreased visual acuity and a disability rate of at least 80%, patients with various rare congenital, hereditary or acquired syndromes - diseases, when expressed with severe clinical manifestations attributing a disability rate of at least 80%, examined on a case-per-case basis, as well as with mobility problems due to disability of at least 67% etc.

The criteria for participation in this category are the secondary education graduation certificate and the certificate attesting the disease of candidates, issued by special seven-member committees and valid only for candidate participation in this category.

**Additional Question raised by the ECSR for the Case Law and complaints made to the competent bodies**

During the reference period, **One** "Audit Mandate" was issued [ref.no.SEEDD/F.2D/3705/7.3.2014] by the Public Administration Inspectors – Auditors, on the operation of the Athens School for Persons with Disabilities. The report of Inspectors-Auditors does not impute disciplinary offences, but proposes Actions to improve the operation of the School. The Organisation has adopted the proposals and implements the measures proposed starting from the school year 2015 – 2016.

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## Paragraph 2: Employment of persons with disabilities

### A. LEGISLATION

#### **Existing legislation and legislation adopted during the reference period (1 / 1 / 2011 - 31 / 12 / 2014), concerning employment of persons with disabilities**

We would like to mention, at first, that the general legal framework prohibiting discrimination on the grounds of disability at work and in employment, as provided for in **Law 3304/2005** entitled "Application of the equal treatment principle regardless of racial or ethnic origin, religion or belief, disability, age or sexual orientation", is in force, as already mentioned in previous Greek reports.

Furthermore, we would like to inform you of the following:

**(a)** According to Article 50, paragraphs 2 & 3 of the Civil Servants Code (Law 3528/2007): "Officials suffering or having a spouse or child suffering from a disease requiring regular blood transfusions or requiring periodic hospitalization, are entitled to **special paid leave for up to twenty two (22) working days per year. This leave is also granted to officials who have children suffering from severe mental retardation or Down's syndrome**".

Moreover, according to the provisions of paragraph 4, Article 50 of the Civil Servants Code: "Officials with a disability rate of fifty percent (50%) or more are entitled to receive by the Service, in each calendar year, **paid leave of six (6) working days, in addition to their ordinary leave**".

**(b)** By virtue of paragraphs 4 and 5, Article 16 of Law 2527/1997, as replaced by paragraph 8, Article 30 of Law 3731/2008 and Article 27 of **Law 4305/2014**<sup>50</sup>:

"4. **The reduction in working hours by one (1) hour per day**, according to the provisions of Article 5 of Presidential Decree 193/1988 (O.G.A/84), for regular officials as well as persons bound by a working relation under private law for a fixed or an indefinite period of time, of the State, the public law legal entities and the local self-government authorities, who have children with intellectual, mental or physical disability at a rate of 67% or more, or children aged up to 15 suffering from insulin dependent diabetes or type 1 diabetes with a disability rate of 50% or more, or a spouse with a disability rate of 80% or more, whom they care for, **is made without any corresponding cut in their salaries**. The disability rate is certified in accordance with the provisions in force.

5. **The reduction in working hours** of the previous paragraph **also applies** to blind or paraplegic-tetraplegic persons, kidney patients in the final stage, as well as those having a disability rate exceeding 67%, employed by the State, public law legal entities

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<sup>50</sup> Law 4305/2014 (O.G.A/237/ 31.10.2014) entitled "Open disposal and re - use of documents, information and data of the public sector, amendment of Law 3448/2006 (O.G.A/57), harmonisation of national legislation with the provisions of Directive 2013/37 / EU of the European Parliament and the Council, further enhancement of transparency, regulation of Entrance Examination issues for the National School of Public Administration and Local Self-Government (E.S.D.D.A.) and other provisions"

and local self-government authorities. **Especially for the blind switchboard operators, the reduction in working hours is set to two (2) hours per day".**

## **II. MEASURES**

**Measures taken to implement the existing and any new legislation (administrative regulations, programmes, actions and projects, action plans, etc)**

### **1]. OAED ACTIONS**

**(A)** Pursuant to the provisions of **Law 2643/1998** "Care to employ persons of special categories and other provisions", **350 Persons with Disabilities** and **90 relatives of Persons with Disabilities** have been placed in jobs at public services, public law legal entities and local self-government authorities **from 1/1/2011 to 31/12/2014**. In addition, **18 Persons with Disabilities** have been placed in jobs for **blind switchboard operators** in public services, public law legal entities and local self-government authorities, as well as in the wider public sector.

On **29<sup>th</sup> December 2014**, the OAED Services, which are responsible for the enforcement of Law 2643/1998, published **calls** for the fulfilment of **168 jobs for persons with disabilities** and **105 jobs for relatives of Persons with Disabilities** in public services, public law legal entities and local self-government authorities.

### **(B) Programmes of the Special Social Groups Service (EKO)**

As regards access to the labour market, the role of active employment policies, carried out by the OAED for the integration/reintegration of registered unemployed persons into the labour market, job retention, and entrepreneurial initiatives, is of particular importance. Active policy programmes may be, primarily, targeted in terms of age group, education level, the needs of unemployed persons, whereas, in some cases, emphasis is also given to the sectoral and geographic targeting. They can also be addressed to vulnerable social groups or unemployed persons in a disadvantaged and severely disadvantaged position.

The programmes that have been implemented during the **2011 - 2015** period are:

**(I) Specific triennial employer support programme to retain jobs and encourage employment, by granting subsidies corresponding to the amount of total social security contributions**, for the hiring of **2.300 unemployed persons with disabilities (AMEA)**, detoxified from addictive substances, ex - prisoners, young offenders or young persons at social risk *and* **Subsidy Programme for 50 ergonomic workplace layout jobs for AMEA**. The cost for the programme, which amounts to **30.500.000euros in total**, is covered by the current account of the Social Insurance Institute [IKA] - OAED and the State budget for AMEA (O.G.B'/1663/2010). Out of the above amount, **27.707.610euros** (27.582.610euros for New Jobs for AMEA and 125.000euros for the Ergonomic Layout Program) correspond **to the group of persons with disabilities, and, in particular, to 2.080 jobs (of the 2.300 jobs of the Programme).**

(II) **Subsidy Programme for 800 Young Self-Employed** unemployed AMEA, persons detoxified from addictive substances and persons released from prison *and* **Subsidy Programme for 50 ergonomic workplace layout jobs for AMEA**. The estimated cost of implementing this measure is **22.550.000euros** and is covered by the budget of the OAED and the State budget for Persons with Disabilities. Out of the total estimated cost, **16.925.000euros are intended for 600 jobs for AMEA**; in particular, 16.800.000euros for jobs for Young Self-Employed Persons and 125.000euros for the Ergonomic Layout Programme. **The programme for Young Self-Employed Persons/ Special Social Groups was open until July 31, 2015.**

(III) **Business subsidy programme for the hiring of disadvantaged and severely disadvantaged persons.**

In 2015, **three (3) Public Calls** were issued for 53.951 full - time jobs under the said Action. In two of these Public Calls points were awarded to **disability status** (50% or more), while in the last of the three (with the 14<sup>th</sup> September 2015 as expiration date for the submission of applications for 19.101 full time jobs) the group of persons with disabilities was added [category of potential beneficiaries] as a selection criterion, following an amendment of the relevant Ministerial Decision. Please note that, except for the AMEA, points are also awarded in the last two Public Calls for **the existence of a dependent child with disabilities**, with a disability rate of 67% or more.

