

# Employment Observatory

## MISEP BASIC INFORMATION REPORT GREECE 1997



Employment & social affairs



European Commission

Mutual Information System  
on Employment Policies (MISEP)

Basic Information Report

**GREECE**

Institutions, Procedures and Measures

1997

European Commission

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On the basis of an agreement of the directors-general for employment, the European Commission created a Mutual Information System on Employment Policies (MISEP) in 1982.

The system operates with a network of correspondents from the departments responsible for employment policy in the Member States or from employment services. The centralised secretariat is fully accountable to the Commission.

MISEP was set up by the Commission in response to a need voiced by the delegations of the Member States in the Council for a mutual information exchange on developments in national employment policy measures and structures. The definition of MISEP's objective is to gather, synthesise, translate and disseminate relevant information in the Member States, serving each of the responsible national ministries and agencies in their daily decision-making, and aiding the Commission in its co-ordinating role at Community level.

The Basic Information Reports describe the structure and content of employment policy in each Member State. The reports all have a common structure and contain basic information which is essential for an understanding of how employment policies are conceived and implemented.

The material in this Basic Information Report has been provided by the Greek correspondent and is correct as of 1 August 1997. It is intended as a guide and an explanation of national policy measures in force at that date in Greece; it is not a substitute for the corresponding legal texts. It is designed to describe the policies and practices in Greece without value judgements either on the part of the Commission or the national correspondent.

While these reports will be updated periodically, further information and regular updating of measures are published in the system's quarterly policy bulletin, "inforMISEP Policies".

This document was produced on behalf of the European Commission by the Greek MISEP-correspondent and the I.A.S.

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## BENCHMARK STATISTICS 1995

<b>THE LAND</b>	
Area	131,957 sq.
<b>THE PEOPLE</b>	
Resident Population	10,238,026 <sup>1</sup>
<b>PRODUCTION</b>	
Gross Domestic Product	ECU 70.61 bn. (1990) <sup>2</sup>
<b>LABOUR MARKET</b>	
<b>Working age population (over 14)</b>	8,685,478
Of which:	
- women	4,551,480
- men	4,133,998
<b>Labour force</b>	4,248,528
- Of which women	1,620,215
<b>Activity rate</b>	
- For women	35.6%
- For men	63.6%
<b>Employment</b>	3,823,809
Of which:	
- women	1,371,586 (35.9%)
- under 25 years	369,108 (9.6%)
By Sector:	
- Primary sector	781,935 (20.4%)
- Secondary sector	887,101 (23.2%)
- Tertiary sector	2,154,773 (56.4%)
By education:	
- Higher education (degree)	792,639 (20.7%)
- Secondary school certificate	1,367,185 (35.8%)
- Primary school certificate	1,606,717 (42.0%)
- No school education	57,267 (1.5%)
<b>Unemployment</b>	424,719
Of which:	
- women	248,629
- under 25 years	156,887
<b>Unemployment rate by education</b>	
- Higher education (degree)	10.5%
- Secondary school certificate	14.0%
- Primary school certificate	6.2%
- No school education	5.0%
- Total	10.0%
<b>Registered unemployment (OAED)</b>	183,695 <sup>3</sup>

1 Unless otherwise noted, the source of all data is the Labour Force Survey 1995.

2 Source: Eurostat, Eurostatistics 5, 1997.

3 Source: National Manpower Labour Organisation (OAED).

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# CHAPTER I INSTITUTIONS

The creation of employment opportunities for all men and women is an essential component and one of the main objectives of the social and economic policy of the overall government programme. Among the long-term objectives is the gradual creation of new jobs through the structural realignment of the economy within the framework of the convergence of EU economies. The fight against unemployment is a priority in planning the state's policy.

The general policy of the country is, furthermore, greatly concerned with working conditions and the reorganisation of the services responsible for employment. It should be noted that over the last thirty years Greece has achieved substantial economic growth. However, this type of growth has been characterised by distinct regional disparities and unequal and unbalanced development between the different sectors of the economy. This has resulted not only in the exodus of the population from the rural areas to the large urban centres and in emigration but also in the peculiarity of the structure of occupations and in the lack of manpower planning. International conditions and national measures over the last ten years have resulted in an increase in the Greek labour force, which has outstripped the increase in the level of economic growth. This increase in the size of the labour force is explained by women's employment, net immigration and population increase.

With this in mind, governmental policies are striving to make an equitable contribution to regional development and a positive impact on the problem of employment disparity.

The following institutions and public services are directly involved in employment policy in Greece.

- The Ministry of Labour and Social Security.
- The National Organisation for Labour Market Policy (*OAED*). Responsible for labour market policy in general, with broad responsibilities influencing the supply and demand of labour, the *OAED* has more than 100 local centres around the country.
- *Ergatiki Hestia* (Employees' Fund) (Law 5204/31) is responsible for the implementation of certain aspects of social policy for employees and their families:
  - the cultural and social improvement of employees and pensioners;
  - the development of employees' group organisation and activities.This is a legal entity governed by public law. It is administered by a Board of Directors consisting of its president, one civil servant from the Ministry of Labour and Social Security, a specialist in social policy matters, three representatives of the trade unions and three of employers' associations. It has a total staff of 916 established civil servants and 73 employees with private-law contracts. It has a central office and many centres around the country.
- The Organisation of *Ergatiki Katikia* (Employees' Housing Agency) is a legal entity and is governed by public law (Legislative Decree (*ND*) 2963/54). Its principal aim is to build and grant houses or apartments to employees. It may also make loans to employees, on very favourable terms, so that they can purchase, build or complete a house.

The Governing Board consists of nine members: the president of the Organisation, one civil servant from the Ministry of Labour and Social Security and one from the Ministry of Public Works, three employers' representatives and three employees' representatives. Its staff consists of 445 civil servants and 150 employees with private-law contracts. Its headquarters are in Athens. There is also a local office in Thessaloniki. Employees may also be served by the local offices of the Ministry of Labour and Social Security.



Unemployment can only be reduced and employment increased if consideration is given to the general economic situation. A high rate of inflation, high budget deficits and high debt are not ideal conditions for economic growth or for reducing unemployment.

The revised programme for the convergence of Greek industry (1994-1999) – already successfully implemented by the Greek government – represents the macroeconomic framework for creating the conditions that will lead to high and stable growth rates and lower unemployment.

The priorities in the policy followed by the Ministry of Labour and Social Security are to reduce unemployment and to promote employment.

- The aims are pursued by means of a macroeconomic policy of stability, public investment in infrastructure (through funding from the Public Investment Programme and the Community Support Plan), investment in the private sector through the Growth Act and structural interventions in the labour market.
- These endeavours are closely related to necessary efforts to reform the labour market. The aim is a form of regulation which takes account of the new conditions and the rapid changes in production structures and which facilitates job creation. The implementation of the new structural policy to combat unemployment and to promote employment is supported by Law 2434/96, "Policy Measures for Employment and Vocational Education and Training". The essential elements of the new policy are a range of measures to reform traditional labour market policy in the direction of active employment policy. The structural elements of the new policy are based, on the one hand, on investment in human resources (training and education) and, on the other, on the creation of employment opportunities for the unemployed, in particular for those groups affected most severely by unemployment: youth, women, long-term unemployed, unemployed in structurally weak areas and those affected by mass dismissals.

Finally, it should be noted that profound changes in production structures and in the new competitive environment also affect the factor of labour. New occupations are emerging while others are disappearing, and working conditions are changing at a rapid rate. In the light of these developments the Greek government, by formulating a package of proposals and issues to be dealt with, has begun a process of social dialogue with the responsible social bodies. The goal is to develop new regulations for the labour market which will not only improve the competitiveness of the economy but also ensure the protection of the employees in the light of the new conditions, and which at the same time pursue growth, competitiveness and employment.

## **1. Ministry of Labour and Social Security**

### **1.1 Legal status and constitutional competence**

The Ministry of Labour and Social Security (*ND 1558/85*) is responsible for government policy on:

- full employment;
- vocational guidance and vocational training;
- the level of wages and salaries, working conditions, employee cultural and social improvement;
- social equilibrium by encouraging collective bargaining;
- health and safety at work;
- trade union rights.

All these tasks are carried out by the central services of the Ministry as well as by the above-mentioned organisations, which are supervised by the Ministry of Labour and Social Security. These organisations are administered by boards, appointed by decision of the Minister. Each of these boards decides on all matters concerning the realisation of the organisation's goals. Only in particular cases expressly defined by law must decisions made by the boards be signed by the Minister of Labour and Social Security.

