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## **EUROPEAN SOCIAL CHARTER**

3<sup>d</sup> National Report on the implementation of  
the European Social Charter

submitted by

### **THE GOVERNMENT OF GREECE**

Follow-up to collective complaints:

No. 15/2003, No. 30/2005, No. 49/2008, No. 65/2011, No.  
66/2011, No. 72/2011, No. 76/2011, No. 77/2012, No.  
78/2012, No. 79/2012, No. 80/2012, No. 111/2014

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**CYCLE 2019**



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# 3<sup>rd</sup> Greek report on the Revised European Social Charter

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

*Ministry of Labour & Social Affairs*

*February 2020*

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## 1. Collective Complaints:

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

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

### Recent Developments

By Presidential Decree 84/17-07-2019, Article 7(5), the former Special Secretariat for the Social Inclusion of Roma was abolished and the services under its jurisdiction were transferred as a set of responsibilities, positions, personnel and supervised bodies to the General Secretariat for Social Solidarity of Article 2 para.2 (b) of the Presidential Decree 134/2017, which has been renamed as “General Secretariat for Social Solidarity and the Fight against Poverty”.

### Measures for improving the housing conditions of Roma

Within the context of housing care and settlement of Roma in Greece, the former Special Secretariat for Roma Social Inclusion adopted in 2017 Article 159 of Law 4483/2017 in which the procedures for the creation of **Organized Areas for Temporary Relocation**, as well as the procedures for the **Improvement of Living Conditions** are provided for.

For the purpose of specifying and describing in details the conditions for the implementation of the temporary relocations, as well as for the improvement of living conditions, the **Joint Ministerial Decision No.PO/64/18** “Determining the terms, conditions, technical issues, necessary details and procedures for the temporary relocation of special social groups-Improvement of Living Conditions” (**OG412/B/12-02-2018**) was issued, as amended by **Joint Ministerial Decision No.28586/283 (OG1924/B/30-05-2018)** and currently in force.

The Joint Ministerial Decision defines the general framework-purpose of interventions, the organization of areas for the temporary relocation of specific social groups, the bodies for the implementation of interventions, the managing and operating bodies, the procedure for request submission and the necessary supporting documents, the establishment of a technical support team for the **Temporary Relocation Committee**, the terms and criteria for selecting beneficiaries, the rules for managing the areas of temporary relocation, the beneficiaries’ obligations, the time for supply of services, the sanctions, the resources and the technical support of Municipalities.

Finally, the said Joint Ministerial Decision includes a **standard internal regulation for the management and operation of an organized area for temporary relocation as well as a standard private agreement** as this is signed between the beneficiaries and the implementation body.

The housing assistance is designed in cooperation with the Local Self-Government Agency and includes:

1. **Organized Areas of Temporary Relocation for special social groups (Complexes designed upon the principles of Social Housing) and Relocation Management Teams.**

For the development of **Organized Areas for Temporary Relocation, Joint Ministerial Decisions have been issued** in accordance with Article 159 of Law 4483/2017 and the following municipalities shall immediately initiate the implementation procedure:

- The **Municipality of Farsala** for the relocation of 31 Roma families under the Joint Ministerial Decision No.2587/ΕΓ 352, OG2199-07.06.2019.
- The **Municipality of Katerini** under the Joint Ministerial Decision No.30151/ΕΓ434, OG2887/Β'/5-7-2019 and OG3811/Β'.

## 2. Improvement of Living Conditions, in particular Hygiene Structures and Environmental Hygiene Conditions

Pursuant to Article 159 of Law 4483/2017 in settlements and enclaves with unacceptable living conditions and in cases where there is still no readiness for relocation, the Municipality has to provide emergency support measures. The implementation of the intervention requires the preparation of Health Recognition Reports by the relevant Directorates of Public Health and Social Welfare of the Regions. The action includes Teams for the Improvement of Living Conditions and personal hygiene structures, as described below.

### Personal Hygiene Structures

The personal hygiene structures include **Personal Hygiene Facilities** (prefabricated containers), where, depending on the size of the settlement and the needs of the population, these may have **toilets, washbasins, showers and ancillary areas**. Additionally, there will be **cleaning-clothing facilities (laundries-dryers or construction of laundry tanks with protective cover/ shelter)**. Moreover there will be **areas for activities**: rooms/containers that will support learning activities, provision of services to children of preschool age and their mothers, creative activities for children and adolescents, etc.

The **Teams for the Improvement of Living Conditions** are expected to assist:

- The operation of personal hygiene structures,
- The implementation of environmental hygiene interventions,
- The security of the specific areas,
- The surveillance of common infrastructure and areas,
- The coordination of actions for the waste collection, disinfection, gravel coating, pest control, connection of utility networks, installation of the necessary drainage systems, management of inert/ solid waste, etc.,
- The information, awareness raising and training on community use and areas' protection.

3. **Basic infrastructures in type 1 and 2 settlements, according to the mapping of the former Special Secretariat and the typological classification of the areas where the Roma live.** In relation to the **projects for infrastructure** and replacement of shanties with settlements, the following **Municipalities**<sup>1</sup> have applied thus far for interventions' funding:

| MUNICIPALITY                       | DEVELOPMENT OF INFRASTRUCTURE-AREAS PLANNING  | INDICATIVE BUDGET |
|------------------------------------|---|-------------------|
| <b>REGION OF ATTICA</b>            |   |                   |
| Aspropyrgos                        | Development of a school building  | 250.000 €         |
| Megara                             | Construction of Infrastructure Works in the "Vlycho" area of Megara where Roma live   | 730.000,00 €      |
| <b>REGION OF WESTERN GREECE</b>    |   |                   |
| Ilida                              | Construction of Impure Water and Rainwater Sewage Projects in Papakafka and Tschleika Amaliada Settlements and replacement of shanties        | 2.333.156,39 €    |
| Pinios                             | New Regional Road of the Municipality of Traganos   | 700.000 €         |
| <b>REGION OF CENTRAL MACEDONIA</b> |   |                   |
| Ampelokipi-Menemeni                | Landscaping of Common Use Areas, pedestrianisation, lighting, Green Works   | 5.789.780,45 €    |
| Delta                              | Sewage Network, road construction, Water Supply Network, Landscaping of Public Areas  | 11.100.000 €      |
| Serres                             | Street and square lighting network extension at the St Rafael and Florina settlements of Serres and impure water and rainwater sewage network | 425.892,45 €      |
| Katerini                           | Preparatory Works for Organized Area of Temporary Relocation  | 88.447,34 €       |
| <b>REGION OF THESSALY</b>          |   |                   |
| Trikala                            | Construction of Infrastructure Works in Kipaki and Pyrgos settlements of Trikala  | 1.307.267,92 €    |
| Karditsa                           | Road Construction, Water Supply and Impure and Rainwater Sewage Works in the settlement of Mavrika  | 700.000 €         |
| <b>REGION OF STEREA ELLADA</b>     |   |                   |
| Lamia                              | Construction of Water Supply Network  | 27.000,00 €       |
| Thiva                              | Construction of two sealed septic sewage tanks  | 40.000,00 €       |
|                                    | Indicative Total Budget   | 23.491.544,55 €   |

<sup>1</sup> The specific interventions are expected to be completed during the implementation period of the Operational Action Plan 2017-2021.

#### **4. Rent subsidy**

The rent subsidy aims at the Roma relocation from existing settlements to autonomous housing solutions and the population's dispersion within the urban fabric, based on relevant criteria that the beneficiaries must meet and with the assistance of the Municipality which is the beneficiary of this specialized action.

An invitation plan has been drawn up and is expected to be announced by the SPECIAL MANAGEMENT SERVICE (SMS) of the REGIONAL OPERATIONAL PROGRAMS (ROP) as it is co-financed by the European Social Fund (ESF). Up to date invitations have been announced by the SMS of the ROPs of Western Greece, Attica and Northern Aegean.

#### **Facilitations for cases of Roma temporary settlement**

##### **Social Inclusion of moving populations**

Municipalities shall ensure the overall social inclusion of moving populations in an extremely disadvantaged situation, within the administrative limits of their competence, in the light of the Joint Ministerial Decision No.23641/03 (O.G.B/973/2003) amending the Sanitary Regulation A5/696/83 “on the organized settlement of travelers”, article 4, para.1 “The organization and supervision of the operation of approved settlement sites shall be carried out by the Municipality or the Community”. The former Special Secretariat for Roma was in consultation with the Municipality of Lamia on the creation of an organized area for the settlement of travelers (camp type).

##### **Forced evictions**

The right to adequate housing is a fundamental human right enshrined in the Greek Constitution under Article 21 para.4: “The acquisition of a home by the homeless or those inadequately sheltered shall constitute an object of special State care”.

More specifically, on forced evictions, the former Special Secretariat on Roma Social Inclusion sent a document outlining the current institutional framework, European and national, to the Decentralized Administrations, Municipalities and Regions, in order to prevent forced evictions/ violent expulsions if housing assistance was not assured, especially by Municipalities, which should ensure that all local affairs are settled and regulated in accordance with the principles of subsidiarity and proximity “with a view to protecting, developing and consistently improving the local society's interests and quality of life”.

Municipalities should also systematically assist in the social inclusion of vulnerable groups residing in their area of responsibility, at all levels of individual and social life, ensuring decent housing and living conditions, access to health and education services, employment promotion services, etc. (Law3463/2006, Article 75 and Law3852/2010, Article 94, para.3B and Law3905/2010, Article 51, para.a subpara.3).