2]. In the framework of the **2007 - 2013 O.P. «Human Resources Development" (EPANAD)** of the Ministry of Labour, Social Security and Social Solidarity, interventions are provided for aiming at the full integration of the entire workforce into a society of equal opportunities through **enhancing social cohesion, equal access to the labour market for all and preventing marginalization and exclusion phenomena.**

The backbone of the Operational Programme where such interventions are included is Thematic Axis 4: "Full integration of the entire workforce into a society of equal opportunities". The specific objectives of the Thematic Axis 4 are:

- promoting social and **occupational integration** of socially vulnerable groups (EKO), including **persons with disabilities**,
- developing social entrepreneurship for their **integration into the labour market** and
- improving welfare for those needing help.

The interventions of the Axis include significant interventions in direct support of persons with disabilities, most of which are designed with exclusive target in this group. In particular, the following interventions have been designed and implemented:

**I. Interventions of integrated Actions involving vocational training (see also: Article 15, paragraph 1, II. Measures) and more specifically:**

- - - **Interventions for vulnerable social groups carried out by accredited Specialised Centres**

for the Social and Vocational Inclusion of Persons with Disabilities (AMEA) and detoxified or under detoxification persons, and by accredited Vocational Training Centres (KEK), with a total budget of 85.000.000euros (Action 1: 42.000.000euros, Action 2: 36.000.000euros and Action 3: 7.000.000euros). The number of beneficiaries amounts to 8.200 unemployed persons.

Goal of the interventions is to **ensure equal access to the labour market for persons belonging to Vulnerable Social Groups**, as well as their integration into the society and their ability to respond to the demands of the new economic reality. The actions include mandatory pre - training and training activities (including theoretical training and in-service traineeship) for the trainees; these activities are linked to the mandatory employment of at least 15% of the trainees in jobs relevant with the training subject, for at least three months and at least 70 daily-wages (full time).

The bidding process was completed in 2014 and the signing of contracts with the Contracting Bodies has begun for the Beneficiary - Special Service for the Implementation of the ESF (EYE EKT). It is expected that approximately **7.700 unemployed persons belonging to vulnerable social groups will benefit / be trained** from the implementation of the Programmes, 975 of which will be placed in compulsory jobs. According to the figures of the Special Administration Service, until 31.12.2014, **469 persons with disabilities (AMEA)** had benefited.

## **II. Local social integration Actions for vulnerable groups (TOP / EKO).**

The objective of the Action is to activate and mobilize local actors in order to **ensure job creation** for unemployed persons belonging to vulnerable social groups (**including AMEA**), as a result of recognising the specific local needs and promoting the growth potential in the intervention areas.

**131 Action Plans** are implemented by Development Partnerships with **12.000 beneficiaries** (programmatically). By the end of 2014, the training in all partnerships had been completed and the placements of beneficiaries in jobs as well as the establishment of businesses continue. **12.298 unemployed persons / beneficiaries** benefited from the programme, under Action Plans of Development Partnerships. According to the figures provided by the Special Administration Service, **919 persons with disabilities** had benefited till **31.12.2014**.

## **III. SOCIAL SERVICES**

### **(1) Prevention of institutionalization and stigmatization of persons with disabilities (organization and operation of Supported Living Accommodation - SYD).**

Supported Living Accommodation (S.Y.D.) are residencies predominantly intended for persons with mental retardation, with minor physical, sensory or mental illnesses, who are unable to live independently without proper support from their existing immediate family or in case of its absence.

The SYD aim to provide healthy, comfortable and safe accommodation to persons with

disabilities, ensure they receive specialized medical care and care for their recreation and participation in social events. This intervention is governed by an institutional framework - see Joint Ministerial Decision, O.G.B'/74/1.27.2007 as amended.

The running costs for fifty-two (52) SYDs were eligible expenditure for a period of thirty six (36) months and reached 24 million Euros approx.

## **(2) Daytime and Daily Care Centres for the Elderly - Daytime and Daily Care Centres for AMEA and Other Centres**

Programmes of a total budget of **71 million Euros** and the Hellenic Agency for Local Development and Local Self-Government (EETAA) as beneficiary have been implemented, concerning:

(A) The provision of daytime care services to elderly persons who cannot be completely self-reliant (disabilities, dementia, etc.) through the Daytime Care Centre for the Elderly (KIFI)

(B) The provision of care services to persons with disabilities, sensory disabilities, mental retardation, multiple disabilities or different kind of disabilities, through the Daytime and Daily Care Centres for Persons with Disabilities.

The direct beneficiaries of these Actions were the persons who receive services from these Centres (elderly persons as regards the KIFI, persons with disabilities as regards the Daytime and other Centres), while indirect beneficiaries are the persons responsible for the care of the elderly, AMEA, etc.

The implementation of these programmes has been completed and approximately 5.720 persons have benefited directly, out of which **1.555 persons with disabilities**.

## **(3) Programme to create a National Network of Immediate Social Intervention to address the poverty and social exclusion phenomena**

The programme's objective is to finance Action Plans relating to the creation of new Social Structures or the continued operation of existing ones, such as Social Groceries, Social Pharmacies, etc. in Municipalities throughout the country. The budget of the approved relevant Actions amounted to 38,7million Euros, till November 2014. In November 2014 and having taken into account that the proportion of the population at risk of poverty remained significantly higher than the EU average, while also, the Regional Operational Programmes for the new Programming Period 2014 - 2020, which include Thematic Goal 9 (Promoting social integration and combating poverty), had not yet been approved by the European Commission, Actions of the A' round of interventions were given the possibility of extending their natural object until 30/6/2015, with a corresponding increase in their budget. Until 31/12/2014, the physical object was extended for seven programmes of the A' round, with the total budget of the programme (A' and B' rounds) reaching 40 million Euros, while a total of 1.140 jobs had been created for the operation of 262 structures and approximately 43.000 persons had benefited, including **4.598 persons with disabilities**.

**(4)** Under Thematic Priority Axis 3 entitled "Facilitating access to employment", the Action

"**Harmonisation of Family and Professional Life**" was implemented, aiming to increase both the employment and the retention of women in jobs on an equal footing, so that, through their substantial facilitation, they may meet their demanding and conflicting roles, such as that of family care and child protection.

This objective is achieved through the reinforcement of women, by means of providing care and hospitality services to **infants, toddlers, children and adolescents as well as AMEA**. The allocation of places is carried out for the woman-beneficiary, through a "placement mandate» (voucher) of her child. Direct beneficiaries of the Action are employed women with increased family responsibilities that wish not only for professional advancement, but also to maintain their employability. This Action provided for **awarding special points to AMEA parents** and, in accordance with the data **till 31.12.2014, 686 AMEA women** have benefited.

More specifically, support is provided through childcare for children with disabilities and / or adolescents and / or individuals with mental retardation and / or physical disabilities in the respective Creative Activity Centres for Children with Disabilities (KDAPmeA), as well as through the provision of childcare for younger children with disabilities in nurseries of integrated care, which belong to a separate group of structures.

SCHOOL YEAR	NUMBER OF KDAP MEA STRUCTURES	NUMBER OF INTEGRATED CARE STRUCTURES	NUMBER OF BENEFICIARIES - KDAP - MEA CHILDREN	NUMBER OF BENEFICIARIES - INTEGRATED CARE CHILDREN
2010 - 2011	51	4	1.433	165
2011 - 2012	69	4	1.765	147
2012 - 2013	76	6	1.437	172
2013 - 2014	81	7	1.706	269

For the Creative Activity Centres for Children (KDAP), the Creative Activity Centres for Children with Disabilities (KDAP - MEA) and the category of *pre-schoolers with disabilities, aged 2,5 – 6,5*, of Integrated Care Nurseries, the number of places offered may even cover 100% of their capacity.