By virtue of Presidential Decree (PD) 372 of 14.9.1995, the General Secretariat for Social Security – previously a department of the Ministry of Health, Social Affairs and Social Security – was transferred with all its responsibilities, offices and personnel to the Ministry of Labour. In connection with the move, the Ministry of Labour was renamed "Ministry of Labour and Social Security".

## 1.2 Decision-making bodies

### The Supreme Council of Labour (ASE)

This body is competent to give advice on any subject of research and study related to the implementation of labour and social policy. It operates on two levels – in full Council meetings and in sub-committees as follows:

- a) Remuneration and conditions of employment in the private sector.
- b) Remuneration and conditions of employment in the public sector.
- c) Equality between the sexes.
- d) Workers' health and safety. The title of this sub-committee is "Council of Health and Safety at Work".
- e) Promotion of international labour regulations and conventions.

ASE is a tripartite body made up of government and employers' and employees' representatives. Sub-committee (c) above also includes local government representatives.

### The National Council for Vocational Training and Employment (ESEKA)

ESEKA proposes to the Government the direction which vocational training and employment is to follow at national level. It also furthers coordination of the organisations which implement programmes of vocational training and employment and generally directs their activities according to national development programmes.

The membership of ESEKA consists of representatives from:

- the national authorities and major employer and union organisations, namely the Confederation of Greek Industry (SEB), the Greek Trade Union Confederation (GSEE) and Local Government;
- the Panhellenic Confederation of Associations of Agricultural Cooperatives (PASEGES) and the General Confederation of Handicraft Producers of Greece;
- the Greek National Union of Students.

*ESEKA* takes into consideration decisions made by corresponding organisations at regional and prefectural level (cf. analysis in Chapter II).

Hence, the promotion of democratic dialogue and the decentralisation of decision-making is achieved within the ambit of planning policy for vocational training and employment.

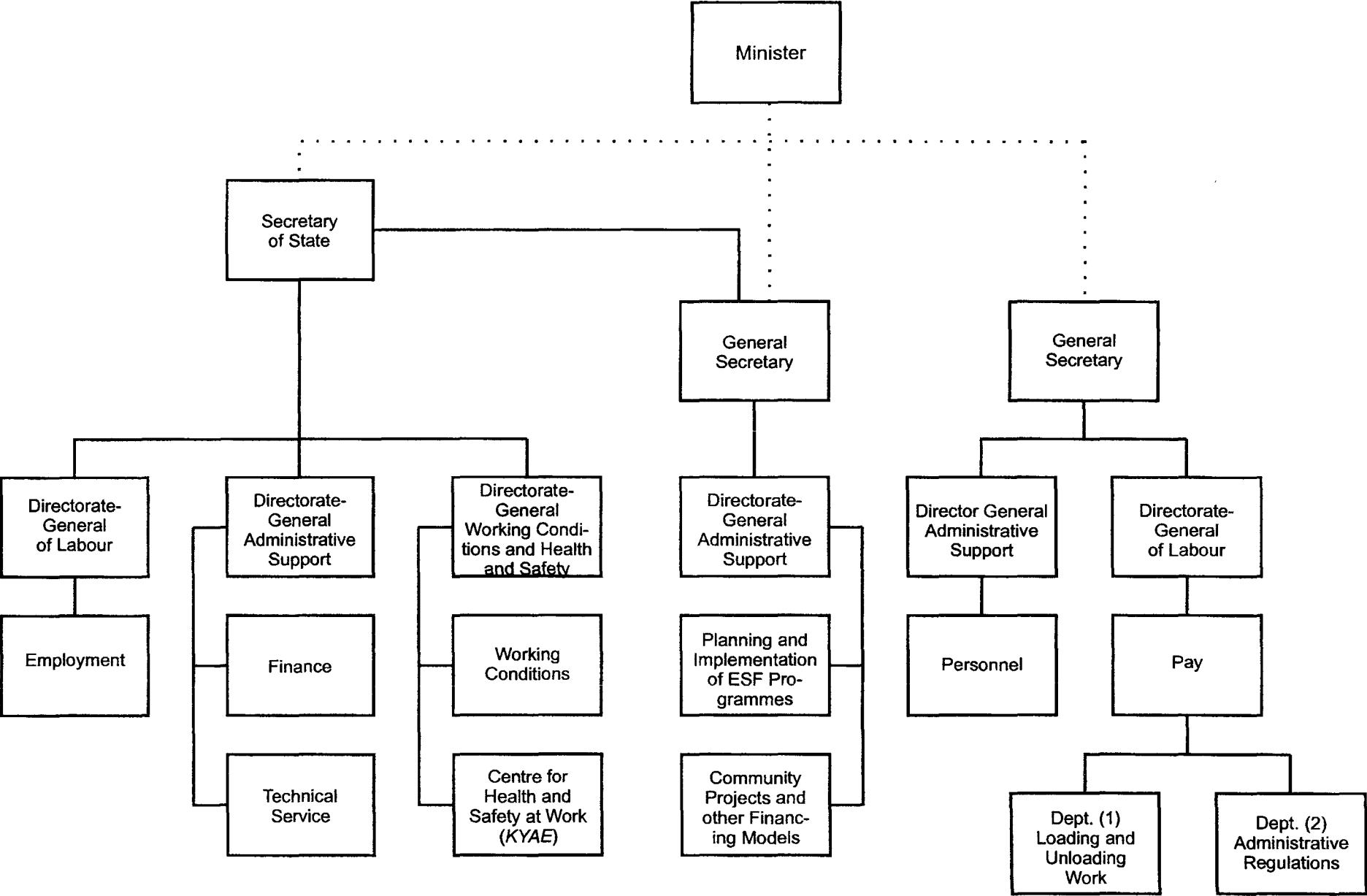
### **The Coordinating Council for Vocational Training and Rehabilitation of Disabled Persons**

The Council coordinates the bodies which provide vocational training and rehabilitation programmes for disabled persons and makes proposals concerning improved quality and conditions of vocational training for disabled people and improved vocational rehabilitation. The chairman of the Coordinating Council is the general secretary of the Ministry of Labour and Social Security. Other members are:

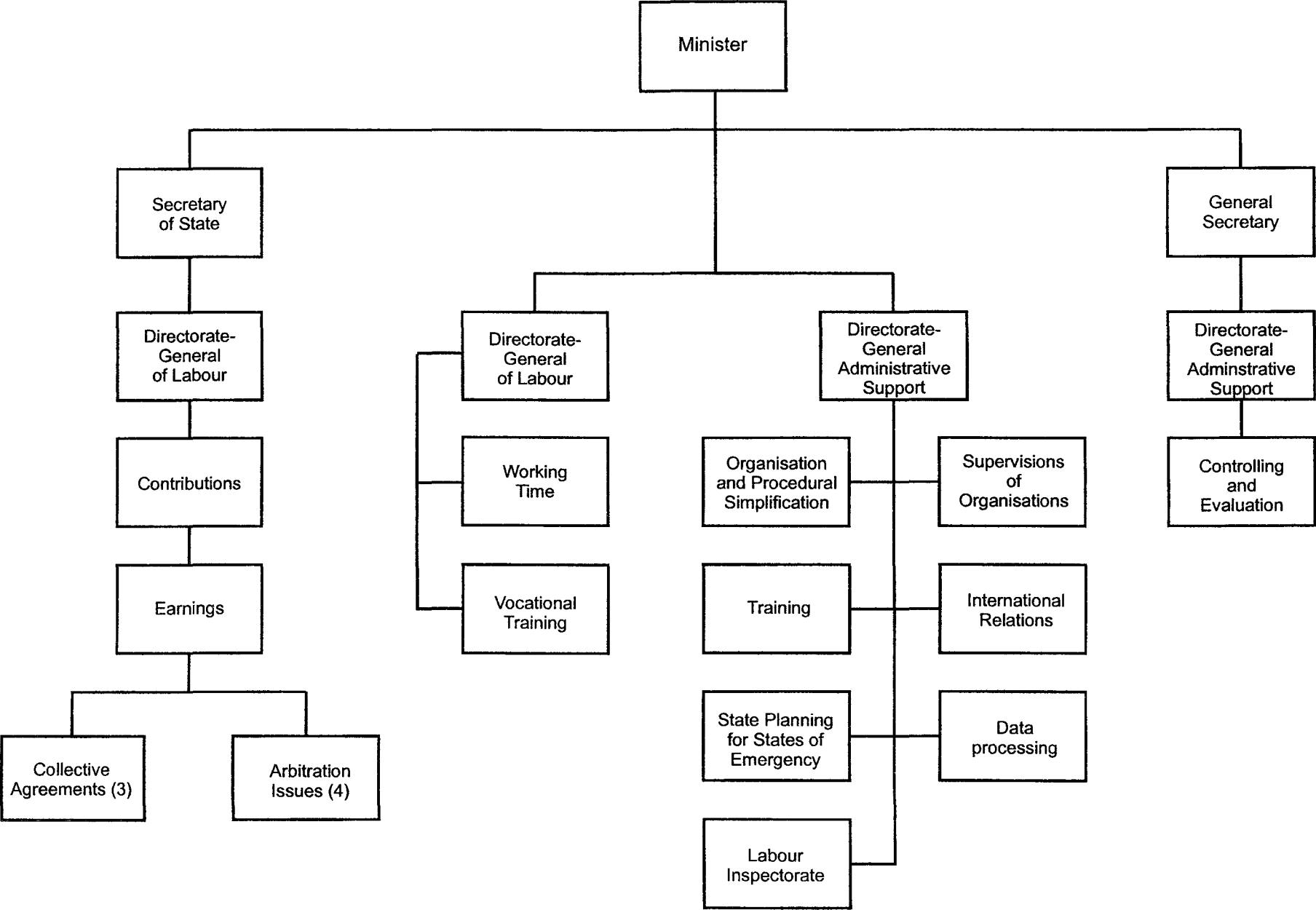
- representatives from the Ministries of Labour and Social Security, Social Affairs and Education, and the National Organisation for Labour Market Policy (*OAED*),
- the most important employers' and employees' organisations,
- the most important organisations representing disabled people and Greece's social organisations.