Furthermore, in a related document of the Ombudsman (226272/17030/2017), explicit reference is made to the Municipalities' obligation to ensure the overall social inclusion of moving populations in a situation of extreme disadvantage, within their administrative jurisdiction, in the light of the Joint Ministerial Decision No.243641/03 (O.G.B/973/2003), amending the Sanitary regulation A5/696/83 “on the organized settlement of travelers”, Article



4, para.1 “The organization and supervision of the approved settlement sites’ operation shall be carried out by the Municipality or the Community”.

Finally, with regard to the protection of social groups and the adoption of positive measures in their favor, Law 2790/2000, Article 6, paras.2 and 3 stipulates that “special social groups” include the Roma as well, since according to Law 3448/2006, Article 34, para.1 “within the meaning of special social groups referred to in para.11 of Article 13 of Law 3212/2003 (O.G.308A’) for the implementation of urgent housing programs, the Greek Gypsies are also included”.

Therefore, as it derives from the above, the violent expulsion as a measure of removal/expulsion of Roma from their areas of settlement cannot be proposed as a solution by the local self-government agency –except in special cases under the current legislation-while a critical element sine qua non is that the competent Municipalities shall find and recommend facilities with at least basic standards of decent living, in order to achieve a smooth and peaceful relocation for the benefit of social cohesion and guarantee the rights of all those in need of protection by the State (children, families, persons with disabilities etc.) focusing on the value of the human being (principle of the inviolability of human value, Article 2, para.1 of the Constitution).

As regards **legal remedies**, the following apply:

The Greek Roma enjoy full rights like all citizens of the country and in this respect they also enjoy the right to legal protection under Article 20 of the Constitution:

**Article 20: (Legal protection, right to prior hearing)**

1. Every person shall be entitled to receive legal protection by the courts and may plead before them his views concerning his rights or interests, as specified by law.
2. The right of a person to a prior hearing also applies in any administrative action or measure adopted at the expense of his rights or interests”. (as revised by the parliamentary resolution of May 27<sup>th</sup> 2008 of the VIII<sup>th</sup> Revisionary Parliament)

[https://www.hellenicparliament.gr/UserFiles/f3c70a23-7696-49db-9148-f24dce6a27c8/SYNTAGMA1\\_1.pdf](https://www.hellenicparliament.gr/UserFiles/f3c70a23-7696-49db-9148-f24dce6a27c8/SYNTAGMA1_1.pdf)).

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

### I. INSPECTORATE OF SOUTHERN GREECE

As for the 65 cases of fine imposition referred to in our previous report, we inform you that they concern violations for the year 2015 of the existing quarrying and mining legislation by both quarrying and mining companies throughout the country. These are infringements of the quarrying and mining works regulation (KMLE) as well as a non reasonable exploitation found following inspections of the Mining Inspections of Northern and Southern Greece, for which 12 and 53 fine decisions were issued respectively and for a total amount of 851.500€ (namely not related to breaches of environmental legislation).

Of the 53 cases of fines imposed by the Mining Inspection Department of the Inspectorate of Southern Greece in 2015, **two (2) concerned** the Hellenic Public Power Corporation (HPPC-DEI)/ Megalopolis Lignite Center.

Specifically, with the Decision EMNE/ Φ11.2.ΠΡ.3/442/10.3.2015, a fine (A) of 18.000€ was imposed on HPPC-DEI for infringements of the KMLE following the investigation of an employee’s accident and with the Decision EMNE/Φ11.2.ΠΡ.3/1681/ 7.8.2015, a fine (B) of 30.000€ was imposed for infringements of the Quarrying and Mining Activities Regulation (KMLE) following a precautionary check.

The above decisions have a deterrent effect. Under the then existing legal framework (year of sentence imposition 2015), each infringement of KMLE article ranged from 1.000-3.000€, doubling the price in case of a repeated infringement.

Under the current legal framework of Law 4512/2018 and specifically Article 59 thereof, the legislator imposes stricter penalties on the operator. For example, the calculation of the same infringements of the first (A) fine (of 18.000€) today is as follows:

CALCULATION OF FINE A IN THE YEAR 2018:

| order number | Infringement                   | Gravity Multiplier | Recurrence (e)              | Number of workers at the site |
|--------------|--------------------------------|--------------------|-----------------------------|-------------------------------|
| 1            | Article 40, para. 3c KMLE      | 9 (High)           | 1 (first-time infringement) | 9                             |
| 2            | Article 4 note 1 KMLE          | 9 (High)           | 1 (first-time infringement) | 9                             |
| 3            | Article 4 note 4 KMLE          | 9 (High)           | 1 (first-time infringement) | 9                             |
| 4            | Article 59 (Security measures) | 9 (High)           | 1 (first-time infringement) | 9                             |
| 5            | Article 4 para. 14 KMLE        | 2 (Serious)        | 5 (once)                    | 9                             |

Given that the Megalopolis Lignite Center employs more than 50 people (approximately 1000-1050 persons) a coefficient  $a=9$  is estimated whereas the gravity multiplier is selected at the discretion of the mining inspector.

Therefore: Infringement points (mp)/ fine (p)

$MP_1=(s*e*a) = 9*1*9=81$ , so  $P_1=8.001-12.000€$

$MP_2=(s*e*a) = 9*1*9=81$ , so  $P_2=8.001€-12.000€$

$MP_3=(s*e*a) = 9*1*9=81$ , so  $P_3=8.001€-12.000€$

$MP_4=(s*e*a) = 9*1*9=81$ , so  $P_4=8.001€-12.000€$

$MP_5=(s*e*a) = 2*5*9=90$ , so  $P_5=8.001€-12.000€$

Which results in a total fine  $Pol=P_1+P_2+P_3+P_4+P_5= 40.005€-60.000€$ .

The above example clearly shows that the violations of the KMLE in the newest framework incur significantly higher penalties for the operator. In addition, according to Article 59 of Law 4512/2018, in the case where the health or safety of workers, locals, passers-by, buildings etc. is endangered, it is possible to temporarily or permanently interrupt part of or the entire research work or quarry exploitation (including lignite mines). All the above measures and sanctions therefore have a deterrent effect.

Regarding the number of Mining Inspectors serving in the Department, there has been a **new decrease** and today there are **three (3) Mining Inspectors** responsible for inspections in Southern Greece and for all quarrying and mining activities (hence the Megalopolis Lignite mines).

As a more recent element, we report that **during 2018 there were twelve (12) accidents and one (1) pathology incident of employees in the Megalopolis Lignite Center of Arcadia.**

Finally, we inform you that, since 2018, the Southern Greece Inspectorate has been recording statistical parameters for occupational accidents and fatal accidents in accordance with Eurostat's<sup>2</sup> ESAW-2013 methodology. The recording of the parameters of the said methodology will enable the Agency to process and analyze data for the risks assessment, as well as to optimize the work exercise and the allocation of its resources.

At the same time, the Service's objective is to annually publish the processed aggregates (excluding confidential data about persons or companies) so that these can be exploited by social bodies, including associations and enterprises of the mining sector.

## II. INSPECTORATE OF NORTHERN GREECE

Following our previous report, we would like to inform you of the following relating to the inspections at the Western Macedonia Lignite Center of DEI S.A.:

The Mines Inspection Department of the Inspectorate of Northern Greece (TEM/EBE), after the investigations carried out by engineers, during which infringements of the mining and quarrying regulation were found, proceeded to the imposition of financial penalties:

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<sup>2</sup> <http://ec.europa.eu/eurostat/documents/3859598/5926181/KS-RA-12-102-EN.PDF>

| Year | Number of DEI fines | Total Amount |
|------|---------------------|--------------|
| 2009 | 4                   | 21.000       |
| 2010 | 3                   | 33.000       |
| 2011 | 4                   | 24.000       |
| 2012 | 3                   | 11.000       |
| 2013 | 1                   | 12.000       |
| 2014 | 1                   | 12.000       |
| 2015 | 3                   | 8.500        |
| 2016 | 10                  | 69.000       |
| 2017 | 4                   | 35.500       |
| 2018 | 4                   | 31.000       |

The accidents occurred in the recent years at the Western Macedonia Lignite Center of DEI are shown in the table below, in accordance with the annual statistics submitted by DEI:

| Year | Number of Accidents | Accidents involving an autopsy |
|------|---------------------|--------------------------------|
| 2012 | 44                  | 5                              |
| 2013 | 41                  | 5                              |
| 2014 | 59                  | 15                             |
| 2015 | 52                  | 15                             |
| 2016 | 38                  | 9                              |
| 2017 | 42                  | 8                              |
| 2018 | 37                  | 5                              |

Possible problems arising with regard to the control and supervision not only of the lignite mines of the Western Macedonia Lignite Center, but also of all Mines-Quarries located in the areas of competence of the SEVE (Greek Exporters Association), namely the Regions of Epirus, Western Macedonia, Central Macedonia, Eastern Macedonia-Thrace, Thessaly and North Aegean, pursuant to the Presidential Decree 132/2017, are mainly due to the lack of personnel (particularly of Mining Engineers together with the very vast territorial scope– 6 Regions, 27 Regional Units) as well as to the size and complexity of the mining and quarrying operations in Macedonia and Thrace.