#### **(5) Existence of home support services**

An Action entitled "Reconciling work and family life through the provision of home care services to dependent members of unemployed persons' families and admissibly threatened by unemployment workers benefiting from active employment policies" ("**Help at Home**") was included within the framework of the O.P. "Human Resources Development". This Action aims to safeguard independent living conditions for the elderly and **the AMEA** in their homes, in order **to ensure their stay in familiar natural and social environment, avoid sending them to closed care structures and prevent social exclusion**

**situations.**

The programme's **eligibility period for costs expired on 31<sup>st</sup> December 2011**, when it ceased being co-financed. However, following an agreement between the Minister of Labour and the European Commission, the **"Help at Home"** programme entered a new implementation stage, with a view to its sustainability and self - financing (independent from public funds).

Thus, as to the operational aspect, the IKA-ETAM<sup>51</sup> and, specifically, the Directorate for the House-Care of Pensioners, is the body which will implement the programme. This will ensure the continuity of the **"Help at Home"** programme and, consequently, the seamless coverage of beneficiaries (paragraph 5, Article 137 of Law 4052/2012 [O.G.A'/41/2012]).

However, in order to smooth out the transition to the new successor programme and, especially, in order not to interrupt the provision of the services to citizens, so that they live decently with support at home, it was decided to **extend the duration of the "Help at Home" programme until 30.9.14.** (Article 5, Law 4147/2013).

**National Register of beneficiaries of social and welfare allowances**

The **National Register of beneficiaries of social and welfare allowances** was established, by virtue of Article 18 of **Law 4025/2011** (O.G. A'/228), by means of which all social and welfare allowances are recorded and in which approximately **200.000 beneficiaries** appear registered.

The National Registry includes the beneficiaries of disability allowance (blindness, deaf and muteness, quadriplegia, paraplegia, amputation for persons insured by the State as well as uninsured ones, severe mental retardation, cerebral palsy, severe disability, congenital haemolytic anaemia, congenital bleeding, S.E.A.A, Hansen's disease and movement allowance), the beneficiaries of unprotected minors' allowance, the beneficiaries of expatriates' allowance, the beneficiaries of housing assistance allowance, very old pensioners of the Hellenic Agricultural Insurance Organization (OGA) and beneficiaries of dietary allowance for dialysis and transplants.

**III. STATISTICS**

According to the OAED, in the year 2014, there are 18.186 registered unemployed persons with disabilities in Greece.

Regarding the negative conclusion of the ECSR on the lack of statistics regarding Persons with Disabilities and their employment, we would like to inform you that:

The Hellenic Statistical Authority (ELSTAT) recognizing the necessity of statistics focused on disability and the development of specific indicators, worked with the National Confederation of Persons with Disabilities (ESAmE) and included, in the household surveys it conducts, questions focused on persons with disabilities.

Specifically:

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<sup>51</sup> Institute of Social Security - Unified Insurance Fund for Employees

(A) In the **National Health Survey for the year 2014**, questions by which it recorded:

- persons with disabilities and details on their employment - occupation status.
- restrictions in physical and sensory functions (vision, hearing, mobility of lower and upper limbs).
- existence or not of independence in personal care activities and activities covering household needs. Additional recording of assistance type (assistance from relatives, assistance by a non-hired person, assistance by a hired person, help under an organized program) provided to those with some degree of difficulty in the abovementioned activities.
- accessibility problems in the infrastructure of health building structures and health services, in general.

This data will be available in **October 2015**.

(B) In the **Survey on Household Income and Living Conditions for the year 2015**, questions recording:

- persons with disabilities and accessibility problems in their residencies and, in general, in the area they live.
- the economic capacity of households with AMEA for interventions restoring the accessibility in their own homes.
- minimum income to meet the needs of AMEA.
- accessibility problems in building infrastructures related to their work.
- the deprivation of material goods relating to disability.

This data will be available in **June 2016**.

At the same time, the ELSTAT<sup>52</sup> is in constant collaboration with the ESAmA<sup>53</sup>, as well as with other State bodies handling relevant issues, in order to include questions concerning persons with disabilities into other surveys.

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<sup>52</sup> Hellenic Statistical Authority

<sup>53</sup> Confederation of Persons with Disabilities

**Article 18 – The right to engage in a gainful occupation in the territory of other Contracting Parties**

**Paragraph 1 – Implementation of existing regulations in a spirit of liberality**

**A. LEGAL FRAMEWORK**

Concerning the observation of the ECSR in relation to the implementation by the Council of Europe Member-States of the principle of «priority workers», according to which a State will consider requests for admission to its territories for the purpose of employment only where vacancies cannot be filled by national and Community manpower, which constitutes non-compliance with Art.18 par. 1, we would like to remind you that, in Greece, the **Invitation Procedure** is applied regarding the admission of foreign workers.

In fact, by means of the **New Migration and Integration Code (Law4251/2014)**<sup>54</sup>, a **new, coherent and flexible invitation system** was adopted, which is planned at governmental level and enables the competent national authorities to control the labour market more effectively in relation to the labour market's needs and the economy in general, so that the flow of new invited employees be formulated accordingly.

In this context, by virtue of the provisions of article 11 of Law 4251/2014 (the Code), a Joint Ministerial Decision is issued<sup>55</sup> which defines, **by region and occupational specialization, the maximum number of posts for third-country citizens for dependent employment, seasonal work and fish work**, while it allows for **a maximum increase up to 10%** for unforeseen and urgent needs.

The said JMD is issued following an open consultation process, within the framework of which the opinion of the Economic and Social Committee, the OAED and the country's Regions is requested (following their previous consultation with the employers) regarding the needs in manpower. The interest of national economy, its expediency, and the current labour supply by nationals, EU citizens or third country nationals legally residing in Greece, with regard to each specialization, as well as the unemployment rates by sector, play an important role in this procedure (article 11 of Law 4251/2014).

**B. STATISTICS**

<sup>54</sup> The Migration and Integration Code (Law No.4251/2014) provides for a comprehensive legislative migration framework focused on the legal migration of third-country nationals to Greece. The existing legislation (national and European) regarding legal migration **ensures the full protection and complete respect for the fundamental rights of migrant workers without discrimination on the grounds of nationality**. Specifically, in accordance with articles 1 to 3 of Law No.927/1979 and para1of article 16 of Law No.3304/2005, *acts or activities aiming at racial or religious discrimination* shall be prosecuted **ex officio** as provided for by Art.21 of the Code.

<sup>55</sup> Joint Ministerial Decision by the Ministers of Interior, of Foreign Affairs, of Economy, Development & Tourism, of Shipping and of Labour, Social Security & Social Solidarity issued in the last trimester of every second year.

As regards the **general question of the Committee**, the official detailed statistics from the Database of the Ministry of Interior on the number of residence permits issued to third-country nationals from non-EEA States for work purposes (**Table 1**) and the relevant rejected requests (**Table 2**) are as follows:

**TABLE 1**

Issued residence permits for work of third-country nationals of Member-States of the Council of Europe				
YEAR	2011	2012	2013	2014
Albania	57721	46602	36578	32997
Armenia	868	702	550	447
Azerbaijan	8	9	11	10
Bosnia and Herzegovina	38	42	35	28
Georgia	3969	2343	2566	2113
Croatia	42	29	30	12
Montenegro	19	12	16	12
Moldova	2043	1366	892	741
Ukraine	3908	2360	1971	1641
FYROM	243	169	176	143
Russian Federation	1860	1195	1179	821
Serbia	373	333	264	272
Turkey	128	74	102	84

**TABLE 2**

Rejected applications for residence permits for work of third-country nationals of Member-States of the Council of Europe				
YEAR	2011	2012	2013	2014
Albania	2521	7512	6891	3489
Azerbaijan	1	1	1	
Bosnia and Herzegovina	4	7	3	
Georgia	173	418	499	214
Croatia	1	3	2	4
Montenegro	1	3		2
Moldova	52	109	142	39
Ukraine	49	260	239	78
FYROM	15	37	49	12
Russian Federation	123	153	186	107
Serbia	14	28	32	23
Turkey	2	11	5	6