Ministry of Labour and Social Security  
Responsibilities transferred to the Secretary of State and the General Secretary

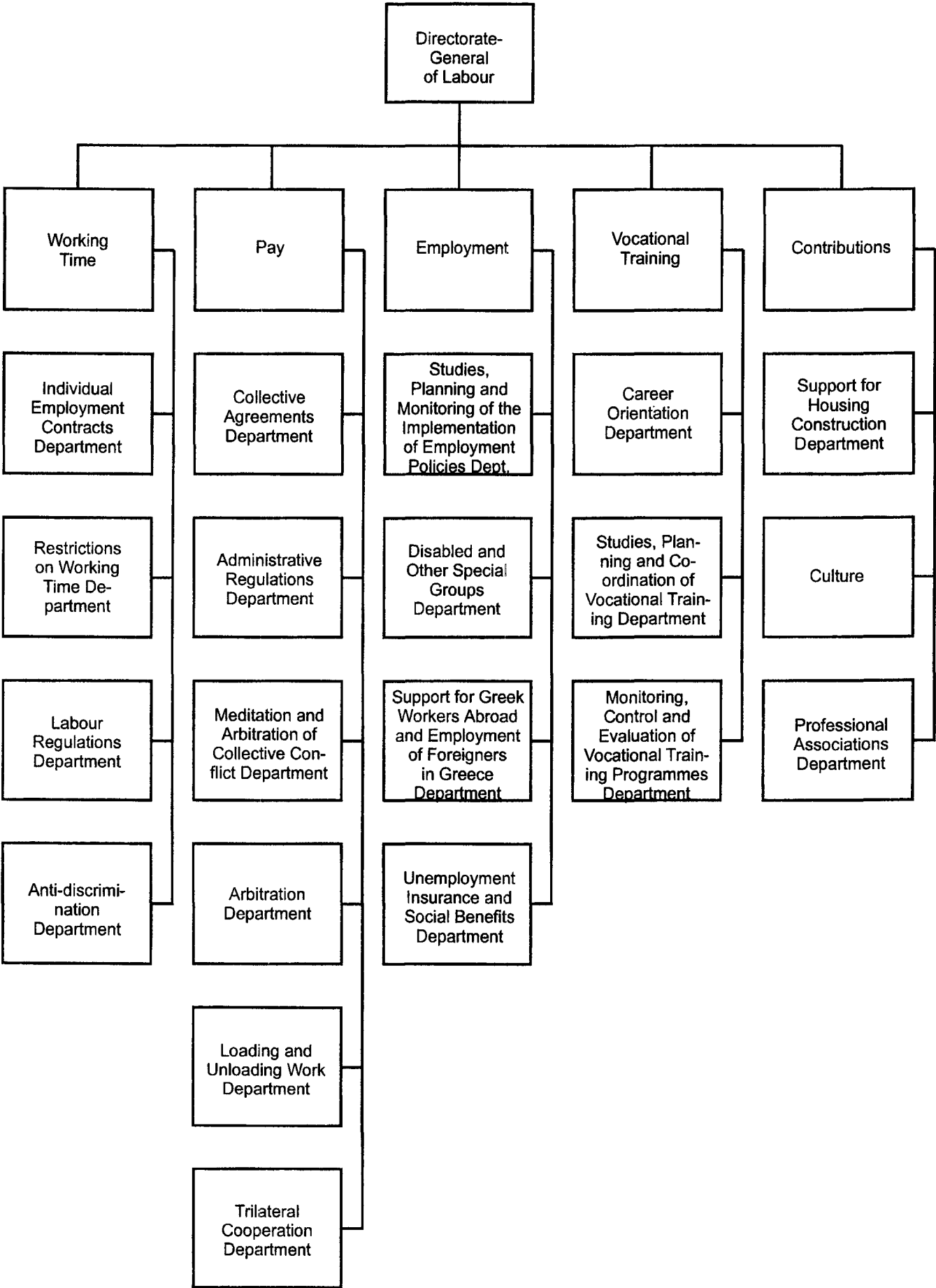
1.3 Organisation charts



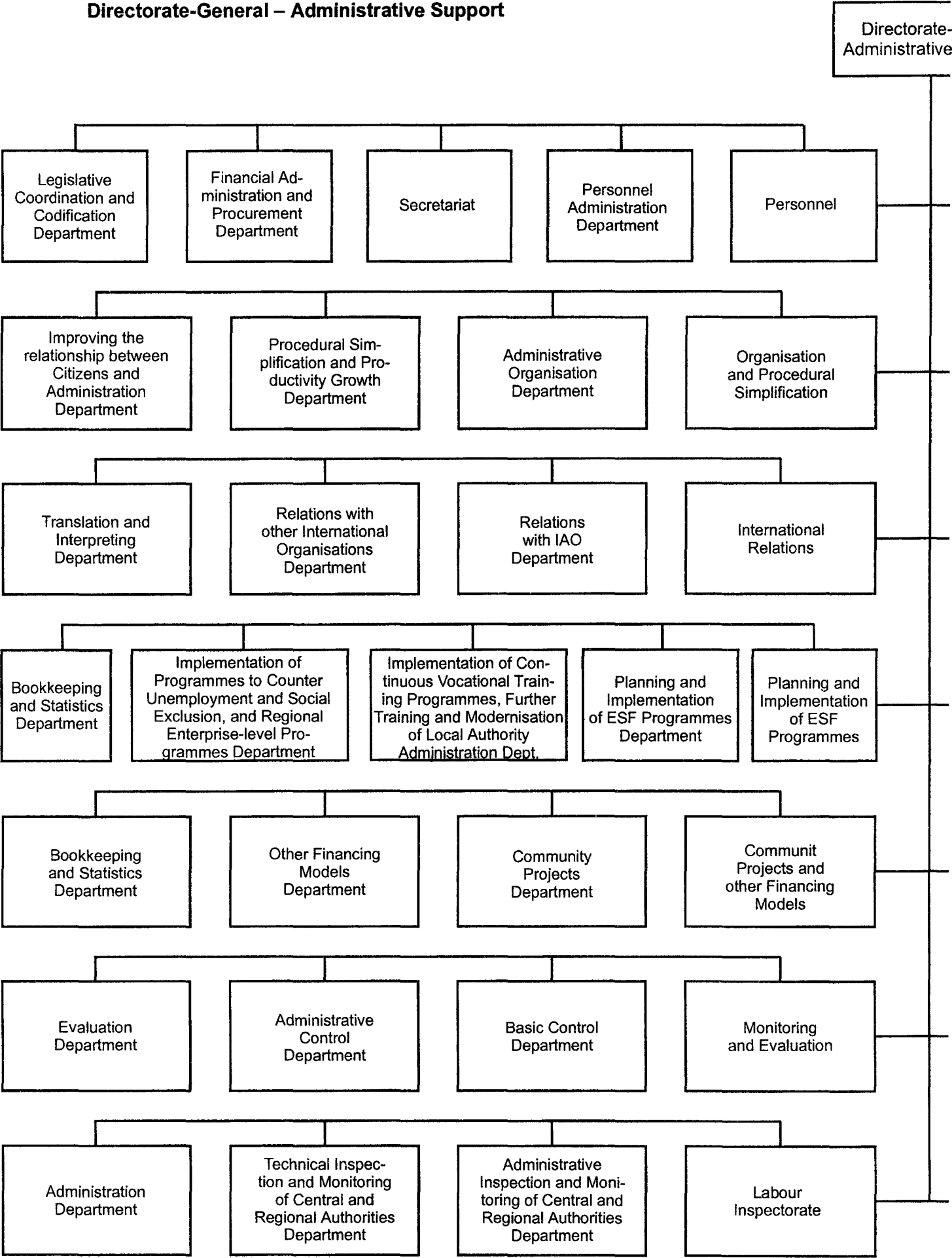
Ministry of Labour and Social Security  
Responsibilities of the Minister, the Secretary of State and the General Secretary