For this reason, the reinforcement of the Mining Inspections Department is the most appropriate solution to address the issues arising during the exploitation of Mines-Quarries in relation to the implementation of the provisions of the Mining and Quarrying Operations Regulation. After all, the institution of Mining Inspections exists for many decades and its effectiveness depends on the integrated and uniform treatment of mining and quarrying companies and the know-how deriving from the comparative view of similar holdings in different regions of the country.

Regarding the important issue of SEVE staffing in general, we inform you that the procedure of transfer of employees” is expected to be completed under Law 4440/2016 “Unified Mobility System in Public Administration and other provisions” to cover four Environmental University graduates posts and two Geotechnical University graduates posts in

the Department of Environmental Inspection of SEVE; Environmental Inspections are therefore expected to be reinforced.

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

#### **1. Occupational Health and Safety**

##### **1.1 Institutions in accordance with Law 3850/2010 (implementing the Occupational Health and Policy [OSH] of DEI S.A. Administration)**

###### **Safety Technicians (S.T.):**

Safety Technicians, in a spirit of independence, propose occupational safety improvement measures to the Administration (recorded in the Suggestions paper); consequently, they monitor their proper compliance so that all activities in the field are carried out with safety. They are trained by the Directorate for Occupational Health and Safety of DEI S.A. in the preliminary seminar for Safety Technicians during the delegation of tasks and in subsequent regular relevant seminars.

###### **Labour Physicians:**

Labour Physicians with their continuous and constant presence in the workplaces of the DEI Group, perform preventive health screening of employees, issue certificates of fitness for work, propose improvement measures concerning both the workplace and the employee's job post and inform employer and employees on issues such as heatwave protection, first aid at workplace, occupational diseases etc.

The Directorate for Occupational Health and Safety of DEI S.A., via the appropriate sectors, supervises the Labour Physicians and the Nursing Staff that the Company maintains, under Law 3850/2010.

###### **Health and Safety Committees:**

After vote, the employees designate Health and Safety Committees which, in a spirit of independence propose occupational health and safety improvement measures to the Administration aimed at carrying out occupational activities without risk (and diseases) for the staff, the company, the environment.

##### **1.2 Recording of occupational accidents**

DEI records all accidents and publishes the annual statistics which communicate to all service units and employees' representatives. In addition to the internal issue, each year it provides data to KPMG under Corporate Social Responsibility (see Annex-extracts from Corporate Social Responsibility Report for 2017). Contractors' accidents are recorded as well in accidents.

The Hellenic Statistical Authority (ELSTAT) in the context of its alignment with EUROSTAT, records all accidents occurring in Greece. To this end, it requests the reporting of occupational accidents and DEI sends in the form of an electronic file the occupational accidents database, including those in Mines.

##### **1.3 Preventive Medical Checkup**

The Preventive Medical Checkup for DEI personnel continues unhindered with a view to protecting the employees' health. Depending on the specialty and degree of exposure to

occupational risks it is done on an annual or biennial basis. Based on the results, all mechanisms for the protection of employees (job change, restrictions on duties performance, change of working environment etc.) are being implemented.

#### **1.4. Certified Systems complying with the OHSAS Standard 180001:2007 (gradual transition to ISO 45001)**

Over the last years, DEI has been implementing a program for the development and certification of Occupational Health and Safety Management Systems in accordance with the OHSAS 180001 standard (gradual transition to ISO 45001) at thermal power stations. So far, all the Lignite Centers SPPs, two Mines in Western Macedonia (Main Field Mine and Kardias Field Mine), the Supporting Units of the Western Macedonia Lignite Center, as well as the Megalopolis Mine (now Megalopolis Lignite S.A.) have been certified. Also, the Local Power Station (LPS) of Skyros has received ISO 45001 certification for its OSH Management System. In the context of certification, internal and external (by certification bodies) Inspections are carried out.

#### **1.5 Internal Inspections for Occupational Health and Safety in DEI S.A.**

Internal Inspections for Occupational Health and Safety have been established in all DEI Services (with emphasis given on Mines and Power Production Stations) conducted by different Hierarchy levels.

Workplaces and local workshops are controlled on a daily basis. Inspections are carried out by officials of Occupational Health and Safety Sectors and Subsectors, Safety Technicians, Direct Head of Units (Foremen, Maintenance Engineers, Heads of Subsections etc.), Managers (Sector Managers etc.) and mixed teams of Managers consisting of Engineers of the OSH Directorate Hierarchy and their respective Units.

These inspections shall be notified to the superior Hierarchy and with the appropriate feedback, all necessary measures shall be taken to prevent possible accidents.

#### **1.6. Information campaigns**

Here follows some of the information campaigns of the Company in recent years:

In the framework of the campaigns for the health protection of workers, the OSH Directorate organized two information events on “Cancer Prevention and Early Detection” in collaboration with the Hellenic Society of Oncology. The first event took place in October and the second in December 2017.

- In 2017, under collaboration of the Directorate General for Mines with the OSH Directorate, the “Mines’ Electricity Works Safe Performance Manual” was issued and distributed to Electrical Engineers and Mines’ Safety Technicians.
- In 2018, the Company participated in a nationwide information campaign on organ donation and transplants. Specifically, in November 2018, 7.500.000 newsletters were sent along with the Company’s paper bills, with the key message “Organ Donation: a discussion that must be held...”
- On a regular basis, seminars on Safety Techniques, First Aid, Emergency Situations Response, Fire Safety, and Use of Individual Protection Means are held.

### **1.7 Important Distinctions for DEI on issues of occupational health and safety**

In 2019, at the Health and Safety Awards, DEI received 6 awards for its Health and Safety Actions:

- Gold Award in the “Campaigns” category
- Gold Award in the “Occupational Road Risks” category
- Gold Award in the “Health and Safety Culture” category
- Silver Award in the “Road Safety” category
- Silver Award in the “Emergency Situations Response Preparedness” category
- Bronze Award in the “Personnel Training and Awareness” category

### **1.8 Occupational Health and Safety at the Organization Chart of DEI S.A.**

In its organization chart, DEI S.A. has set up the Directorate for Occupational Health and Safety to support through its personnel the best possible activities for Health and Safety.

OSH Sections and Subsections have also been established at Mines and Power Production Stations, whose staff is permanently employed in this field. The OSH Directorate is in constant cooperation with the local OSH sections and Subsections.

The said organizational scheme ensures that health and safety activities are carried out in the best possible way (staffing of Services with Safety Technicians and Labour Physicians and supervision of their work, regular workplace inspections, corrective actions implementation control, Occupational Risk Assessment Surveys and Emergency Plans Preparation, Detection and Measurement of damage factors, Institutions and Technical Staff training in OSH issues, procurement and supply of work posts with the appropriate individual and team protection means, supply and maintenance of fire equipment, statistical analysis of accidents, investigation of the causes of accidents and appropriate prevention measures, preventive medical checkup of personnel, provision of social services to workers etc.)

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

We refer to the previous Greek Report [28<sup>th</sup> (Simplified) Report] and inform you that, since its submission (July 2018) and up-to-date, there have been no legislative or other developments as regards the issue under consideration (i.e. *a reasonable period of notice before the termination of employment*).



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

##### Developments regarding article 4§1

The restructuring of collective bargaining in our country, in the context of the economic crisis and of economic and fiscal adjustment programs, has led both to their radical decentralization as regards the conclusion of Labour Collective Agreements as well as to significant amendments to the minimum wage setting mechanism.

In particular, under subpara.IA.11, case 1 of Law 4093/2012 (O.G. A’222), a new statutory minimum wage and salary setting mechanism was established for white and blue collar workers. Moreover, under case 3 of the same subparagraph, the statutory minimum wage and salary for white and blue collar workers was established for the first time with significant reductions, as well as the subminimum salary for white collar workers aged under 25 (for white and blue collar workers aged over 25, minimum wage was set at 586,08 euros and 26,18 euros respectively, while for white and blue collar workers aged under 25, it was set at 510,95 euros and 22,83 euros respectively), with a view to reducing unemployment rate, increasing employment rate and improving competitiveness. Furthermore, the increments were defined on the statutory minimum wage and salary for every three years of service completed till 14.02.2012 (until unemployment rate falls below 10%). It was also laid down that no other increment shall be taken into account on the statutory salary.

However, upon completion of the Economic Adjustment Program on 20.8.2018, **a new minimum wage and salary setting system** was introduced.

Article 103 on “Provisions on minimum salary” of Law 4172/2013 (O.G. A’167) as amended and in force today by virtue of article 1, subpara.IA.6 case 2 of Law 4254/2014 (O.G.A’85) and article 2 of Law 4564/2018 (O.G. A’170) provides for the following:

“1. A. Following consultations carried out in accordance with the provisions of the present law, **the statutory minimum wage and salary is set for full-time employment, for white and blue collar workers throughout the country, whose pay is not regulated by a Labour Collective Agreement”**.

More specifically, according to article 103, para.3 of Law 4172/2013, the amount of the statutory minimum wage and salary shall be set by taking account of the state of Greek economy and its prospects for growth in terms of productivity, prices, competitiveness, employment, unemployment rate, income and salaries. Moreover, para.4.a., article 103 of Law 4172/2013 stipulates that «In order to define the statutory minimum wage and salary, **consultations shall be held between the social partners and the Government**, with the technical and scientific assistance of specialized scientific, research and related institutions and experts on financial issues, and in particular on labour economics, social policy and industrial relations, coordinated by a committee, as stipulated in para.5 of the present article». Article 103, para.4b.aa) of Law 4172/2013, provides that on behalf of workers throughout the country, the following shall participate in these consultations: a) the Confederation of Greek Workers (GSEE) and b) other secondary sectoral or occupational trade union organizations representing workers

of the private sector at national level, proposed by the GSEE and called upon by the consultation's Coordinating Committee.