Similarly, in reply to the first **Additional Question of the ECSR regarding the total number of residence and work permits issued, as well as the total number of relevant applications that were rejected**, the official detailed statistics from the Ministry of Interior Database on the number of residence permits issued to third-country nationals from non-EEA States for work purposes (**Table 3**) and the relevant rejected requests (**Table 4**) are as follows:

**TABLE 3**

Granted residence permits for work purposes				
YEAR	2011	2012	2013	2014
TOTAL	89012	65132	54036	49116

**TABLE 4**

Rejected application for residence permits for work purposes				
YEAR	2011	2012	2013	2014
TOTAL	4488	11689	10600	5576

**Paragraph 2 – Simplifying existing formalities and reducing dues and taxes**

**LEGISLATIVE DEVELOPMENTS**

**A.** As far as the **Additional Question of the Committee** regarding the recent legislative developments related to the restructuring of the existing administrative procedures for the granting of residence permits, as well as the gradual transformation of the competent Aliens and Immigration services of the Decentralized Administrations to "one-stop shop" services is concerned, it should be noted that the latter (i.e. **the gradual transformation of the competent Aliens and Immigration services of the Decentralized Administrations of the country to "one-stop shop" services**) has been **completed** (related also to implementation of the residence permit, as an electronic card), thus contributing to better quality services for all citizens and the reduction of the waiting period for the administrative procedures regarding the issuing and granting of residence permits, which have been simplified and accelerated. Today, **all 57 One-Stop Shop Services -that were provided for throughout the country- are operating.**

It is a fact that, originally, there were various delays due to lack of trained staff, while there have also been some issues in the operation of the services, regarding the provision of information to citizens and certain organizational aspects. However, the Administration has already taken steps to address any problems and to optimize/improve the level of services provided and the overall operation of these new structures.

**B. Regarding the additional question** on the excessive, in the ECSR's opinion, amount of the deposit fee provided for issuing and renewing of residence permits, it should be stressed that these fees are collected for the State and **significant percentage of the collected revenues is spent on coverage of the operating costs of the departments serving third country nationals, as well as of the expenses of the Ministries and Decentralized Administrations of the country competent for migration policy issues.** In addition, part of the fee revenues has been spent towards materialization of the gradual transformation of the competent Aliens and Immigration services to "one-stop shop" services.

**The fees charged for issuing and renewing residence permits are provided for by article 132 of Law 4251/2014<sup>56</sup>; it should be noted that the deposit fee for obtaining the long-term residence status has been further reduced to the amount of 500euros<sup>57</sup>,** as an incentive for the legally residing third-country nationals towards the acquisition of this status. The said fee is paid once and covers both the granting of the long term residence permit and its renewals. Also, **worth mentioning here is** the protection of the legal status of migrants affected mainly by the financial crisis through a legal provision, which reduces up to a minimum of 50 days the insurance days **required** for the renewal of residence permits.

Listed below are the categories of third country nationals exempted by the obligation to pay a deposit fee:

- a) All minor children (under 18 years) (Article 132, para5)
- b) Holders of an indefinite-term, ten-year or five-year residence permit under Art.108, who apply for the long-term residence status (Article 132, para2)
- c) Third-country nationals that are covered by the agreement between the Greek Republic and the Arab Republic of Egypt, ratified by Law No.1245/1982, who apply for residence permit for work purposes
- d) Beneficiaries of Ministries', organizations', charities' and the State Scholarships Foundation (IKY) fellowships (Article 45, para2)
- e) Scholars of Schools of the Armed Forces and the Security Services or of Merchant Marine academies and schools (Article 46)
- f) Victims of human trafficking or migrants' smuggling (Article 52)
- g) Spouses of expatriates (Article 81)
- h) Family members of a Greek or European citizen (Article 85, para1)
- i) Parents and minor siblings of under-age nationals (Article 87)

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<sup>56</sup> Law No.4251/2014 "The Migration and Integration Code" provides for a comprehensive legislative migration framework focused on the legal migration of third-country nationals to Greece. The existing legislation (national and European) regarding legal migration **ensures the full protection and complete respect for the fundamental rights of migrant workers without discrimination on the grounds of nationality.**

<sup>57</sup> From the **amount of 600euros** that applied by virtue of article 30 of Law No.3838/2010.

j) Fellows of the American Hellenic Educational Foundation (Fulbright Foundation)  
and

k) Applicants for a residence permit for humanitarian reasons.

It should be noted here that the Code (article 138) includes transitional provisions taking into account the needs and best interest of third-country nationals, while regulating issues concerning the legal status of those third-country nationals, who have lost or are at risk of losing their right of residence, due to administrative or socio-economic problems (unemployment due to crisis).

In this context, it should be stressed that pending applications for renewal of a residence permit for dependent employment and for supply of services or work which do not fulfill the requirements for renewal (in particular in relation to the required number of insurance days), may be renewed, under the precondition of holding a valid national social insurance/health card.

Additionally, article 7 of Law 4332/2015<sup>58</sup> **decreased the fee** required by the employer for the invitation of seasonal third-country workers **from 150 to 50 euro**.

### **Paragraph 3 – Liberalising the regulations governing the employment of foreign workers**

As regards the **Additional Question of the Committee** respecting **any progress achieved with liberalising regulations governing access to the national labour market**, we would like to note that apart from the rules regulating the invitation of foreign workers in Greece (**see above, art. 18, para1**), the following significant developments of the Code aiming at simplifying the existing procedures and mechanisms should be here underlined:

[a] the reduction of the types of residence permits from 50 to 20,

[b] the increase of the duration of the initial residence permit from one to two years and its renewal from two to three years,

[c] the simplification of the service of administrative documents,

[d] the clarifications on assessing reasons of public order and security within a specified deadline.

In addition, according to Code, if a third-country national has completed a lower number of daily wages, he may redeem the number of insurance days up to 20% of the number required for the renewal of residence permit for dependent employment. This also applies in cases of renewal of a two- or three-year residence permit.

Lastly, the consolidation of the residence permit for dependent employment or for provision of services in one single permit, when renewing the initial permit, should be also

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<sup>58</sup> Law No.4332/2015 amends and supplements Law No. 4251/2014 (the Code), transposing two Directives, namely the 2011/98/EU on single permit and the 2014/36/EU on seasonal work in national law. The first provides for a common set of rights based on equal treatment with nationals, for legally residing third-country nationals in an EU Member-State for the purpose of work, irrespective of the purposes for which they were initially admitted to the territory of that Member State.

considered as a law innovation, since it gives third-country nationals the possibility to change the purpose of their permit due to financial reasons.

In this context, all types of residence permits (apart from those in the framework of the invitation procedure) granted to third-country nationals by virtue of special legislation, in the framework of intergovernmental agreements or for reasons of public interest have been categorized in one unified category of residence permits for work. These are named **permits for special purposes**; on them the professional status of the employee should be entered, in order for the employees to be able to exercise parallel activities according to their work status (e.g. dependent employment and provision of services or independent economic activity).

**Paragraph 4 –Right of nationals to leave the country to engage in a gainful occupation in the territories of other Parties**

Respecting the legislative framework in force, please refer to the previous (22<sup>nd</sup>) Greek Report on the ESC.

Furthermore, as far as **the first and second Question of the Committee**, regarding the right of mobility in order to engage in a gainful occupation in another State Party, are concerned, it should be noted here that the Code significantly promotes the long-term residence status in Greece (Directive 2003/109/EC has been transposed into national law since 2006). In particular, this permit provides for enhanced rights in a number of areas of social and economic life, including the right of mobility of its holders with a view to exercising employed or self-employed activity in other EU member-states.