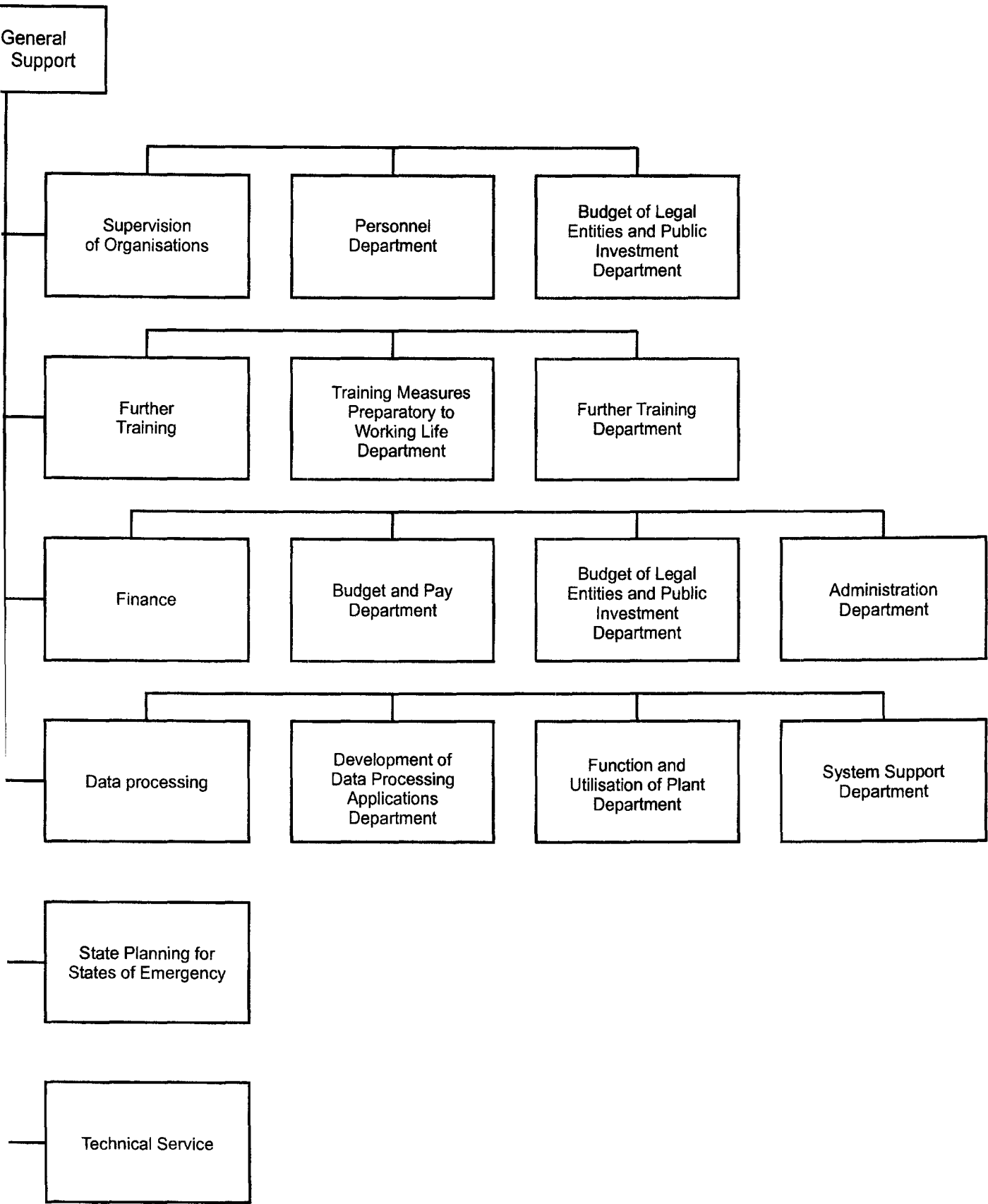


Directorate-General of Labour



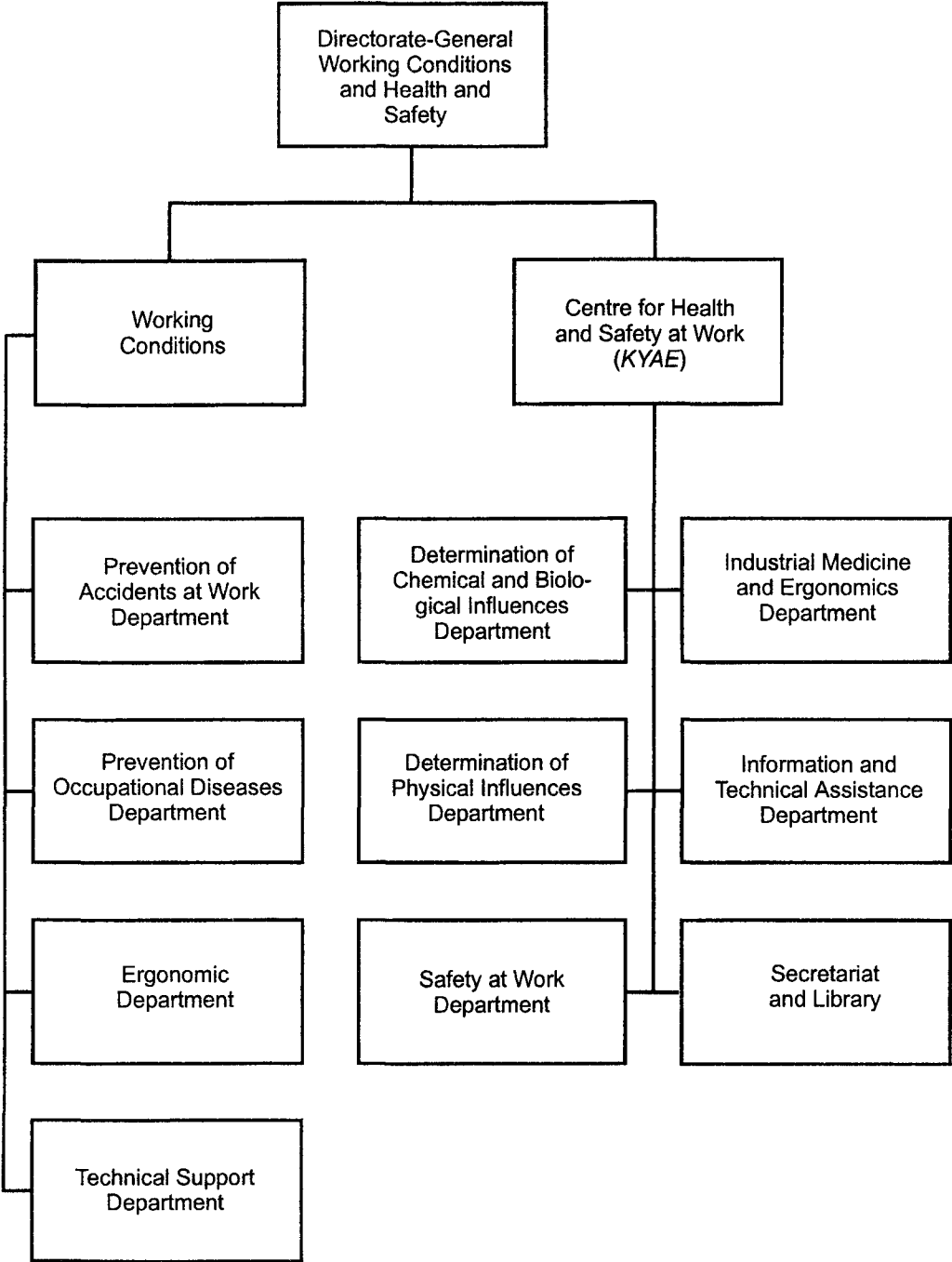
Directorate-General – Administrative Support







Directorate-General – Working Conditions and Health and Safety



## 1.4 Personnel

Staff of the Ministry of Labour and Social Security:

Total civil servants	805
Total employees on open-ended civil-law contracts	29
Total employees on fixed-term contracts	30
Educational level of staff	
a) Civil servants	
Doctorate	3
Post-graduate degree	14
University degree	334
Vocational college certificate	63
Secondary school certificate	279
Intermediate technical school certificate	43
Primary school certificate	69
b) Employees on open-ended contracts	
Doctorate	5
Post-graduate degree	2
University degree	7
Vocational college certificate	1
Secondary school certificate	11
Primary school certificate	2
c) Employees on fixed-term contracts	
Post-graduate degree	5
University degree	25

## 1.5 Budget

Budgetary statistics from the Ministry of Labour and Social Security for 1995 in GRD:

1. Wages and salaries of permanent staff	3,500,000,000
2. Wages and salaries of fixed-term staff	175,000,000
3. Operating costs	763,000,000
4. Benefits and subsidies	
a) <i>OAED</i> benefits for unemployment and military service	6,000,000,000
b) <i>OAED</i> wage-cost subsidies	2,280,000,000
c) <i>OAED</i> social welfare benefits	1,258,000,000
d) Employee housing agency – subsidies	100,000,000
Total	14,076,000,000

Budgetary statistics from the Ministry of Labour and Social Security for 1996 in GRD:

1. Wages and salaries of permanent staff	3,514,000,000
2. Wages and salaries of fixed-term staff	150,800,000
3. Operating costs	840,267,000
4. Benefits and subsidies	
a) <i>OAED</i> benefits for unemployment and military service	6,000,000,000
b) <i>OAED</i> wage-cost subsidies	9,000,000,000
c) <i>OAED</i> social welfare benefits	1,300,000,000
d) Employee housing agency – subsidies	100,000,000
Total	20,905,067,000

## 1.6 Cooperation and coordinated activities

Due to the complexity of implementing government employment policy, the Ministry of Labour and Social Security has to work closely with other Ministries, especially with:

- the Ministry of National Economy on the planning of general guidelines for government policy and on the implementation of development measures at national or regional level;
- the Ministry of National Education on the planning of the vocational training programmes;
- the Ministry of Social Affairs, as both Ministries are responsible for the social security of employees;
- all Ministries implementing training programmes (according to subject).

It also has close relations with private and public organisations running training and educational programmes such as the Greek Productivity Centre (*ELKEPA*), the Centre for Planning and Economic Research (*KEPE*), the Greek Association for Business Administration (*EEDE*), the Greek Association for Organisational Research (*EEEE*), the Greek Organisation of Small and Medium-Sized Industrial and Craft Enterprises (*EOMMEX*), etc.

It maintains contact with trade union and employers' groups (*GSEE*, *SEB*, etc.). Since the entry of Greece into the European Community the Ministry has been responsible for the European Social Fund. It therefore consults all interested groups and supervises the financing of the programmes adopted.

## 1.7 International relations

### Directorate of the European Social Fund (ESF) and other funding

In accordance with § 18 of Law 2224/94, the Directorate for the European Social Fund (ESF) has been divided into three sub-directorates. The Directorate for Employment and the Administration of Community Funds was renamed the Directorate for the Administration of Community and Other Funds. This office is in charge of the three new directorates:

- a) Planning and Implementation of ESF Programmes;
- b) Community Projects and other Financing Models;
- c) Controlling and Evaluation.

It is the tasks of these directorates to plan, implement, supervise and monitor activities financed by the European Social Fund.

### **Directorate for International Affairs**

The Directorate is divided into two departments.

The first department deals with the International Labour Organisation (ILO):

- the Annual Labour Conference;
- participation in meetings on special topics and reporting the conclusions to the appropriate public services or ministries;
- study of international labour conventions (or recommendations) and introduction to the proper legal authority for ratification (submittal);
- reporting on the application of ILO instruments.

The second department is responsible for all other international organisations:

- OECD:
  - participation in the preparation of conferences or meetings of Ministers of Social Affairs (Labour);
  - participation in the Committee of Manpower and Social Affairs;
  - participation in ad hoc or permanent working parties.
- Council of Europe:
  - participation in the preparation of conferences or meetings of Ministers of Social Affairs (Labour);
  - participation in the Steering Committee for Social Affairs (CDSA);
  - participation in the Steering Committee or Intra-European Migration;
  - participation in the Governmental Committee on the European Social Charter.

### **Bilateral relations**

Bilateral contacts are very common for the Ministry and are made by the appropriate directorate, through the Directorate of International Affairs.

### **Foreign workers**

Since the mid-1980s, and particularly since the end of the 1980s, there has been an increasing influx of migrants from Eastern and Central Europe and from the Third World. This prompted the enactment of Law 1975/91 in 1991, the aim of which is to control and contain the flow of foreign labour into Greece.

The basic characteristics of the new legislation are:

- the entry criteria and the requirements as regards entry documentation have been made stricter, for instance:
  - there is an obligation to pay a deposit which is held by the Reserves and Loans Fund;
  - there is an obligation to join a major insurance organisation;
  - the maximum length of stay is fixed at five years for foreigners living in Greece;
- penal and administrative sanctions have been made stricter (fines of between GRD 20,000 and GRD 300,000) for employers who hire foreign workers illegally.

The regime of legally employed foreign nationals in Greece has not changed to any great extent. In this regard, foreign nationals are prohibited from carrying out any occupational activity in Greece prior to acquiring a residence permit and a work permit. The work permit is made out in the name of the holder and it specifies occupation or profession, employer and place and duration of employment. It is issued for a specific length of time and may be renewed.

Legal foreign employees enjoy the same civil rights as native employees (Art. 4 of the Civil Code). From the point of view of labour legislation, there is no discrimination between foreign and native employees with regard to remuneration, conditions of employment and social benefits.

On 31.12.1996, Law 2452 – amending Law 1975/91 on regulations concerning refugees – was published in Greece's official gazette. A Presidential Decree, PD 209/94, laying down the conditions and procedures for the granting of work permits or benefits for the vocational reintegration of refugees has also been passed.

### **Local offices of the Ministry of Labour and Social Security for the Labour Inspectorate**

The local offices of the Ministry are responsible for supervising the implementation of labour legislation, protecting the standards of health and safety at the place of work and resolving disputes via their tripartite cooperation committees. According to Art. 9 of Law 186/69, these committees are composed of three members: the labour inspector, representing the Ministry, as chairman, and one representative each of the employers' organisation and of the trade union in which the interested parties are members.

The objective of the committees is to bring about an amicable settlement of any dispute between employers and employees which is not characterised as a collective dispute or punishable under penal law provisions. This procedure does not have the character of arbitration and each of the interested parties can appeal to the pertinent court. Such disputes may concern:

- dismissals;
- the way in which internal regulations are implemented;
- detrimental changes in working conditions;
- wage rates;
- delays in paying wages.

These committees are convened at the request of the interested trade unions, employers' organisations or the labour inspector. Their decisions are not binding, but if the parties agree, decisions are considered as agreements and regulate the relations between the interested parties.

## **2. National Organisation for Labour Market Policy (OAED)**

### **2.1 Legal status and constitutional competence**

The *OAED* is the main institutional body which implements government employment policy and assesses the impact of this policy on employment. The Organisation also works towards improving the qualifications of the labour force and providing them with support. To this end, the *OAED* operates in various fields:

Matching labour supply and demand through labour market intervention and job placement. These tasks are carried out by the employment offices, which have a threefold function:

- They maintain contacts with employers by visiting enterprises, where they investigate possibilities for the creation of new jobs and inform employers about financial incentives available for the recruitment of unemployed workers from specific target groups.
- They register vacancies and find the appropriate jobseeker to fill them.
- They provide advice to jobseekers from disadvantaged groups who are having difficulty finding work and provide all jobseekers with information concerning new developments and trends on the labour market, particularly with respect to new skill needs. Each employment office is equipped with a network of terminals linked directly to a central computer which can achieve immediate matching on the basis of vacancy and job-search data.

The *OAED* is responsible for paying out benefits and social security allowances such as unemployment benefits, benefits due to insolvent employers, special seasonal allowances, children's allowances, supplementary maternity allowance and military service allowance.

The Organisation also provides vocational guidance through its special services, offering information on training and employment prospects especially to young people aged between 15 and 18 and newcomers to the labour market.

- It provides vocational training in Vocational Training Centres, Vocational Training Schools and Institutes of Vocational Training. The target group are persons aged between 16 and 46 years.

The (dual) apprenticeship system run by the *OAED* ensures that trainees receive both theoretical training and practical training in enterprises.

- The *OAED* subsidises employers who create jobs for particular groups of the population, e.g. youth, unskilled workers, women, etc., as well as so-called new freelance professionals (young entrepreneurs).
- The Organisation also promotes the vocational rehabilitation of disabled persons by adopting special measures which are carried out in six employment offices for special social groups.
- The *OAED* subsidises seasonal enterprises, enabling them to maintain turnover during slack periods.