When the procedure is finalized and within the last fortnight of June of each year, the Minister of Labour and Social Affairs shall propose the minimum wage and salary amount for white and blue collar workers to the Cabinet, taking account of the Consultation Findings Report as it is prepared and submitted, in accordance with article 103, paras.4 to 6 of Law 4173/2013.

The said procedure **first started in September 2018** and was finalized with the adoption of **Ministerial Decision No.4241/127/30.1.2019** (O.G.B'173), according to which **the new increased statutory minimum wage and salary amounts were set as of 1.2.2019, for full-time employment, for white and blue collar workers throughout the country, without any discrimination on the grounds of age as follows:**

(a) For white collar workers the minimum salary shall be set at six hundred and fifty euros (650,00€)

(b) For blue collar workers the minimum wage shall be set at twenty nine euros and four cents (29,04€).

More specifically, under para.2 of Circular No.7613/395/18.2.2019 of the Minister of Labour, Social Security and Social Solidarity, from the entry into effect of the new statutory minimum wage and salary, any reference made in the current legislation to the minimum wage and salary that concerns/introduces discrimination on the grounds of age **shall be considered abolished**, i.e., discrimination on the grounds of age introduced by virtue of Law 4093/2012 shall be revoked.

Moreover, as regards seniority-based increments, the above limitations shall still apply based on the provisions of sections i and iii, case c, without any age reference, and of cases d to f, subparagraphIA.11.3, paragraphIA, article 1 of Law 4093/2012 (A'222), as in force.

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

Regarding the safeguarding of the rights of apprentices, we would like to inform you of the following:

To begin with, according to the abovementioned decision of the Minister of Labour, Social Security and Social Solidarity «**Defining minimum wage and salary for white and blue collar workers throughout the country**» (O.G. B'173), the statutory minimum wage and salary for full-time employment, for white and blue collar workers throughout the country applies to everybody **without discrimination on the grounds of age**. Hence, the rate paid to apprentices, which is set at 75% of the minimum wage, according to paragraph A, article 7 of Decision No.26385/2017 of the Ministers of Economy and Development, of Education, of Research and Religious Affairs, of Labour, Social Security and Social Solidarity and of Finance on «*Quality Framework for Apprenticeships*» (B'491), **shall increase as of 1/2/2019** and be set at 21,78€ per day of apprenticeship training carried out in the workplace.

Moreover, article 10 of **Law 4554/2018** «*Social Security and Pension Regulations –Addressing undeclared work – Strengthening workers' protection – Guardianship of unaccompanied minors and other provisions*» (A'130) introduces **the general obligation according to which record should be**

kept at the ERGANI Information System of the Ministry of Labour of apprentice students, who undertake internship or apprenticeship in any enterprise.

In this way, **record is kept of both the total number of trainees who undertake internship or apprenticeship, in the context of their studies (irrespective of educational level) and of enterprises where internships or apprenticeships are carried out, thus enabling the relevant mechanisms to carry out more effective inspections and to monitor whether the maximum number of trainees laid down in the legislation in force is respected.**

Moreover, the said provision clarifies that «the total number of apprentice students, in particular, who undertake internship or apprenticeship in touristic enterprises, may not be higher than 17% of the number of workers per enterprise or undertaking, with the maximum number being 40 people in any case». This limitation aims at preventing substitution of regular paid employment with internship or apprenticeship in the tourism industry, which is a labour-intensive sector with highly seasonal jobs.

By virtue of the above provision (article 10 of Law 4554/2018), Decision No.29147/Δ1.10258/2019 of the Minister of Labour, Social Security and Social Solidarity was issued on «*Redefining the terms for the online submission of the Labour Inspectorate (SEPE) and Manpower Employment Organisation (OAED) forms*» (B'2639), that defines the record keeping procedure in the Ministry's ERGANI Information System, the data entered in it and any other necessary detail for its implementation.

Additionally, article 52 of Law 4611/2019 on «Rescheduling of debts owed to Social Security Funds, Tax Administration and Local-Self Government Agencies of A' Degree, Pension Regulations for the Public Sector and other social security and pension provisions, enhancing protection of workers and other provisions» (A' 73) stipulates that «as of 1.7.2019, where provision is made for financial compensation and social security contributions relating to apprentice students who undertake an internship or apprenticeship in private sector enterprises, these shall be paid by the enterprises into payment accounts and shall be transferred by the relevant payment service provider to the accounts of the above beneficiaries and Social Security Funds». **This provision establishes the same obligation both for interns and apprentices, in order to facilitate inspections on compliance with both the legislation on internships and apprenticeships and the terms of the relevant apprenticeship contract concluded between the parties.**

Furthermore, this provision helps limit infringements of the law in internships and apprenticeships, thus upgrading the institution and improving students' working terms.

Finally, we inform you that no amendment has been made to the provisions of article 74, para.9 of Law 3863/2010 on the social security protection of minors who conclude special apprenticeship contracts.

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

In accordance with the relevant Joint Ministerial Decision (JMD), as in force<sup>3</sup>, industrial and other activities that are located within the boundaries of the map included in Annex C to JMD 100079/2015 (B'135) and dispose wastewater generated by their production process to the ground or in internal surface water bodies, had to apply, till the end of the first semester of 2011, for review of Decisions on Environmental Terms Approval (AEPO) to the agencies responsible for their environmental licensing. This application should have been accompanied by a dossier the content of which was specified in the relevant Circular<sup>4</sup>, so that these activities could adapt to the new stricter emission limit values prescribed by the relevant JMD, as amended and in force<sup>5</sup>.

The agencies responsible for environmental licensing, in cooperation with the Special Environmental Inspectors' Service (now Inspectorate Body), carry out inspections concerning installation of the relevant technological equipment and the adoption and proper implementation of prescribed measures, once these are implemented within the time limit prescribed by the revised AEPOs.

In this context, applications were filed to the relevant Directorate of the Ministry (former Directorate for Control of Air and Noise Pollution– Now Directorate for Environmental Licensing) together with attached dossiers concerning AEPO reviews of industrial activities, the environmental licensing of which fell under the area of competence of the Directorate for Control of Air and Noise Pollution, according to the legislative framework in force at that time (Group 9, subcategory A1 of the first JMD). The review of the relevant AEPOs has been finalized for all the above mentioned industrial activities and the conduct of relevant inspections provided for in JMD 20488/10<sup>6</sup>.

Finally, regarding Studies for the project «Water supply in urban and industrial areas of Tanagra Municipality» mentioned in the 28<sup>th</sup> Greek Report on the European Social Charter (July 2018) we would like to inform you of the following:

By document No.3814/21.3.2018 of the Tanagra Municipality, Department for Technical Services, the Environmental Impact Study (EIS) for the project «Water supply in urban and industrial areas of Tanagra Municipality» was filed with the Directorate for Environmental Licensing. The EIS for the said project was referred to the relevant authorities for consultation and opinion, and subsequently a draft Decision on Environmental Terms Approval was prepared, which is now at the signing stage.

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<sup>3</sup> See article 7, para.1 of JMD 20488/10 (O.G. B' 749) «Setting Environmental Quality Standards for Asopos River and Industrial wastewater emission limit values for Asopos River Basin», as amended by JMD 100079/2015 (O.G.B' 135).

<sup>4</sup> Circular No. 106341/21.12.10 of the General Secretariat for Water on «Content of dossier on the application of article 7 of JMD 20488/10 (B 749) and other relevant provisions»

<sup>5</sup> JMD 20488/10 (B 749) «Setting Environmental Quality Standards for Asopos River and Industrial wastewater emission limit values for Asopos River Basin», as amended by JMD No. 100079/2015 (O.G.B' 135).

<sup>6</sup> See as above.

The **Coordination Office for Remediation of Environmental Damage (SYGAPEZ)** monitors the implementation of a pilot project concerning remedial action for the underground aquifer at the plot of land where an industrial metal processing plant is located at Oinofyta, Boeotia Region (Asopos River Basin), due to hexavalent chromium (Cr+6) groundwater contamination. In 2018, the evaluation of the in situ pilot project was completed for contaminated borehole rehabilitation, while request was made to apply this method also to other Cr+6 contaminated boreholes at the plot of the plant. Moreover, the groundwater monitoring project is continuing and has expanded in order to include exploratory drillings carried out at the plot of the plant, drillings carried out in the broader region, within the framework of the pilot LIFE CHARM project (Chromium in Asopos groundwater body: Remediation technologies and Measures), as well as contaminated pits located at an adjacent plot of land that was acquired by the said plant in 2017. The cost of the above mentioned project shall be borne by the responsible operator.

Furthermore, the Coordination Office for Remediation of Environmental Damage (SYGAPEZ) monitors the implementation of rehabilitation measures for cases that are placed under environmental liability status, according to P.D. 148/2009, in cooperation with the relevant Decentralized Administration of Thessaly – Sterea Ellada (Regional Committee for the Remediation of Environmental Damage in Sterea Ellada). From 2011 till today, eleven (11) cases in total have been entered in the Register kept at our Service concerning environmental damage caused by activities located at the Asopos River Basin, including the above mentioned pilot project of remedial action for the underground aquifer.