## Article 1 of the 1988 Additional Protocol

### Right to equal opportunities and equal treatment in matters of employment and occupation without discrimination on the grounds of sex

#### Article 1 - Gender equality in employment

##### 1 - LEGAL FRAMEWORK

At national level, the principle of equal pay for work of equal value is stipulated in paragraph 2, Article 4 of the Constitution which states that: "Greek men and women have equal rights and obligations". In addition, paragraph 1 of Article 22 of the Constitution provides that "Work is a right protected by the State, which shall ensure the employment conditions of all citizens and for the moral and material advancement of the rural and urban working population. All employed persons, regardless of gender or other discrimination, shall be entitled to equal pay for work of equal value".

**A. Law 3896/2010 (O.G.A'/207)** entitled "*Application of the principle of equal opportunities and equal treatment of men and women in matters of work and employment - Harmonisation of the legislation in force with Directive 2006/54 / EC of the European Parliament and the Council of the 5<sup>th</sup> of July 2006 and other relevant provisions*", which completed the transposition of Directive 2006/54 / EC into the Greek legal order. We referred in detail to this legislation in our 7th relevant Report.

**B. Law 3996/2011 (O.G.A'/170)** entitled "*Reforming the Labour Inspectorate, regulating Social Security matters and other provisions*". The provisions of paragraph 1, Article 36 of Law 3996/2011 (O.G.A'/170) replaced Paragraph 1, Article 15 of Law 1483/84, in order to increase the protection period for dismissal of workers, postpartum, from one year, which was in force, generally, for all employed women and was then increased to fifteen months for those who made use of the special maternity protection allowance, as provided for in Article 142 of Law 3655/2008, to eighteen months after the delivery date, generally, for all employed women. Specifically, the following apply:

*"1. It is prohibited and is absolutely void for an employer to terminate the contract or employment relationship of an employed woman, both during pregnancy and for a period of eighteen (18) months after delivery or during her absence for a longer time, due to illness caused by the pregnancy or delivery, unless there is serious ground for termination. Protection from terminating the contract or employment relationship applies both against the employer, by whom the woman that gave birth was hired, without having previously being employed elsewhere, before reaching eighteen (18) months from birth or the longer period provided herein, and against the new employer, by whom the woman that gave birth was hired, until completion of the above periods. A possible dilution in performance at work of a pregnant*

woman due to pregnancy may in no way be considered an important reason."

In the above context, paragraph B, sub-paragraph 1 of Article 85 of the said Law repealed paragraph 4, Article 20 of Law 3896/2010 (O.G.A'/207).

The provisions of paragraph 2, Article 36 of Law 3996/2011 (O.G.A'/170) clarified the group of beneficiaries entitled to the special maternity protection allowance provided for in Article 142 of Law 3655/2008. In particular, the following are provided:

"2. The true meaning of Article 142 of Law 3655/2008 is that its scope includes the mother who is insured with the Social Insurance Institute - Unified Insurance Fund for Employees, is employed on a fixed-term or open-ended relationship in private enterprises or holdings and, with regard to the alternative use of reduced working hours as child care leave, she is solely covered by the provisions of the applicable National General Collective Agreement (E.G.S.E.E.), as provided for in Article 9 of the National General Collective Labour Agreement of the years 2004 - 2005."

Regarding the monitoring of conformity with the above legislation, the competence falls with the Labour Inspectorate. Article 2 of Law 3996/2011 stipulates:

"1. **The task of the Labour Inspectorate is to supervise and control the implementation of the provisions of labour laws**, investigate insurance coverage and illegal employment of workers, reconcile and resolve labour disputes and provide information to employers and employed persons on the most effective means of conformity with the existing provisions.

2. To implement its task, the Labour Inspectorate has the following responsibilities:

a. It inspects and monitors workplaces by any appropriate means, makes any kind necessary scrutiny and control in all businesses and holdings of the primary, secondary and tertiary sectors and, more generally, in any public or private workplace and holding or area where it is probable that workers are employed.... and **oversees conformity and implementation of:**

aa) **the provisions of labour laws, in particular, the ones relevant to working terms and conditions, working hours, remuneration or other benefits, safety and health of workers....**

..... ee) **legislation to promote the principle of equal treatment in work and employment**

..... g. **It monitors the implementation of the principle of equal opportunities and equal treatment for men and women in work and employment and, in particular, Law 3896/2010 (O.G.A'/207), and conformity with the provisions for maternity protection and reconciliation of work, family and private lives, especially Law 1483/1984 (O.G.A'/153), Article 25 of Law 2639/1998 (O.G.A/205), Article 11 of Law 2874/2000 (O.G.A'/286), Article 7 of Law 3144/2003 (O.G.A'/111), Article 142 of Law 3655/2008 (O.G.A'/58), Presidential Decree 176/1997 (O.G.A'/150), as amended by Presidential Decree 41/2003 (O.G.A'/44) and the respective national general collective agreements.**

**h. It monitors the implementation of the principle of equal treatment, regardless of racial or ethnic origin, religious or other beliefs, disability, age or sexual orientation, taking also into account the multiple discrimination cases, according to the particular provisions of Article 19 of Law 3304/2005 (O.G.A'/16)..... "**

In this legal framework, the Labour Inspectorate (SEPE) of the Ministry of Labour,

Social Security and Social Solidarity, emphasizes, through its Actions, the importance of equal opportunities and equal treatment of men and women in matters of work and employment, regardless of any discrimination based on racial or ethnic origin, age or sexual orientation, religion or belief, and especially focuses its actions in this direction. In a special chapter of the Annual Report published by the Labour Inspectorate, it refers to the implementation and promotion of equal treatment in work and employment.

In the section containing data of the present Report, tables are given with details concerning the implementation of equal treatment to men and women (Law 3896/2010), as well as parental leaves, regarding the reference period from 1/1/2011 until 31/12 / 2014.

**C. The provisions of Articles 48 - 54, Chapter VI of Law 4075/2012 (O.G.A'/89), as amended by Article 39 of Law 4144/2013, adapted our national legislation to the provisions of Council Directive 2010/18 / EU.**

This law prescribed issues related to parental leaves for employed persons and determined the minimum requirements for facilitating their parental and professional responsibilities, taking into account the increasing diversity of family structures and the need to promote equality of opportunities and treatment between men and women. At the same time, care was taken to cover horizontally all working parents, whether natural, adoptive and foster, employed in the private and public sectors, public law legal entities, local self-government authorities and the wider public sector.

**Article 50** prescribes the right to a rearing parental leave, without pay, lasting four months, until the child reaches the age of six, which is accessible to all employed persons who fall within the scope of the law.

**Paragraph 1 of Article 51 establishes a special paid parental leave of ten (10) working days per year**, to meet the needs of natural, adoptive and foster parents of children suffering from a disease that requires blood transfusions and its derivatives, or dialysis, from neoplastic disease, or in need of transplantation, which is granted upon request of the employed person, as an absolute priority and until the child reaches the age of eighteen.

**Paragraph 2 of Article 51 establishes a special unpaid leave**, to cope with the children's hospitalization needs. This leave is granted without any precondition for the entire duration of hospitalization and up to thirty working days per year, after the rearing parental leave provided by Article 50 is exhausted, provided the employed person is entitled to it.

**Paragraph 3 of Article 51** specifies that the leaves provided by paragraphs 1 and 2 of this Article constitute an individual right of each parent, and are granted, without any other conditions and regardless of other related structures provided by other provisions to working parents, for family reasons, when similar paid rights are exhausted, excluding the annual leave.

**Article 52** safeguards the employment and social security rights of working parents who make use of parental leaves provided by Articles 50 and 51 hereof.

**Article 53** prescribes that any violation of this Act's provisions shall result in civil, administrative and disciplinary penalties, in its entire scope and in accordance with the

provisions in force for each sector. It also states that the refusal on the part of the employer to grant the certificate of the employment relationship particulars requested by the employed person (e.g. in order to grant the special maternity protection allowance) or the granted leave periods provided for by this Law constitutes a violation of labour laws.