## 2.2 Decision-making bodies

The *OAED* is a self-administering legal entity under public law subject to the supervision of the Ministry of Labour and Social Security.

The governor of the Organisation chairs the board of directors, which consists of two representatives from the Ministry of Labour and Social Security, one representative from the Ministry of Development, four employee representatives appointed by the General Confederation of Labour (one of whom is appointed vice-chair), two representatives for the employees of the *OAED* elected in accordance with the amendments to Art. 30 of Law 1836/89, and five employer representatives (one of whom is appointed vice-chair). The board of directors decides on the procedures for implementing government policy in all the areas in which the *OAED* operates.

## 2.3 Organisation

The following directorates and offices deliver the *OAED*'s services within the framework of their respective responsibilities:

- Directorate for Vocational Guidance;
- Directorate for Vocational Training;
- Directorate for Vocational Training Programmes and Methodology;
- Directorate for Employment;
- Directorate for Social Security;
- Office for International Relations;
- Office for the Rehabilitation of Special Social Groups.

These are supported in their functions by the following other directorates and offices: Studies and Organisation, Personnel, Finances, Supplies, Technical Support, Data-Processing, Inspection and Audits, Legal Affairs, Statistics and Publications, Medical Office, etc.

The regional offices are executive bodies consisting of Regional Directorates, Prefectural Offices and Local Offices. Their "product range" covers employment promotion, social security and vocational training provisions. They are also responsible for paying out the benefits and allowances listed above. Thus, the desired decentralisation of the *OAED*'s administrative structures has been achieved.

## 2.4 Personnel (as at 31.12.1996)

Total employees	3,456
of which:	
Civil servants	2,696
Employees under civil-law contracts	70
Freelance teaching staff *	690

\* In order to meet its training needs, the *OAED* also employs freelance teaching staff on the basis of professional fees. Their number varies from one school year to the next.

## 2.5 Budget

The total 1997 budget amounted to GRD 358,525,479,000, with GRD 178,485,000,000 being contributed by employers and GRD 91,692,000,000 by employees. The remainder comes from the state budget (GRD 15,622,000,000) and from the Public Investment Programme (GRD 10,630,300,000).

The main items of expenditure are (in GRD):

Personnel	25,595,000,000
Type of benefit	
– Regular unemployment benefit	170,711,000,000
– Special seasonal allowances	20,000,000,000
– Family allowances	19,825,750,000
Job-creation programmes	
– New jobs	9,200,000,000
– New freelance professionals (young entrepreneurs)	23,650,000,000
– Rehabilitation of disabled workers	1,403,360,000
Vocational training centres, etc.	44,814,000,000

### Budget (1996-1997)

	1996	1997
1. Revenue:		
Employer contributions	156,216,000,000	178,485,000,000
Employee contributions	79,820,000,000	91,692,000,000
Government budget	10,300,000,000	15,622,000,000
Public Investment Programme	8,000,000,000	10,630,300,000
2. Expenditure:		
Wage and salary costs (incl. teaching staff)	22,000,000,000	25,595,000,000
Benefits:		
– Regular and special unemployment benefits	152,872,000,000	170,711,000,000
– Family allowances	19,825,750,000	22,570,000,000
Employment programmes:		
– New freelance professionals (young entrepreneurs)	18,000,000,000	23,650,000,000
– Job creation	10,450,000,000	9,200,000,000
– Rehabilitation of special social groups	2,639,000,000	1,403,360,000
– Vocational training (excl. wage and salary costs for teaching staff)	40,382,000,000	44,814,000,000





# CHAPTER II      LEGAL FRAMEWORK AND PROCEDURES

## 1.      Labour Law

Labour law is only applied as regards employment in the private sector. In the public sector, labour relations as regards public employees, local administration officers and employees of public law (all legal entities) are not covered by the provisions of labour law, but by regulation of the more general branch of public law. Nor does labour law cover agricultural and maritime labour. Special standards regulate the employment of agricultural workers and seamen, which is the responsibility of the Ministries of Agriculture and the Merchant Navy, respectively. Persons working in transportation come under the responsibility of the Ministry of Transport. Working conditions in these categories are decided upon in cooperation with the Ministry of Labour and Social Security.

The sources of the labour law are the Constitution, international conventions, laws, customs, collective agreements, decisions of arbitration in collective disputes and internal labour regulations.

From the Constitution: Art. 22, § 2, provides that the general terms of labour are laid down by the law and that they can be complemented by the collective labour contracts signed after free bargaining or, if this bargaining fails, by arbitration.

Art. 4, §§ 1 and 2, and Art. 23, § 1 provide for equality in law and the right to equal payment for the same job regardless of sex or other discrimination: "Employment is a right protected by the state. The state takes care of the proper conditions of employment of all citizens. Every employee, male or female, has the right to equal wages or salary for equal work. The state takes the proper measures for the protection of trade unionism and the unobstructed exercise of the relevant rights."

From International Conventions of the ILO, Greece has ratified 68 conventions which have become an integral part of national law.

From the law: A special Chapter in the Civil Code includes provisions related to labour (Art. 648-680). These provisions do not specifically refer to employment but to any type and form of "hiring labour" and complement the statutes or contracts whose subject is the provision of labour for payment. Thus provisions forming a main legal framework on employment apply only when a specific law does not provide for a specific subject and in cases where more favourable conditions for the employee do not exist. Provisions set an obligatory minimum level of rights of employers towards employees and vice versa. More favourable terms for the employees are obtained by collective agreements and arbitration decisions (cf. 2.3 below). There is also a special short and simple procedure followed by the courts in judging labour disputes, set up by Art. 663-676 of the Greek Civil Code.

## 2. Main Legislation

Special laws regulating various issues include:

Law 1876/89 for collective agreements which defines the procedure, the bodies responsible, the contents, etc., of a collective agreement as described below (cf. Chapter II, 3.).

Royal Decree (*BD*) 748/66 on holidays, which lays down workers' rest days, working in different sectors, and official holidays per year.

Laws 2112/20 and 3198/55 on the procedure and compensation for dismissals (cf. Chapter II, 2.5).

Law 1264/82 on trade unionism (cf. also Chapter II, 3.). This Law contains various so-called "institutional" arrangements. These refer to democracy in the workplace, the purposes of strikes, protection of trade unionists and of trade union activities, leave for trade union work, etc. This set-up gives a new quality to trade unionism in Greece and a new dimension to daily trade union struggles. Briefly, the Law:

- guarantees the right to strike;
- prohibits lock-outs;
- prohibits the use of anti-strike procedures during a strike;
- prohibits dismissals during a strike;
- protects trade union officers, i.e. members of a board;
- requires the employer to give the trade union offices and appropriate venues for general assemblies;
- requires the employer to be in contact with the shop stewards of the trade union, meeting them at least once a month to discuss workers' problems.

Law 1346/83 "modifying and complementing certain labour legislation arrangements and setting miscellaneous issues". This Law modifies and complements various arrangements of labour legislation. The reason for the Law having been passed was the need to improve the working conditions of wage-earners to correct faults and weaknesses ascertained in the arrangements in operation, to update other arrangements and their adaptation to new conditions as well as to fill in gaps in current labour law.

The main regulations of this Law are as follows:

- annual paid leave for all wage-earners is fixed at four weeks;
- additional leave to be covered by the state budget and that of *OAED* given to working students and scholars is more than doubled, from 6 to 14 working days;
- wage indexation for workers is laid down in collective agreements;
- additional family allowance is given for the third child born after 1.1.1982;
- the possibility is given for managers to work in rotation during the summer;
- the exception of mining companies from control as regards collective dismissals is abolished;
- the compulsory rehiring of workers employed seasonally in hotels is settled;
- sanctions concerning breaches of arrangements on occupational health and safety, on employing foreigners, and on mediation in finding work are made stricter;
- the anachronistic arrangement concerning the conclusion of employment contracts for a duration of six days for tobacco workers is abolished;
- incentives are given by *OAED* to employers for hiring and giving practical work experience to Greek schoolchildren;
- provision is made for payment of a grant from the state budget to employers who hire the disabled who are governed by Law 903/76.

Law 1414/84 on "applying the principle of equality between the sexes in labour relations and other arrangements" (Official Gazette no. 10, Vol. A, 2.2.1984).

This Law embodies the constant concern of the Government to establish conditions of real equality between the sexes. The key aim of this Law is to achieve equality of the sexes in the field of labour relations and to eradicate all discrimination regarding vocational guidance and training, access to employment, vocational advance, pay and other working conditions. It also defines the recipients of marriage allowances and family allowances. Sanctions are provided for against offenders. The law sets up sex equality services, both at the central level of the Ministry of Labour and Social Security as well as at the labour inspectorates, and also a special section of the Supreme Council of Labour (ASE) which deals exclusively with these matters.