The **Environmental Inspection Department (TEP) of Southern Greece Inspectorate** conducts inspections - by priority, depending on available resources – that are either routine inspection, based on the National Inspections Plan or extraordinary ones triggered by various incidents, in the area of Boeotia and Easter Attica Prefecture adjacent to Asopos River that falls under its territorial jurisdiction, in accordance with the Statute of the Ministry of Environment and Energy<sup>7</sup>.

As regards the application of JMD 20488/2010, and in particular article 7 that prescribes a review report of Decisions on Environmental Terms Approval for the industrial activities in the area that dispose their waste water in Asopos River, although it falls under the jurisdiction of the licensing authority as appropriate, in any case, however, TEP examines whether the inspected activities comply with this requirement and, in case of an infringement, it informs the licensing authority and proposes the prescribed administrative sanctions. During the inspections conducted from 2018 till today, no activity was found that did not comply with this requirement.

In 2018, TEP conducted inspections in three (3) activities, located in the area adjacent to Asopos River, for compliance with the current environmental legislation and approved environmental terms. It also conducted sampling and inspections in eighteen (18) activities that dispose their waste water in Asopos River to determine compliance with emission limit values laid down in Annex B' to JMD 20488/2010. The results obtained from those samples showed that three (3) activities had exceeded emission limit values and thus they were included in the

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<sup>7</sup> P.D.132/2017, O.G.160 A'.

scheduling of regular inspections for this year. In 2019, three (3) regular inspections were conducted in activities located in the area, including two (2) of the above mentioned activities where it was found that limit values were exceeded, while relative number of samplings has been scheduled.

Moreover, in 2017, following orders of the General Director, according to article 51 of Law 4409/2016, SYGAPEZ Environmental Inspectors conducted an environmental inspection in a metal processing plant located at the Asopos River Basin (Tanagra Municipality, Boeotia Prefecture), under the National Inspections Plan and imposed administrative sanctions, in accordance with article 9 of Law 2974/2001.

With a view to increasing human resources of the Environmental Inspectorate, Call No.ΥΠΕΝ/ΔΔΥ/19570/3338/25-06-2018 (ΑΔΑ: 6ΞΥΚ4653Π8-Σ2Ν) was published for expressions of Interest in order to post eighty three (83) civil servants (permanent and bound by an open ended working relationship under private law), as Inspectors of the Special Secretariat for Inspectors, Ministry of Environment and Energy, in accordance with article 19, para.1d of Law 4440/2016 on the Mobility System for civil servants. Following the assessment of applications lodged to date, three (3) applicants have been selected to be posted as Environmental Inspectors, yet, their posting is still pending.

According to the 1<sup>st</sup> **Review of the River Basin Management Plan, Water District, Eastern Sterea Ellada (EL07)**, that was prepared in accordance with the requirements of Directive 2000/60/EC, surface water bodies (rivers) included in the Asopos River Basin (EL0725) are classified as having moderate to poor ecological status and good chemical status (but with low confidence), based on data from the National Water Status Monitoring Network. In these river bodies high-intensity anthropogenic pressures were recorded that are associated with priority substances, specific pollutants, etc., as well as high abstraction rates.

The chemical status of the groundwater body (EL0700210 / Thebes - Asopos - Schimatari), which is mainly related to the surface water bodies of Asopos River Basin, is bad while the quantitative status is good. A large number of monitoring stations (of the National Network) i.e., 28%, were found to be in bad status, due to exceeding higher acceptable values primarily of nitrate concentrations and secondarily of metals. The cause is significant pressures on the water body from intense farming activities with use of fertilizers and pesticides, from industrial activities in the area of Schimatary – Asopos and from sewage. The chemical (and quantitative) status of the remaining associated groundwater bodies of the area is good and local problems of salinity were observed.

The National Monitoring Network continues to monitor the status of surface water and groundwater bodies of Asopos River Basin ensuring thus continuous recording of trends in measured parameters, with a view to assessing the status of all water bodies, based on the latest data, in the 2<sup>nd</sup> Review of the Management Plan.

The 1<sup>st</sup> Review of the River Basin Management Plan, Water District, Eastern Sterea Ellada (EL07) establishes a Program of Measures in order to achieve the environmental objectives set by the Directive, i.e., maintenance, protection and recovery of good status in all surface water and groundwater bodies. The Program of Measures includes the "Basic" measures set in Article 11.3 of Directive 2000/60/EC and, where necessary, "Supplementary" measures. Supplementary

Measures are those implemented in case Basic measures are insufficient in order to achieve the objectives.

The attached table presents the Supplementary Measures for the said area.

Finally, in the context of a Programming Contract signed on 30 July 2014 among the Ministry of Environment (YPEKA) (body proposing the project, now YPEN), the Municipality of Tanagra (body implementing the project) and the Water Supply and Sewerage Company (EYDAP) SA (advisory body) for the project entitled «*Integrated Management of Water Bodies in Asopos River Region*», the water supply project to Schimatary, Oinofyta, Tanagra, Kallithea and Asopia has been implemented.

According to information provided by the **Municipality of Tanagra**, actions referred to in the 28<sup>th</sup> Greek Report on the ESC (July 2018) are still ongoing. As regards **water for human consumption**, water supply in the entire administrative region of the Municipality is undertaken by the EYDAP. Water quality is continuously monitored and the number of inspections exceeds those prescribed by the legislation in force. According to the results of these inspections, the quality of drinking water fully meets the requirements set by the legislation in force.

The public is informed by posts uploaded on the official website of the Municipality and by any other means deemed appropriate.

Furthermore, regarding a threshold set for hexavalent chromium, we would like to inform you of the following:

- In the context of JMD Γ1δ/67322 (O.G. 3282/B/19.9.2017) on: «Quality of water intended for human consumption .....», by virtue of which Directive (EU) 2015/1787 was transposed into our legislation and JMD 2600/2001 was recast, the Directorate for Public Health and Environmental Hygiene established for the first time a regulation, which is innovative and exclusively applied in our country, namely the obligation of the body responsible for water supply to monitor hexavalent chromium levels in drinking water, as part of supplementary monitoring. More specifically, according to the above mentioned national regulation, the parameter of hexavalent chromium must be monitored regularly, and the minimum frequency of monitoring and analysis should be the one prescribed for Group B chemical parameters in Part B of Annex II to JMD Γ1δ/67322. The body responsible in cooperation with the relevant Authorities should take all necessary measures in order to reduce as much as possible hexavalent chromium concentrations in water intended for human consumption. When measures for the reduction of hexavalent chromium concentration are implemented, priority is gradually given to areas with the highest concentrations of hexavalent chromium in water intended for human consumption.
- Currently, at EU institutions level (Council, European Parliament, and European Commission) discussions are held on a Proposal for a Recast of Directive 98/83/EC, as in force.

In this context, In December 2015, the Commission and the WHO Regional Office for Europe concluded the ‘Drinking Water Parameter Cooperation Project’, the final report of which was published in 2018. The objective of the project was to provide policy-relevant advice to enable informed, science-based decision making for the potential revision of Annex I to the Directive on quality parametric values. More specifically, the WHO regional office for Europe conducted a detailed review of the list of parameters and parametric values set in Directive

98/83/EC in order to find out whether it must be adjusted in the light of scientific and technological progress.

Regarding the parameter for chromium, in particular, the WHO report notes that the value for chromium is under review and recommends maintaining the current parametric value till the evaluation is completed. Nevertheless, the Commission's Directive Proposal seeks to reduce the current parametric value of total chromium by 50% to 25µg/l after a transition period of 10 years from the entry into force of the Directive.

The abovementioned Directorate of the Ministry of Health is constantly monitoring the international developments and will bring our national legislation in line with the new Directive as soon as the review of Directive 98/83/EC is completed.



Table of Supplementary Measures

| A/A | CODE –<br>NAME OF MEASURE   | CATEGORY OF<br>MEASURE       | DESCRIPTION   | ASSOCIATION<br>WITH<br>1 <sup>ST</sup><br>MANAGEMENT<br>PLAN   | IMPLEMENTING<br>BODIES  | COST OF<br>MEASURE<br>(€) | AFFECTED<br>WATER BODIES  |
|-----|---|------------------------------|---|--|---|---------------------------|---|
| 1   | <b>M07Σ0501</b><br>Industrial wastewater<br>management in Asopos<br>River Basin | Pollutants emission controls | <p>In order to comply with the terms and conditions set by JMD 20488/2010, a Feasibility Study has been carried out on the Central Industrial Wastewater Treatment System in the area of Oinofyta-Schimatary (SEV, 2010). According to the study, the solution chosen by the interested parties (investors, industries, and licensing authority) for the management of wastewater in the area is the construction of two treatment plants, one of which will treat the chemical and the other the organic load. Plants installation at the same site is proposed so that the outlet of the chemical wastewater treatment plant be released into the organic wastewater treatment plant for final biological treatment. The input limit values of both the biological treatment plant and the chemical treatment plant shall be set and be similar to the ones applied to Industrial Areas or those set for disposal to the EYDAP (Water Supply and Sewerage Company) sewer pipes. Input limit values of the biological treatment plant from the chemical treatment plant are those set by JMD 20488/2010. The project includes the construction of a waste and wastewater collection network as well as their treatment and disposal plants. The environmental impact in the subject area requires integrated solutions like the proposed one which involves a project maturity period and their implementation period. The implementation periods and the budget required are the following: Planning - Environmental Licensing – Tendering for the budget of 2.500.000 euros by 2021 and – Construction - Operation, for the budget of 65.000.000 euros over a time frame of 2-3 years after the completion of studies.</p> | This is a continuation of the measure<br><b>RBD07_SM05_097</b> | Federation of<br>Industries of<br>Sterea Ellada ,<br>Private<br>persons,<br>Municipalities,<br>Ministry of<br>Environment | 2.500.000                 | EL0725R000200025N,<br>EL0725R000200026N,<br>EL0725R000100027N,<br>EL0725R000300028N,<br>EL0700210 |