**Article 54**, which relates to the provisions being repealed, stipulates that from the date of entry into force of this Act, any general or special provision regulating matters of this Law in a less favourable manner is repealed.

**D. Law 4097/12 (O.G.A'/235)** entitled "*Application of the equal treatment principle between men and women in the exercise of self - employed activity - Harmonisation of legislation with Directive 2010/41 / EU*". Article 6 provided for **granting maternity allowance to self-employed women**, which allows for the temporary interruption of their profession, owing to pregnancy or motherhood, for at least 14 weeks. In applying this provision, and following interventions of the Greek Ombudsman, the Joint Decision of the Ministers of Finance and of Labour No.10060 / 15858/606 – O.G.B'/2665/14, has already been issued, specifying the body, the amount, the manner and the procedure for granting the allowance and any other relevant matter.

**E.** In the texts of collective arrangements submitted to the Directorate of Remuneration of the Ministry of Labour, Social Security and Social Solidarity no provisions are identified discriminating in pay and working conditions, on grounds of the gender of workers. The **National General Collective Labour Agreement**, which, **under Law 4093/2012**, covers all employed persons in the country for non - wage pay and working conditions and which is shaped based on the institution of collective bargaining of the trade union organizations of employers and employed persons, provides, inter alia, for the protection of pregnant women, maternity leaves, breastfeeding and child care, etc. Additional protection may be provided for in the provisions of other sectoral, operational or inter-professional collective work arrangements arising after negotiations with the unions involved.

Provision **YP.IA.11 of Law 4093/2012** establishes a minimum salary and day-wage for the country's private law employed persons, regardless of gender.

**F. Paragraph 2, Article 6 of Law 4210/2013** repealed subparagraph c, paragraph 3, Article 53 of Law 3528/2007 (Civil Servants Code) which provided that "If the official's spouse is not employed or does not exercise any profession, the husband is not entitled to use the facilitations provided for by paragraph 2, unless, due to severe illness or injury, she is deemed unable to cope with child rearing needs, according to a certificate issued by the Secondary Healthcare Commission, under the competence of which falls the official"; now, the father - civil servant has the opportunity to make use of the family facilitations provided for by paragraph 2, Article 53 of the Civil Servants Code (paid reduced working hours for raising a child up to four years old or continuous paid rearing leave for a child aged up to four) if his wife is not working, i.e. on the same terms the mother - civil servant is granted

the right. According to the explanatory report of the Act: "The provisions of paragraph 2 gives the opportunity to the father - civil servant to make use of reduced working hours or a 9 - month child rearing leave, if his wife is not working. It is the first time a provision with such content is introduced in our country, which, besides our Community obligation (harmonization with Directives 2006/54 and 76/207 EC) is a means to restore the sense of equality and fairness, as this is a natural right of the father - parent".

Furthermore, according to **Opinion No.167/2014** of the Legal Council of State, which was accepted by the Minister of Administrative Reform and E - Governance and, therefore, its application is mandatory for the Administration, taking, within a particular year, a maternity or sick leave related to pregnancy does not deprive the civil servant concerned the right to take an annual leave AS WELL, which, if there is no time to be granted in that year, should be granted within the next year.

## **2 - MEASURES AND ACTIONS**

### **A. Monitoring the application of gender equality legislation in employment:**

In this legal framework, the Labour Inspectorate (SEPE) of Ministry of Labour, Social Security and Social Solidarity, underlines through its actions the emphasis given by the Greek State to ensuring the strict conformity with the working conditions of all employed persons, with a special focus on the employment of vulnerable groups of workers (minors, persons with disabilities, women on maternity status). The Labour Inspectorate (SEPE) exercises powers, without any discrimination and regardless of the race and social origin of the persons seeking its assistance, both **preventively**, by providing information to employers and employed persons on the most effective means of conformity with the existing provisions and **repressively**, by conducting audits to establish conformity with and implementation of the labour law rules.

In this context, it was considered necessary to **inform and raise the awareness of the Labour Relations Inspectorate** in gender equality issues, in order to improve the services provided to citizens and enhance their audit, reconciliatory and informative work, through specific training activities designed and implemented to this purpose by the Training Institute of the National Centre for Public Administration - Local Self-Government, in cooperation with our Ministry, the Greek Ombudsman and the General Secretariat for Gender Equality. In particular, a specific training programme was designed and implemented entitled "Training Trainers for retraining Labour Relations Inspectors in matters of equal opportunities and equal treatment of men and women in employment" to create officials - multipliers with expertise in gender, employment and control mechanism issues.

Then, in 2014, nine (9) **workshops** were implemented entitled "*Retraining Social Labour Inspectors, Officials of the Labour Inspectorate, in gender issues*", ( six (6) in Athens, two (2) in Thessaloniki and one (1) in Patras), actively attended by approximately 200 Labour Relations Inspectors, while the design included completion of education with the participation of those already trained in a two - day workshop entitled "Monitoring retraining of Labour Inspectorate officials in matters of Gender Equality", which was launched in 2014 and was

completed in 2015.

Moreover, in order for the Ministry of Labour mechanisms to work more efficiently in practice, it was considered necessary to activate and operate the Gender Equality Offices (paragraph 2, Article 28 of Law 3896/2010) in the Departments of the Regional Labour Relations Inspectorates by **appointing competent officials**, who will take over the handling and processing of relevant cases.

## **B. Programmes to Combat Women's Unemployment**

As part of the "Europe 2020" strategy and the European Employment Strategy, the Commission has provided guidelines and encourages measures to achieve, inter alia, the objective of **increasing female participation in the labour market**. Increasing participation of women in the labour market contributes to an increase in total employment and the product produced and alleviates social exclusion and poverty, in the interests of social cohesion, which, in turn, ensures the foundations for economic growth.

The Ministry of Labour, Social Security and Social Solidarity, through the programmes implemented, ensures increased employment of women, by which it also accomplishes the promotion of equal opportunities for women at work.

In this context, there are specific provisions in the employment and training programmes of the Ministry to support the integration of women into the labour market:

**a) "Special two - year programme to promote employment by subsidizing social security contributions to hire 25.000 unemployed persons"**<sup>59</sup>, addressed to private enterprises and, generally, private sector employers, with priority given to small businesses employing up to 50 persons. The subsidy amount for full or part - time employment is set to be the amount corresponding to 80% of the total monthly social security contributions for the first year and 60% for the second year (employers and employed persons) for all main insurance sectors of the Social Security Institute - Unified Insurance Fund for Employees [IKA-ETAM], the supplementary insurance of the Unified Insurance Fund for Employees, as well as - possibly - the supplementary insurance outside the Unified Insurance Fund for Employees, on the gross remuneration and up to the amount of 751,39 Euros.

According to a **special provision**, should a company hire an unemployed person belonging to **specific groups of unemployed persons**, such as: (a) women, long - term unemployed, aged up to 45, (b) unemployed women aged 50+, (c) families with many and/or three children, (d) single mothers, then the subsidy amount is set to be the amount corresponding to 80% of the subsidy, for the two years of monthly social security contributions.

The duration of the subsidy is 24 months, while, at the end of the subsidy, businesses undertake to maintain staff for 12 more months, even without a subsidy.

**b) In addition, for the new 2014 - 2020 programming period the programme "Reconciling**

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<sup>59</sup> O.G.346/B'/31.03.2010

**work and family life 2014 - 2015"** is implemented. The Action aims to increase employment and equal participation of beneficiaries at work, through **offering jobs for the care and keeping of children**, to achieve substantial facilitation of the parents - especially women who are disproportionately affected by unemployment - in order to harmonize their demanding roles between family and work life. In this year's round, 2014 - 2015, a total of 74.900 children have been placed in care structures and a total of 62.200 persons have benefited.