Thus the Law sets out in formal terms the requirement of the Constitution for sexual equality and covers the requirement to adapt Greek legislation to Directives 75/117 and 76/207 of the European Community.

Law 2190/94 on the constitution of an independent authority to select personnel and settle administrative issues.

Law 2224/94 on the regulation of questions pertaining to labour, trade union rights, health and safety at work, the organisation of the Ministry of Labour and its subordinate legal entities, and other provisions.

Law 2150/93 on the National Institute of Labour and other provisions.

Law 2405/96 on the ratification of ILO international convention No. 151 on "Conditions of Employment in the Public Administration".

Law 2403/96 on the ratification of ILO international convention No. 154 on "Promoting Collective Bargaining".

Law 2335/95 on the regulation of insurance matters.

Law 2336/95 on the regulation of matters concerning the Employees' Housing Agency and the Workers' Fund.

Law 2307/95 on the transfer to OAED committees of responsibilities concerning job placement for (disabled) persons covered by Law 1648/96.

Law 2367/95 on the regulation of personnel matters in the Skaramanga and Elefsina shipyards. In particular, the conditions and requirements for the transfer of "Greek Shipyards PLC" shares to its employees are laid down in this Law, as are regulations for both "Greek Shipyards PLC" and the Elefsina shipyard concerning personnel leaving the company or entering early retirement (through the Social Security Office – IKA).

Law 2394/96 on the regulation of working hours in bakeries.

Law 2434/96 on policy measures for employment, vocational education and vocational training.

Presidential Decree (PD) 156/94 on the obligation on employers to inform their employees as to the conditions on which the employment contract or employment relationship is based.

Presidential Decrees (PD) 395/94, 396/94, 397/94, 398/94, 399/94, 185/95 and 305/96 on laying down minimum regulations concerning health and safety at work in accordance with Community directives.

Presidential Decree (PD) 137/95 on laying down administrative sanctions where Law 1648/86 is violated.

Presidential Decree (PD) 372/95 on integrating the General Secretariat for Social Security into the Ministry of Labour and on renaming the latter Ministry of Labour and Social Security.

Presidential Decree (PD) 16/96 on laying down minimum regulations concerning health and safety at work in accordance with EEC Directive 89/391.

Presidential Decree (PD) 17/96 on laying down measures to improve health and safety at work in accordance with EEC Directives 89/391 and 91/383.

Presidential Decree (PD) 177/96 on the composition, the term of office and the responsibilities etc. of the National Centre for Vocational Guidance.

## 2.1 Hiring

In accordance with Law BD 2656/53, unemployed persons capable of working and seeking a job may register at the local employment office in the region in which they reside. It also lays down that every employer willing to hire any skilled or unskilled employee must contact the employment office for this purpose. If the employer selects from the list of registered unemployed someone he/she wishes to hire, the employment office must comply. If the employer wishes to hire a certain person who is not registered, he may do so by notifying the office within a period of 8 days. Failing this, the employment office may suggest other persons from its list who can be hired, subject to the agreement of the employer.

The law also imposes a fine on an employer who hires a worker without the involvement of the employment office. This fine does not, however, have any effect on the employment contract, which remains valid.

Law 1346/83 prohibits the establishment of private employment offices. Anyone who violates the Law is liable to a fine and imprisonment of up to three months.

In application of the stipulations under § 3 of Law 2434/96, a resolution by the Minister of Labour and Social Security has been passed on a "Nationwide Integrated Information System for Labour Market Analysis" (*SPE*). The resolution defines which data on unemployed persons (personal data, training, vocational skills and desired employment) and enterprises (details of the firm, communication channels, requirements as regards training, vocational skills, applicants, etc.) are to be registered in the *SPE*. In addition, the resolution lays down restrictions regarding access to these data, deals with the question of updating the system and defines the activities required to inform the unemployed and enterprises about the advantages of using the services of the *SPE*.

Only the placement officers of the *OAED* have access to the *SPE* via a personal code verified by the system. The use of *SPE* data by the *OAED* for other purposes than job placement is prohibited.

## 2.2 Employment contracts

There is no set type of contract (No. 158, Civil Code – AK). According to AK Art. 648, an employment contract between an employer and an employee may be fixed-term or open-ended. In both cases no formalised written document is required (AK Art. 158) except if special provisions

exist, for example for artists, industrial doctors, safety officers and in the case of contracts in the public sector.

According to AK Art. 651, the worker must perform the work him or herself. The employer has the right to manage his/her enterprise in such a way that profitability is maximised. He/she also has the right to determine the duties of the employee and more particularly to determine the nature, place and hours of work. This right is limited by the conditions of the contract and by the rules of compulsory law.

The employee is not required to carry out work which contravenes the law, even if he/she has made such an agreement with the employer – such an agreement being invalid. However, if he/she works despite the agreement being null and void, he/she has the right to demand, according to the regulations concerning unjustified enrichment, the amount of money which the employer gained through his/her work.

## **2.3 Pay**

According to Art. 2 of Law 1876/90, collective wage agreements fix, among other things, wages and salaries of employees according to their field of application. Legal remuneration consists of the basic wage and supplementary benefits, e.g. family, seniority and a special allowance for dangerous work. However, apart from the rates of pay and conditions of employment provided for in the collective agreements, other conditions of employment can be negotiated between the individual worker and his/her employer. If these conditions and pay are more favourable than those contained in the collective agreements, then these provisions have precedence over those specified in the agreements.

Government incomes policy for 1994 provided for a 5% increase in wages and salaries on 1 January 1994 and a further 5% rise on 1 July 1994. For 1995 the following increases are planned: in the private sector 4% on 1.1.1995 and a further 4% on 1.7.1995; in the public sector 3% on 1.1.1995 and an additional 3% on 1.7.1995, whereby an additional payment will be made at the end of the year, the level of which depends on the rate of inflation.

The following increases in minimum wages and salaries were fixed for the private sector in 1996: 3.5% on 1.1.1996 and 4% on 1.7.1996. For 1997 the following increases in minimum wages and salaries were agreed: 4.25% on 1.1.1997 and 3.25% on 1.7.1997.

Employees in the public sector were granted the following increases in remuneration:

- 1995: 2.1% on 1.1.1995 and 3% on 1.7.1995.
- 1996: 2.5% on 1.1.1995 and 2.5% on 1.7.1995.

## **2.4 Working time**

The collective agreement of 14.2.1984 reduced the working week to 40 hours. Employees may work up to 48 hours a week, without any need for special permission, and be paid for every extra hour over 40 with a 25% premium. An employee may only work more than 48 hours a week and

up to a total of 35 hours overtime in a six-month period (there are a few exceptions of 50 hours overtime every six months) after receiving permission from the local office of the Ministry of Labour and Social Security. Such employment is considered as working overtime and is paid, according to Law 435/76, at premium rates as follows:

- the first 60 hours in one year: 25%;
- the next 60 hours: 50%;
- every extra hour over 120: 75%.

Any employment over the above-mentioned limits is considered unlawful and is subject to sanctions.

The national framework collective agreement was confirmed by § 50 of Law 2224/94, Art. 5 of which raises leave entitlement for the purpose of taking examinations to 20 days for schoolchildren or students aged less than 25, attending an educational establishment of any sort and at any level and employed within the public sector or in an enterprise assigned to the public sector. The leave entitlement can be taken as a block or in single days. § 9 of Law 2224/94 has set the total duration of maternal leave at 16 weeks. The maternity allowances provided by the social insurance institutions will be paid as previously and extended to cover the sixteenth week.

Art. 7 of the 1997 national framework agreement raised holiday leave to 30 days for schoolchildren and students of public or publicly authorised training establishments of every type and level who are under 29 years and who are obliged to take leave from their job in order to sit examinations.

## **2.5 Dismissal**

### **Termination of employment contracts**

The termination of open-ended employment contracts is based on the right of each party to such a contract to express the one-sided desire to terminate it for the future.

In the case of contracts specifically drawn up for dependent employment, the employer terminates the contract by dismissing the employee.

The termination of open-ended employment contracts is regulated in principle by:

- a) Law 2112/20, as amended by Law 4558/30, regulating termination of the employment contracts of white-collar workers;
- b) Royal Decree 16 of 18.7.1920 extending the regulations contained in Law 2112/20 to the termination of the employment contracts of blue-collar workers, craftspersons and domestic employees. The regulations contained in this legislation were extended and modified by Law 3198/55. The dismissal procedure, the severance pay to which the worker is legally entitled and the type and payment of this sum depend on the status of the dismissed worker (white-collar worker, blue-collar worker or craftsperson).