| A/A | CODE -<br>NAME OF MEASURE  | CATEGORY OF<br>MEASURE       | DESCRIPTION  | ASSOCIATION<br>WITH<br>1 <sup>ST</sup><br>MANAGEMENT<br>PLAN           | IMPLEMENTING<br>BODIES  | COST OF<br>MEASURE<br>(€) | AFFECTED<br>WATER BODIES   |
|-----|--|------------------------------|--|--|-------------------------|---------------------------|--|
| 2   | <p><b>M07Σ0502</b><br/>Looking into the possibility of implementing immediate actions to address industry-related pressures at Asopos River Basin.</p> | Pollutants emission controls | <p>In the context of addressing problems in the Asopos River Basin until the Industrial Wastewater Treatment Plants are constructed in the area of Oinofyta-Schimatary, it is proposed to look into the possibility of undertaking alternative actions of immediate implementation. To this end, proposals are made for alternative sources of water supply to industries as well as the preparation of a technical and economic analysis and feasibility study concerning alternative actions for industrial wastewater management in the Asopos River Basin. The results of this study will be communicated to the competent Water Directorates while approval is needed for the implementation of any actions and/or projects resulting from the said study, in accordance with the current legislation. This study should explore the possibility of supplying water to industries as well as meeting any additional water supply needs, in case water resources of the Asopos River Basin are found to be insufficient both in terms of quality and quantity.</p> | <p>This is a continuation of the measure<br/><b>RBD07_SM05_098</b></p> | Ministry of Environment | 30.000                    | <p>EL0725R000200025,<br/>EL0725R000200026,<br/>EL0725R000100027,<br/>EL0725R000300028,<br/>EL0700210</p> |
| 3   | <p><b>M07Σ0207</b><br/>Demarcation of Asopos River boundaries</p>  | Other Measures               | <p>For 10 kilometers along the river's natural bed within Boeotia Region, the award procedure for boundary demarcation is under way (approval by the Region's Financial Committee). Moreover, provision should be made for new demarcation till its estuary (Region of Attica).</p>  | <p>This is a continuation of measure<br/><b>RBD07_SM02_093</b></p>     | Region                  | 99.220                    | <p>EL0725R000200025,<br/>EL0725R000200026,<br/>EL0700210</p>   |

| A/A | CODE -<br>NAME OF MEASURE  | CATEGORY OF<br>MEASURE          | DESCRIPTION   | ASSOCIATION<br>WITH<br>1 <sup>ST</sup><br>MANAGEMENT<br>PLAN | IMPLEMENTING<br>BODIES  | COST OF<br>MEASURE<br>(€) | AFFECTED<br>WATER BODIES  |
|-----|--|---------------------------------|---|--|---|---------------------------|---|
| 4   | <b>M07Σ0503</b><br>Actions to investigate<br>and monitor<br>contamination of<br>Asopos River | Pollutants<br>emission controls | <p>Implementation of actions 2,3 and 4 of the Integrated Proposal for Sterea Ellada on Asopos River (ΑΔΑ: ΒΖΙ57ΛΗ-ΨΨ8) dated 16th of December 2015.</p> <p>Action 2: Calling an International Tender with a budget of €829.478,33 in selected areas for the investigation of pollution in the broader area of Asopos River, where concentrations of pollutants have been found, and preparation of remediation studies for the said area.</p> <p>Action 3: : Staffing and operation of the Environmental Observatory with a view to preparing a study on environmental pollutants at 20 surface and groundwater bodies, 20 surface and subsurface soil samples, 20 diffuse and point sources in the air and 100 agricultural products with a total budget of 180.000€) .</p> <p>Action 4: Finalization of the industrial and environmental register with all undertakings operating in the region. Establishment by law of Boeotia Environmental Register concerning all industries located in the area of the Asopos River</p> | New Measure  | <p>Region of Sterea Ellada, Regional Unit of Boeotia, Municipality of Tanagra (Technical Authority), Environmental Quality Inspection Team (KEPPE), NATIONAL RESEARCH CENTER DIMOKRITOS, Medical Faculty of Athens University, Industry Federation of Sterea Ellada, Boeotia Chamber,</p> <p>Environmental Organization of the Area</p> | 1.009.478                 | EL0725R000200025,<br>EL0725R000200026,<br>EL0725R000100027,<br>EL0725R000300028,<br>EL0700210 |

| A/A | CODE -<br>NAME OF MEASURE   | CATEGORY OF<br>MEASURE          | DESCRIPTION  | ASSOCIATION<br>WITH<br>1 <sup>ST</sup><br>MANAGEMENT<br>PLAN | IMPLEMENTING<br>BODIES  | COST OF<br>MEASURE<br>(€) | AFFECTED<br>WATER BODIES   |
|-----|---|---------------------------------|--|--|---|---------------------------|--|
| 5   | <b>M07E0504</b><br>Inspections at the<br>outfalls of storm drain<br>pipes and of other point<br>sources of pollution that<br>discharge to the sea | Pollutants<br>emission controls | <p>In the context of protecting surface water bodies, periodic inspections and sampling are carried out at the outfalls of storm drain pipes and of other point sources of pollution. The Local Self-Government Agencies of A' degree and the Municipal Water and Sewerage Company (DEYA), in cooperation with the competent authorities of the relevant regions, shall take record of the outfalls of storm drainage networks that discharge to surface water bodies and shall communicate the results to the relevant Directorates for Water of Decentralized Administrations</p> <p>The authorities that are responsible for the protection of the environment and water, in cooperation with the environmental hygiene units of the relevant Regions shall conduct inspections and communicate the results to the Directorates for Water of the Decentralized Administrations. Priority will be given to the outfalls of networks that discharge into water bodies that are at risk and probably at risk. The Directorates for Water in consultation with the authorities that conduct inspections may change the proposed sampling points, depending on the results from previous years and any land use changes. Chemical analyses and water sampling shall be in conformity with The sampling protocols that apply to the National Monitoring Network. Sampling results shall be communicated to the Special Secretariat for Water.</p> | Incorporating the measure<br><b>RBD07_SM18_128</b>           | Ministry of<br>Environment<br>(Special<br>Secretariat for<br>Water),<br>Decentralized<br>Administratio<br>n (Directorate<br>for Water),<br>Region | 100.000                   | EL0718R000100071N,<br>EL0718R000200050N,<br>EL0718R000200064N,<br>EL0718R000202051N,<br>EL0718R000204053A,<br>EL0718R000204054A,<br>EL0718R000204056A,<br>EL0718R000204057A,<br>EL0718R000300072N,<br>EL0718R000500075N,<br>EL0718R000700078N,<br>EL0719R000100010N,<br>EL0719R000100011N,<br>EL0719R000204007N,<br>EL0719R000400008N,<br>EL0719R001900020N,<br>EL0719R002100021N,<br>EL0719R002500023N,<br>EL0719R002700024N,<br>EL0722R000100045N,<br>EL0722R000300046N,<br>EL0722R000500047N,<br>EL0722R000700048N,<br>EL0723R000000031H,<br>EL0723R000000040N,<br>EL0723R000002033H,<br>EL0723R000004035N,<br>EL0723R000006036N,<br>EL0723R000014043N,<br>EL0723R000100044N,<br>EL0724R000100029N,<br>EL0724R000300030N,<br>EL0725R000200025N,<br>EL0725R000200026N,<br>EL0725R000300028N,<br>EL0718T0001N |