### **3 - STATISTICS**

#### **I. STATISTICS ON EMPLOYMENT AND UNEMPLOYMENT**

The cost of the recession of the Greek economy is important in terms of jobs, as, between 2008 and 2014, 1,07 million jobs were lost (a decrease in employment by 23,3% in that period, persons aged 15+) - according to data from Eurostat.

It is, however, worth to mention the thousands of trapped workers, who were working in businesses which have ceased operating, have not paid the salaries of workers for, many times, a period from 12 - 24 months; the workers, as they have no termination of their employment contracts, are not even entitled to receive the unemployment allowance.

Relevant statistics about Greece's employment rates, as well as those of EU - 28 (average) and the euro area, are provided in our 26<sup>th</sup> Report on the implementation of the European Social Charter (see Section for Article 1, paragraph 1 "Policies to achieve full employment"). In this Report, statistics on the violation of the equal treatment principle of Law 3488/2006 are also provided (see section for Article 1, paragraph 2).

From these figures, the following **conclusions** emerge:

- **The position of women in the Greek labour market is less favourable than that of men.**
- The employment rate for women (aged 20 - 64) has improved by 7,4 percentage points over the period 2001 - 2009, while, in this period, the employment rate of men in the same age group remained unchanged
- The crisis, however, neutralised the above mentioned improvement in the employment rate of women, which, in 2014, reached a level lower than 2001
- The difference / gap between the employment rate of men (aged 20 - 64) and the employment rate of women (aged 20 - 64), although it has declined in recent years, remains high (18,3 percentage points in 2014)
- The impact of the crisis was greater in the employment rate of men aged 20 - 64 than in the employment rate of women in the same age group. This is partly explained by the fact that the construction and manufacturing industries - which are mainly male dominated - were seriously affected by the crisis and the recession of the Greek economy.
- Young persons have been particularly affected by the crisis and the recession. The unemployment rate of young persons aged 15 - 24 (age group showing low participation rates) "soared" from about 22% before the crisis to 58,3% in 2013 and 52,4% in 2014, showing too much difference - 30,5 percentage points - from the corresponding unemployment rate

for the EU - 28 (21,9%)

- The difference between the unemployment rate of men and women observed for the age group 15 - 24 stood in 2014 at 10,7 percentage points
- The age group 55 - 64 shows low employment rates against the EU - 28 and high unemployment rates, while the difference between the employment rates of men and women stood, in 2014, to 19 percentage points
- The elderly show problems in integration / reintegration into the labour market, [problems reaching pension entitlement issues].

## II. OTHER STATISTICS

On the implementation of the equal treatment principle for men and women (Law 3896/2010) and parental leaves, in the reference period from 1/1/2011 until 31/12/2014, it is clarified that the number of business and personnel shown concerns businesses from which some workers requested and were granted parental leave and not all companies in the country.

Statistics source: Labour Inspectorate

### 2014

<b>PARENTAL LEAVES (Law 1483/1984)</b>				
<b>TABLE 1 - TOTAL EMPLOYED PERSONNEL</b>				
	<b>Total Businesses</b>	<b>Total Employed Persons</b>	<b>Full - Time Employment</b>	<b>Part - Time Employment</b>
<b>Men</b>		215.698	74.776	140.922
<b>Women</b>		132.241	40.389	91.852
<b>Total</b>	60.594	347.939	115.165	232.774

<b>TABLE 2 - PARENTAL LEAVES</b>				
	<b>MEN</b>		<b>WOMEN</b>	
	<b>Full - Time Employment</b>	<b>Part - Time Employment</b>	<b>Full - Time Employment</b>	<b>Part - Time Employment</b>
<b>Child Care Leave</b>	94	58	3.102	1.538
<b>Child Rearing Leave</b>	10	2	916	273
<b>Child School Attendance Leave</b>	1.311	232	8.153	1.073

**26<sup>th</sup> Greek Report on the European Social Charter**  
Reference Period: 01/01/2011-31/12/2014

<b>Illness Leave for Dependent Family Members</b>	649	6	366	187
<b>Reduced Working Hours for Child Disability</b>	52	11	107	2
<b>Single Parent Family Leave</b>	32	10	152	34
<b>Total</b>	<b>2.148</b>	<b>319</b>	<b>12.796</b>	<b>3.107</b>

**2013**

**PARENTAL LEAVES (Law 1483/1984)**

**TABLE 1 - TOTAL EMPLOYED PERSONNEL**

	<b>Total Businesses</b>	<b>Total Employed Persons</b>	<b>Full - Time Employment</b>	<b>Part - Time Employment</b>
<b>Men</b>	0	238.113	138.954	99.159
<b>Women</b>	0	228.438	123.998	104.440
<b>Total</b>	131.599	466.551	262.952	203.599
	<b>MEN</b>		<b>WOMEN</b>	
	<b>Full - Time Employment</b>	<b>Part - Time Employment</b>	<b>Full - Time Employment</b>	<b>Part - Time Employment</b>
<b>Child Care Leave</b>	118	61	3.337	1.621
<b>Child Rearing Leave</b>	12	0	1.136	291
<b>Child School Attendance Leave</b>	2.215	267	8.061	1.660
<b>Illness Leave for Dependent Family Members</b>	107	4	653	222
<b>Reduced Working Hours for Child Disability</b>	63	10	103	3
<b>Single Parent Family Leave</b>	44	1	154	32
<b>Total</b>	2.559	343	13.444	3.829

**2012**

**PARENTAL LEAVES (Law 1483/1984)**

**TABLE 1 - TOTAL EMPLOYED PERSONNEL**

	<b>Total Businesses</b>	<b>Total Employed Persons</b>	<b>Full - Time Employment</b>	<b>Part - Time Employment</b>
<b>Men</b>		1.147.563	607.832	539.731
<b>Women</b>		666.518	354.325	312.193
<b>Total</b>	<b>202.096</b>	<b>1.814.081</b>	<b>962.157</b>	<b>851.924</b>

	<b>MEN</b>		<b>WOMEN</b>	
	<b>Full - Time Employment</b>	<b>Part - Time Employment</b>	<b>Full - Time Employment</b>	<b>Part - Time Employment</b>
<b>Child Care Leave</b>	192	40	6.584	3.193
<b>Child Rearing Leave</b>	22	1	1.560	474
<b>Child School Attendance Leave</b>	3.284	313	12.889	2.614
<b>Illness Leave for Dependent Family Members</b>	113	18	562	252
<b>Reduced Working Hours for Child Disability</b>	58	16	120	2
<b>Single Parent Family Leave</b>	61	0	214	28
<b>Total</b>	<b>3.730</b>	<b>388</b>	<b>21.929</b>	<b>6.563</b>

**2011**

**PARENTAL LEAVES (Law 1483/1984)**

**TABLE 1 - TOTAL EMPLOYED PERSONNEL**

	Total Businesses	Total Employed Persons	Full - Time Employment	Part - Time Employment
<b>Men</b>		2.142.448	1.357.336	785.112
<b>Women</b>		1.175.146	688.802	486.344
<b>Total</b>	<b>280.943</b>	<b>3.317.594</b>	<b>2.046.138</b>	<b>1.271.456</b>

	MEN		WOMEN	
	Full - Time Employment	Part - Time Employment	Full - Time Employment	Part - Time Employment
<b>Child Care Leave</b>	265	33	15.432	3.054
<b>Child Rearing Leave</b>	19	0	1.721	592
<b>Child School Attendance Leave</b>	4.504	466	17.621	5.397
<b>Illness Leave for Dependent Family Members</b>	99	32	579	474
<b>Reduced Working Hours for Child Disability</b>	42	19	288	13
<b>Single Parent Family Leave</b>	83	0	351	40
<b>Total</b>	<b>5.012</b>	<b>550</b>	<b>35.992</b>	<b>9.570</b>

**3 - ADDITIONAL QUESTIONS**

**1. Principle of equal pay for equal work – Question on the implementation of surveys to compare remuneration of both genders in businesses. Updated information on the pay gap**

According to data for the year 2010 (source: Hellenic Statistical Authority) there is a pay gap of 15% in Greece, i.e. women are paid 15% less than men for work of equal value. Updates will be published in 2016 (a survey is ongoing for the year 2015).