| A/A | CODE -<br>NAME OF MEASURE   | CATEGORY OF<br>MEASURE  | DESCRIPTION  | ASSOCIATION<br>WITH<br>1 <sup>ST</sup><br>MANAGEMENT<br>PLAN | IMPLEMENTING<br>BODIES  | COST OF<br>MEASURE<br>(€) | AFFECTED<br>WATER BODIES  |
|-----|---|---|--|--|---|---------------------------|---|
| 6   | <b>M07Σ0506</b><br>Inspections for compliance of disposal limit values by industrial, processing units and livestock and poultry farms within the water body basin, at least twice a year | Pollutants emission controls                                      | Stricter inspections on disposal limit values at such units may prevent limit values from being exceeded, improving thus water body status.  | New measure  | Decentralized Administration (Directorate for Water) Region   | 0                         | EL0719R000400008N,<br>EL0723R000100044N,<br>EL0723R000014043N,<br>EL0725R000200025N,<br>EL0725R000200026N,<br>EL0722R000700048N,<br>EL0723R000006036N,<br>EL0718R000204056A,<br>EL0718R000204055N,<br>EL0718R000200061N,<br>EL0724R000100029N,<br>EL0719R000100011N,<br>EL0719R002700024N,<br>EL0722R000300046N |
| 7   | <b>M07Σ1602</b><br>Farm management consulting services  | Research, development and demonstration projects (best practices) | Advice should be given by accredited bodies (Public, Private or consortiums) that shall be selected by call for tenders. Advice given on environment and climate contribute directly to sustainable agrifood systems and to environmental/climate change horizontal objectives.  | New Measure  | Ministry of Rural Development and Food, «Greek Agricultural Organisation DIMITRA»   | 120.000                   | Horizontal  |
| 8   | <b>M07Σ1701</b><br>Investigation monitoring of Surface Water and Groundwater Bodies for which the density and spatial distribution of the National Monitoring Network are insufficient.   | Λοιπά σχετικά μέτρα/Λοιπά μέτρα                                   | Carrying out sampling, studies and programs in order to investigate and monitor surface water and groundwater bodies of interest either to monitor and interpret sampling results and the findings of environmental inspections or to better understand sampling results. Studies shall identify and quantify the sources of pollution, the main polluting substances and shall determine sampling frequency and the network of water quality and quantity monitoring stations. Moreover, they will determine the parameters to be monitored and the frequency in relation to pollutants. For example, 170 sampling points for groundwater bodies and 30 sampling points for surface water bodies may be required. | New measure  | Decentralized Administration (Directorates for Water), Ministry of Environment and Energy (Special Secretariat for Water) | 1.200.000                 | EL0718R000200058N,<br>EL0718R000200064N,<br>EL0718R000204053A,<br>EL0718R000204054,<br>EL0718R000204056A,<br>EL0718R000700078N,<br>EL0719R000100011N,<br>EL0719R000204007N,<br>EL0719R000400008N,<br>EL0719R000700014N,<br>EL0719R001900020N,<br>EL0719R002500023N,<br>EL0719R002700024N,                       |

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| A/A | CODE -<br>NAME OF MEASURE | CATEGORY OF<br>MEASURE | DESCRIPTION | ASSOCIATION<br>WITH<br>1 <sup>ST</sup><br>MANAGEMENT<br>PLAN | IMPLEMENTING<br>BODIES | COST OF<br>MEASURE<br>(€) | AFFECTED<br>WATER BODIES  |
|-----|---------------------------|------------------------|-------------|--|------------------------|---------------------------|---|
|     |                           |                        |             |  |                        |                           | EL0722R000500047N,<br>EL0723R000000031H,<br>EL0723R000000040N,<br>EL0723R000002032A,<br>EL0723R000002033H,<br>EL0723R000004035N,<br>EL0723R000014043N,<br>EL0723R000100044N,<br>EL0724R000100029,<br>EL0724R000300030,<br>EL0725R000200026,<br>EL0719L000000002N,<br>EL0718T0001N,<br>EL0718C0004N,<br>EL0719C0013N,<br>EL0735C0001N,<br>EL0735C0002N,<br>EL0700010,<br>EL0700020,<br>EL0700040,<br>EL0700110,<br>EL0700120,<br>EL0700230,<br>EL0700240,<br>EL0700250,<br>EL0700270,<br>EL0700320,<br>EL0700330,<br>EL0700340,<br>EL0700370,<br>EL0700380,<br>EL0700390,<br>EL0700400 |

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## 6. Collective Complaints:

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

Given the fact that the European Committee of Social Rights, in accordance with the Findings 2018, in the context of collective complaints under consideration, has postponed its conclusion on article 12 para.3 of the ESC until the adoption of a decision on collective complaint 165/2018, *“PAP – OTE v. Greece”*, the Government of Greece reserves the right to express its position upon the adoption of a decision by the ECSR on the most recent complaint 165/2018.

**7. Collective Complaint 111/2014 “General Confederation of Greek Workers (GSEE) v. Greece”**  
**Developments regarding article 1§2 (The right to work – protect the right of the worker to earn his living in an occupation) & and article 4§1 (The right to a fair remuneration – decent standard of living) (See also CC 66/2011)**

Please refer to article 4§1 in CC66/2011.

As already mentioned (CC66/2011), with regard to legislative interventions made in order to safeguard the right to work and prohibit any form of discrimination in occupation, the **new – increased – minimum wage and salary<sup>8</sup>, without any discrimination on the grounds of age**, has been set by law and applies as of 01/02/2019, **following the conduct of a social dialogue and contributions received by scientific bodies**. The new minimum wage and salary amounts are therefore set as follows:

- a) For white collar workers the minimum salary is set at six hundred and fifty euros (650,00€)
- b) For blue collar workers the minimum wage is set at twenty nine euros and four cents (29,04€).

Moreover, according to Decision No.Δ.15/Δ'/3220/72/28-02-2019 of the Ministers of Labour, Social Security and Social Solidarity and of Finance on «Program for the payment of reduced employers' contributions for main pension entitlement of salaried workers aged up to 25» (B'681/28-02-2019), interventions are implemented such as significant reduction in social security contributions of salaried workers aged up to 25<sup>9</sup>, in order to create incentives for youth employment, as an offset for the increase in minimum wages.

Moreover, with regard to incentives for the creation of new jobs placing emphasis on long-term unemployed and young people, provision is made for the following, according to article 116 of Law 4549/2018 (A' 105):

“1. Employer's contributions for the creation of new full-time dependent jobs are deducted from the gross revenues of natural and legal persons and legal entities, who exercise a business activity, increased by fifty percent (50%) and up to the amount that equals to fourteen times the minimum salary of an unmarried salaried employee aged over twenty five (25) per job, provided that the following apply cumulatively: a) an increase in the number of employees during the recruitment year concerned, compared to the average number of employees of the previous year and b) an increase in wage costs during the recruitment year concerned, compared to those of the previous year. In calculating the increase referred to in cases (a) and (b), the following shall not be taken into account: a) retirement of an employee, b) termination of a contract of employment following charges pressed by the employer against an employee of his

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<sup>8</sup> According to Decision No.4241/127/30-01-2019 of the Minister of Labour, Social Security and Social Solidarity “Setting Minimum Salary and Wage for white and blue collar workers throughout the country” (B' 173)

<sup>9</sup> JMD No.Δ.15/Δ'/3220/72/28-02-2019, article1, para1: “1. As of 01.01.2019, **employers' contributions** that are provided by article 38 paragraphs 1, 3 and 9 of Law 4387/2016 (A' 85), as in force by article 27 para.2 of Law 4445/2016 (A' 236), and article 40 para.6 of Law 4387/2016 (A' 85), as replaced by article 3 of Law 4578/2018 (A' 200), **shall be reduced by 6,66% calculated on the earnings**, as these are defined in the above mentioned articles, **and shall be paid** by companies that employ salaried workers aged up to 25, who are paid a salary or wage, and are bound by a working contract under private law (fixed term or open-ended), for full- or part-time employment or employment in rotation, **irrespective of the amount of earnings.**”



enterprise for an offence committed by the latter in the course of the exercise of his/her employment, c) imprisonment or death of an employee and d) failure to renew residence and work permit of a foreign worker.

2. a. Paragraph 1 applies to young people aged up to thirty (30) and to long-term unemployed people registered with the OAED.”

### Developments regarding article 2§1 (Right to just conditions of work)

Please refer to our previous relevant Greek Report (24<sup>th</sup> **Greek Report on the ESC**).

However, we would like to clarify the following:

In its Decision<sup>10</sup>, the European Committee of Social Rights (ECSR) stipulates that «*In order to be considered to be in conformity with the Charter, the maximum duration of work must also operate within a precise legal framework which clearly delimits the scope left to employers and employees to modify, by collective agreement, working time*».

It has to be noted that, by virtue of article 1, subparagraph IA.14.2 of Law 4093/2012, a minimum daily rest period of **eleven (11) consecutive hours** was established for every twenty four (24) hours. The period of twenty four (24) hours starts at 00:01 and ends at 24:00. This regulation on the minimum daily rest period for workers, which is **explicitly provided for by Directive 93/104/EC** (now 2003/88/EC), also applies to shifts as these are considered to be a method of organizing work in P.D.88/99. Hence, for workers employed in shifts, a daily rest period of 11 consecutive hours should be allowed between the end of a shift and the beginning of the next one, which should not be limited within the twenty four (24) hours period that starts at 00.01' and ends at 24.00'.

**It is evident** that the daily rest period of 11 consecutive hours is in line with article 6 of P.D.88/99 according to which: «... **per not more than a four-month period, the weekly working time of salaried workers may not exceed forty eight (48) hours on average, including the hours of overtime work**. The annual paid leave and sickness leave periods shall not be taken into account when calculating the average».

As regards the «*lack of sufficient collective bargaining guarantees*»<sup>11</sup>, we would like to remind you that, in any case, the basic legal framework on working time still applies:

According to the National General Labour Collective Agreement (NGLCA) of 1975 [article 6§4 of Ministerial Decision No.11400/4710/1975 (O.G.276/B'/4.3.1975)] stipulating that “*the implementation of a five-day working week, under the restrictions and conditions set by the present article, is at the employer’s discretion*”, and the NGLCA of 1984 [article 6 of Ministerial Decision No.11770/1984 (O.G.81/B'/20.2.1984)] stipulating that “*the weekly working time of workers employed with any employer bound by a working relationship under private law throughout the country is set at 40 hours*”, a five- or six-day working week may be agreed upon between the employer and newly recruited salaried workers, as a term in their individual working contracts.

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<sup>10</sup> ECSR’s Decision on the Merits concerning Complaint 111/2014, adopted on 23/03/2017

<sup>11</sup> ECSR’s Decision on the Merits concerning Complaint 111/2014, adopted on 23/03/2017

It has to be noted that, by virtue of **article 63 on Extending the validity of the NGLCA dated 28.3.2018 of Law 4635/2019 “Invest in Greece and other provisions”** (O.G.167/A'/30.10.2019), the validity of the National General Labour Collective Agreement signed on 28 March 2018 shall be extended from its expiry date (30.6.2019) till the conclusion of a new National General Labour Collective Agreement, but not beyond the 31<sup>st</sup> of December 2019.

Finally, it has to be clarified that Cabinet Decree No.6, dated 28.2.2012, regulated issues relating to the application of article 1, para.6<sup>12</sup> of Law 4046/2012 on «Approval of Drafts of Finance Facility Agreements between the European Financial Stability Facility (E.F.S.F.), the Greek Republic and the Bank of Greece, the Memorandum of Understanding Draft between the Greek Republic, the European Commission and the Bank of Greece and other urgent measures to reduce public debt and rescue national economy» (O.G.28A'- 14/02/2012), which did not include provisions on statutory overtime, overtime, etc.

#### Developments regarding article 4§4 (The right to a fair remuneration – reasonable period of notice for termination of employment) 65/2011

Please refer to CC65/2011 – no change has been made.

#### Developments regarding article 7§5 (The right of children and young persons to protection – right of young workers to a fair wage)

As regards measures taken in order to protect working children and young persons and safeguard their right to a fair wage, the readjustment of minimum wage and salary that are in force and the abolition of age discriminations as of 01/02/2019 have increased the rate paid to apprentices, in accordance with article 7 paragraph A of Decision **No.26385/2017** of the Ministers of Economy and Development, of Education, Research and Religious Affairs, of Labour, Social Security and Social Solidarity and of Finance on “Quality Framework for Apprenticeships” (B'491). It is now set at 75% of the minimum wage and amounts to 21,78€ per day of apprenticeship training carried out at the workplace.

More specifically, we would like to clarify that apprenticeship is an educational system where learning time alternates between a workplace and an educational institution. Apprenticeships are made available by the following bodies: (a) OAED Vocational Schools where attendance lasts for 2 years (4 semesters), (b) The Ministry of Education that implements the Post-Lyceum Year of Apprenticeship, which is optional and lasts for 9 months and (c) Vocational Training Institutes (IEK), that come under the General Secretariat for Lifelong Learning, where attendance lasts for 960 hours in total (6 months).

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<sup>12</sup> “6. Regulations included in Chapter E' on «Structural Reforms», paras28 and 29 of the Memorandum of Economic and Financial Policy and in Chapter 4 on «Structural Reforms to Enhance Growth» para4.1: on «Ensuring rapid adaptation of the labor market and strengthening labour market institutions» of the Memorandum of Understanding, Specific Conditions of Economic Policy, the plans of which are approved according to paragraph 2 and are annexed as Annex V to the present law, constitute full rules of immediate application. Any necessary issue on the application of the present paragraph shall be regulated by decision of the Cabinet.”

Furthermore, under article 10 of Law 4554/2018 (A'130), apprentice students, who undertake internship or apprenticeship in any enterprise must be registered with the ERGANI Information System of the Ministry of Labour. In this way, record is kept of both the total number of trainees who undertake internship or apprenticeship, in the context of their studies (irrespective of educational level) and of enterprises where internships or apprenticeships are carried out, thus enabling the relevant mechanisms to carry out more effective inspections and to monitor whether the maximum number of trainees laid down in the legislation in force is respected.

Moreover, the said provision clarifies that “the total number of apprentice students, in particular, who undertake internship or apprenticeship in touristic enterprises, may not be higher than 17% of the number of workers per enterprise or undertaking, with the maximum number being 40 people in any case”. This limitation aims at preventing substitution of regular paid employment for internship or apprenticeship in the tourism industry, which is a labour-intensive sector with highly seasonal jobs.

By virtue of the above provision, Decision No.40331/Δ1.13521/19-9-2019 of the Minister of Labour and Social Affairs was issued on “*Redefining the terms for the online submission of the SEPE and OAED forms*” (B'3520), which specifies the record keeping procedure with the ERGANI Information System of the Ministry, the data that should be entered and any other necessary detail for its implementation.

Finally, under article 2 of the above mentioned Decision No.26385/2017 of the Ministers of Economy and Development, of Education, Research and Religious Affairs, of Labour, Social Security and Social Solidarity and of Finance on “Quality Framework for Apprenticeships” (B'491), “**Apprentices are fully covered by the Unified Social Security Fund (EFKA) during the apprenticeship**”.

Moreover, article 52 of Law 4611/2019 (A'73) stipulates that «as of 01.07.2019, where provision is made for rates and social security contributions for apprentice students who undertake an internship or apprenticeship in private sector enterprises, these shall be paid by the enterprises into payment accounts and shall be transferred by the relevant payment service provider to the accounts of the above beneficiaries and Social Security Funds respectively». This provision establishes the same obligation both for interns and apprentices, in order to facilitate inspections on compliance with both the legislation on internships and apprenticeships and the terms of the relevant apprenticeship contract concluded between the parties. Furthermore, this provision helps eliminate infringements of the law on internships and apprenticeships, thus, upgrading the institution and improving students' working terms and conditions.

#### [Developments regarding article 7§7 \(The right of children and young persons to protection – entitlement to annual holiday with pay\)](#)

Apprenticeship is an educational system where learning time alternates between a workplace and an educational institution and can be implemented by: (1) the OAED Vocational Schools (young people aged 16 to 23), (2) the Ministry of Education and Religious Affairs, which implements the Post-Lyceum Year of Apprenticeship (young people aged 18 to 24) and (3) the Vocational Training Institutes (IEK) that come under the General Secretariat for Lifelong Learning.

Apprentices are entitled to **annual paid leave**, in accordance with the provisions in force<sup>13</sup>, educational leave in order to sit for exams and in case of absence due to sickness, the provisions of articles 657 - 658 of the Civil Code shall apply.

**Developments regarding article 3 of the Additional Protocol (Right to take part in the determination and improvement of the working conditions and working environment)**

Please refer to our previous Report (9<sup>th</sup> Greek Report on the Additional Protocol to the ESC).

As regards the negative conclusions of the ECSR on this article, we would like to note the following:

In its Decision<sup>14</sup> the ECSR indicates the following: «Under Article 3 of the 1988 Additional Protocol workers and/or their representatives (trade unions, worker's delegates, health and safety representatives, works councils) must be granted an effective right to participate in the decision-making process and the supervision of the observance of regulations in all matters referred to in this provision. **The Committee has consistently held that Article 3 of the 1988 Additional Protocol does not apply to collective bargaining** [see, inter alia, GENOP-DEI and ADEDY v. Greece, Complaint No.65/2011, op.cit., §39] (...)The provisions of Article 3 of the 1988 Additional Protocol nevertheless oblige a State to ensure that procedures other than those referred to in Articles 5 and 6 are implemented with a view to ensuring the effective exercise of the right of workers to participate in the determination and improvement of working conditions.»

**Therefore**, within the scope of article 3 of the 1988 Additional Protocol and its interpretation in the ECSR 1988 Digest of the Case Law, we would like to inform you of the following:

As already mentioned in our previous Greek Reports, **every single** worker in all enterprises, even in those where there are no unions or works councils, has the right to take part in the improvement of working conditions, either through their selected representatives having special responsibility for issues relating to the protection of workers' health and safety, or directly, on their own initiative. **Consequently, according to the national legislation and practice, all workers are covered by Article 3 of the Additional Protocol.** Moreover, no change has occurred in the legal framework applying to workers in public services and public bodies corporate as regards their right to take part in the determination and improvement of their working conditions and environment described in P.D.17/1996 and articles 2 and 3 of Law 2738/1999, **according to which health and safety measures are the subject of collective bargaining and are specified in labour collective agreements.**

Moreover, it's worth mentioning that, following the 1<sup>st</sup> National Strategy in the field of Occupational Health and Safety (ESAYE) 2010-2013, which has set the general policy framework for the prevention of occupational risks and reduction in the number of occupational accidents

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<sup>13</sup> Decision **No.26385/2017** of the Ministers of Economy and Development, of Education, Research and Religious Affairs, of Labour, Social Security and Social Solidarity and of Finance on "Quality Framework for Apprenticeships" (B'491)

<sup>14</sup> ECSR's Decision on the Merits concerning Complaint 111/2014, adopted on 23/03/2017

and diseases and was based on the EU Strategy 2007-2012 on Occupational Health and Safety, taking also into account both the International Labour Convention No187/2006 on the Promotional Framework for Occupational Health and Safety and the national priorities, the current Strategic Framework for Occupational Health and Safety for the period 2014-2020 is into effect. The National Strategy for Occupational Health and Safety, whose main axis is to “enhance policies and prevention measures for occupational accidents and diseases”, has been approved by the Occupational Health and Safety Council (a tripartite opinion-giving body on health and safety) and was adopted in the form of Ministerial Decision (MD No.48416/2564/2017).

Finally, as announced by the Minister of Labour during his opening speech at the 2<sup>nd</sup> Panhellenic Conference on Occupational Health and Safety, which was organized by the Greek Institute for Occupational Health and Safety (ELINYAE), the new Strategy for the Period 2021-2026, is under discussion, in close cooperation with social partners, workers and employers, through their official institutional body, i.e. the ELINYAE.