Regarding surveys between undertakings, the Greek Ombudsman notes that no such official surveys have been forwarded to them, addressing this issue. However, they stress the difficulty of such a survey venture on the unequal pay among the two genders. This is because many businesses - employers, on the grounds that they conclude individual contracts with employed persons, may justify pay differences (e.g. based on qualifications,

based on the position of responsibility, etc.). Even if a more favourable treatment is reserved for one of the two genders, only one survey comparing, with a methodologically robust manner, similar cases of men and women, would highlight the issue.

**2. Results of the National Programme for Substantive Gender Equality 2010 - 2013.**

The Programme has been extended until the end of 2015 and is still in the implementation stage. Therefore, its implementation has not yet been assessed. The new government will proceed with the assessment and a design of new gender equality policies, in keeping with the objectives of the next programming period, 2014 - 2020. A Committee has already been set up, consisting of various stakeholders who will jointly prepare the new action plan on gender equality.

**3. Constraining discrimination for categories of women such as the Muslim minority and the Roma.**

The General Secretariat for Gender Equality of the Ministry for the Interior, in designing and implementing the National Programme for Substantive Gender Equality, takes into account that some groups of women, such as e.g. Roma women, Muslim women in Thrace, may face multiple discrimination, because the discrimination based on gender they suffer from is intertwined and reinforced by discrimination due to other forms of social inequality, such as racism and xenophobia. These women are more vulnerable, not only to the effects of the economic crisis, but also to the social stereotypes and the exercise of gender - based violence, in all its forms. In this context, the General Secretariat for Gender Equality implements the following Actions:

- **"National Programme to Prevent and Combat Violence against Women".** The Programme refers to all forms of gender violence. The Programme takes into account that women addressees may be differentiated from each other in terms of social or ethnic origin, religion, health standards etc. The following Actions are implemented under the Programme:

(1) The SOS 15900 helpline (available in Greek and English // e-mail address: [sos15900@isotita.gr](mailto:sos15900@isotita.gr)) has been operational since March 2011. It provides counselling services to women victims of gender violence, 24 hours a day and 365 days a year. It is a nationwide, low - cost and confidential helpline, whose personnel has been specialized in issues of gender violence.

(2) Fourteen new Consultation Centres of the General Secretariat for Gender Equality became operational in the capitals of the country's Regions in the period 2012 - 2014. They provide psychosocial support services, legal and professional counselling, as well as legal assistance, where necessary, in cooperation with the local Bar Associations. Services are available in Greek and English and are addressed to women victims of gender violence.

(3) Twenty - five (25) new Counselling Centres became operational in twenty five (25) large municipalities, nationwide. They became operational in the 2013 - 2014 period. They target women - victims of gender violence to whom they provide (in English and Greek)

psychosocial support services, legal advice and, where necessary, legal assistance in cooperation with Bar Associations.

(4) In the 2013 - 2014 period eighteen hostels for battered women became operational in eighteen large municipalities. They provide housing and psychosocial support services.

(5) Starting from July 2013, the NCSS (National Centre for Social Solidarity) operates two hostels for battered women in Athens and Thessaloniki.

(6) The society awareness raising campaign, which includes relevant seminars, a thematic conference, issuance of informative material in (4) languages (Greek, English, French and Albanian), radio and TV spots, cultural events, advertising on public transport, postings in the Greek and migrant Press, a website, as well as a Facebook page and posts on other websites. It should be noted that a brochure for the Komotini Counselling Centre was issued in the Turkish language as well.

- **"Reinforcing Actions of non - governmental organizations and women's organizations."** The programme refers to Actions of non - governmental organizations on gender equality and / or protection of women's rights and concerns the implementation of 2-year Action Plans to support and empower women and gender equality. The programmes proposed for funding are addressing issues such as: Support of women from vulnerable social groups (such as migrants, refugees, Roma, women with disabilities, etc.), preventing and combating all forms of violence against women and protecting victims, combating gender stereotypes and social roles, as shown by the media, including gender dimension into the environment, culture, research, science, etc. The Programme is carried out in 2 stages (2011 and 2013), 54 action plans have in total been concluded and implemented throughout Greece, and includes counselling, retraining, awareness raising and networking Actions. 33 out of the 54 action plans aim at supporting women from vulnerable social groups (such as migrants, refugees, Roma, women with disabilities, etc.). There is an action plan entirely aimed at unemployed persons or underemployed Roma women in the Peloponnese, aged 18 - 65. Other programmes include counselling and psychosocial support activities for Roma women and entrepreneurship counselling.

- In addition, the General Secretariat for Gender Equality has designed and implemented (2012), in eight municipalities of the country, the programme entitled **«Integration of the gender perspective in municipalities, focusing on women belonging to vulnerable social groups (migrants, refugees, Roma, elderly living alone and women with disabilities)»**, funded by the European Programme PROGRESS. The main objective of the programme was to reinforce the implementation of gender equality policies in municipalities and, particularly, in relation to the above mentioned vulnerable population groups. Two (2) tools were developed: a) GIA - Gender Impact Assessment tool, and b) Gender Budgeting Tool for municipalities. In addition, four (4) guides were developed, including a guide for Roma women and a guide for migrant women, which contain the pilot implementation of these tools for specific groups of women. These Actions took place through the collaboration of

the General Secretariat for Gender Equality with gender experts and the staff of municipalities involved. The programme had a total duration of eighteen (18) months.

#### **4. Measures to promote gender equality in employment.**

The General Secretariat for Gender Equality supports and promotes measures to increase female participation in the labour market and promote the economic rights of women. Indicatively we mention some of them, concerning the 2011 - 2014 period:

- **Support of women and youth employment through supporting entrepreneurship.** At the suggestion of the General Secretariat for Gender Equality a special Action was included in the Operational Programme entitled «NATIONAL EMERGENCY RESERVES 2007 - 2013», in favour of women employment of Integrated Intervention for the Support of Women Employment Through Reinforcing of Entrepreneurship. The Integrated Intervention focuses on immediately responding to the impact of the crisis on women and short - term mitigation measures for the consequences of the crisis, at sectoral and local levels, and includes promotion of multiple employment opportunities, reversing the unemployment phenomenon, creating terms and conditions for reversing adverse demographic trends in our country and exploiting the competitive advantages and capabilities of the affected female workforce. The Actions relate to women aged 18 - 64, unemployed women or women threatened by unemployment.
- **2013 - 2014 PROGRESS Programme:** This Programme, entitled "*Positive Actions for women to promote them to the economic decision - making centres*", concerns the design of tools, methodologies and institutional framework for the creation of a tool / model to implement the principles of corporate governance in companies. It also includes Actions such as implementing local, sectoral workshops for women and men, company managers, Human Resources Managers, coaching - leadership workshops for women, middle and senior managers and promotional awareness-raising Actions for the general public. The Programme is expected to be completed in December 2015.
- **Promoting women in decision - making centres of the Social Partners.** Programmes were designed aimed at reinforcing women trade unionists in the administrations of trade unions at all levels, through actions such as: a) creation of equality structures in the seats of higher trade unions; b) networking and transnational cooperation and c) retraining and organizing awareness raising workshops, d) help line operation.