### **Dismissal of white-collar workers**

The employer has two possibilities for dismissing a white-collar worker in the private sector: dismissal with notice or instant dismissal (without notice).

*Dismissal with notice*

The employer may dismiss the employee after expiry of a certain period of notice, the length of which depends on the employee's length of service. In this case, the employer is obliged to inform the employee in writing that the employment relationship will be terminated on expiry of the period of notice.

*Severance pay for dismissal with notice:*

The amount of severance pay to which a dismissed private-sector employee is entitled and the respective period of notice are laid down in various laws (2112/20 and 4558/30 in conjunction with 3198/55) and depend on the length of service of the dismissed employee with his/her last employer.

Under the terms of these regulations, the period of notice and the amount of severance pay for white-collar workers are equal to:

Length of service	Amount of severance pay	Period of notice
2 months - 1 year	½ one monthly salary	1 month
1 year - 4 years	½ two monthly salaries	2 months
4 - 6 years	½ three monthly salaries	3 months
6 - 8 years	½ four monthly salaries	4 months
8 - 10 years	½ five monthly salaries	5 months
10 years	½ six monthly salaries	6 months

For white-collar workers whose length of service exceeds 10 years, the amount of severance pay increases by half a monthly salary for each additional year of service. The severance pay may on no account exceed more than half the total salary for two years. The maximum period of notice is 24 months for workers with 28 years of service.

*Dismissal without notice*

Employers who so desire may, in principle, dismiss a white-collar worker without notice. In this case, the employer is obliged by virtue of Law 2112/20 to provide severance pay equal to the following amounts:

*Severance pay for dismissal without notice*

The amount of severance pay depends on the length of service and on the salary of the worker:

Length of service	Amount of severance pay
2 months - 1 year	1 monthly salary
1 year - 4 years	2 monthly salaries
4 - 6 years	3 monthly salaries
6 - 8 years	4 monthly salaries
8 - 10 years	5 monthly salaries

White-collar workers with over 10 years of service receive 6 monthly salaries plus an additional monthly salary for each additional year of service. The amount may, however, on no account exceed the total salary for 2 years, i.e. 24 months.



**Dismissal of blue-collar workers, craftspersons and domestic employees**

Dismissal without notice is the only possible form of dismissal in the case of blue-collar workers, craftspersons and domestic employees. Thus, the statutory severance pay is paid out at the same time as the written termination of the employment contract.

*Severance pay for dismissed blue-collar workers, craftspersons and domestic employees:*

The amount of severance pay granted on dismissal to blue-collar workers, craftspersons and domestic employees depends on the length of service and is equal to:

Length of service	Amount of severance pay
2 months - 1 year	5 daily wages
1 - 2 years	7 daily wages
2 - 5 years	13 daily wages
5 - 10 years	26 daily wages
10 - 15 years	52 daily wages
15 - 20 years	85 daily wages
over 20 years	100 daily wages

**Formal dismissal procedure**

In order that dismissal of white-collar workers, blue-collar workers and craftspersons on open-ended employment contracts of at least two months' duration is legally valid, the following procedures must be observed:

- a) written notice of termination;
- b) payment of the statutory severance pay.

In addition, the *OAED* must be notified of the dismissal. The dismissal is not invalidated by failure to inform the *OAED*, but this leads to a fine for the employer concerned.

**Dismissal without severance pay**

Workers may be dismissed without severance pay in the case of the following exceptions to the general principle:

- a) if the employment relationship has lasted less than two months;
- b) if the worker has been charged with violating the law in the execution of his/her work or with a crime. However, if the worker is acquitted by a court order or court judgement of the offence with which he/she was charged, the employer is obliged to pay the statutory severance pay.
- c) if the dismissal is due to the enterprise ceasing operations due to force majeure. If the employer is insured against the circumstances in question, he/she is obliged to pay two-thirds of the statutory severance pay.

Two important presidential decrees should also be mentioned:

- Presidential Decree (*PD*) 156/94 on the obligation on employers to inform their employees as to the conditions on which the employment contract or employment relationship is based.
- Presidential Decree (*PD*) 572/88 on the maintenance of the rights of the workers on conveyance of enterprises.

## 2.6 Collective dismissal

Law 1387/83, inspired by EC Directive 75/129, sets out the legal framework for collective dismissal of employees. Under this Law, the right of the employer to resort to collective dismissal is considerably reduced. Before taking any steps the employer is obliged to consult with employee representatives with a view to finding a solution which would avoid collective dismissal. The employer also has to follow a special procedure through the competent authorities before receiving their agreement to such dismissals. The employer decides in consultation with the representatives.

Contrary to the previous situation, this Law applies to all enterprises with more than 20 employees. It allows employers with between 20 and 50 employees to dismiss up to 5 persons. Employers with more than 50 employees may dismiss up to 3% of the work force. The exact proportion is defined every 6 months according to the conditions prevailing on the labour market. The total number of persons dismissed may not, however, exceed 30.

## 2.7 Legislation concerning the health and safety of workers

A broad-based statutory framework covers health and safety at work; around 100 pieces of legislation have come into force since 1911. This legislation can be classified in five main groups:

- a) legislation of an institutional nature, general content and broad field of application;
- b) legislation containing provisions to protect employees exposed to toxic substances or other harmful agents;
- c) legislation stipulating measures for special types of work or work in special rooms;
- d) legislation containing safety regulations and regulations on the safe use of materials and machinery;
- e) legislation for branches in which accidents at work are more frequent and more serious, both in Greece and other countries.

Law 1568/85, as amended by Presidential Decree 17/96 on the harmonisation of national law with EEC directive 89/391 is a fundamental piece of legislation of an institutional nature, general content and broad field of application; it covers all private- and public-sector employees and all branches. This institutional framework sets out the fundamental principles and the responsibilities of employers, employees and government.

This Law provides for methods of prevention and organisation of health and safety in the workplace in both the public and private sectors.

The organisational aspect of prevention is achieved by the participation of all parties concerned at different levels.

Within the enterprise, the Law provides for the establishment of a Health and Safety Committee which has advisory duties on the health and safety of employees.

The other two persons who support the work of the Committee are the Safety Officer (usually an engineer) and a doctor specialised in occupational medicine. Their role is to advise both employers and employees in identifying and eradicating work hazards. Every three months there is a

joint meeting of the Committee, the Safety Officer and the doctor with the employer, with the purpose of analysing and seeking solutions to health and safety problems that have arisen in the interim.

At national level, the main organisation is the Council for Health and Safety at Work (SYAE) (cf. Chapter II) while the Prefecture Health and Safety Committee operates at prefectural level.

The parties participating in the SYAE are as follows:

- the social partners (SEB, GSEE);
- the national authorities represented by the Ministries of Labour and Social Security, Industry and Health;
- scientific bodies such as the Panhellenic Medical Association, the Technical Chamber of Greece and the Association of Greek Chemists.

The brief of these bodies is to advise on drafting legislation (laws and regulations), to propose measures and to coordinate the activities of those involved in occupational health and safety.

Law 1568/85 establishes the principles for planning, focusing on the protection of the human being in different work situations and according to ergonomical standards. The Law stipulates the obligations and responsibilities of manufacturers, importers and suppliers with regard to the safe operation of machinery and the issue of licences for their use. It also sets protection standards in respect of mechanical and electrical hazards. Finally, Law 1568/85 provides for protection against exposure to physical, biological and chemical agents.

The implementation of the Law is assured by penal sanctions imposed by the courts and administrative measures which range from fines to a complete shut-down of production. All these sanctions are imposed on the basis of the seriousness of the hazards involved, the history of behaviour and the responsibility of the employer.

Presidential Decree 17/96 has been enacted in accordance with Community Directive 89/391 on "the introduction of measures to encourage improvement in the health and safety of workers".

## **Employer responsibilities**

### *Responsibility for protection and prevention*

In all public- and private-sector enterprises, no matter what branch, the employer is responsible for protecting the health and safety of the work force and preventing work-related dangers.

### *Evaluating potential dangers*

The employer is required to be in a position at any time to present a written report on the dangers encountered during work and on the health and safety of employees.

### *Measures*

Within the framework of his responsibility for the health and safety of employees at work the employer is required to take the necessary measures to ensure their health and safety.

*Employees' right to be heard and to participate*

The employer is required to seek the opinion of employees and their representatives prior to any measure likely to have significant repercussions on employee health and safety, in drawing up the written evaluation of potential dangers, planning and implementing training and in developing regulations pertaining to health and safety.

*Employees' right to information*

The employer is required to take such measures as are appropriate to inform employees and their representatives in the enterprise of the prevailing legislation pertaining to health and safety at work, of potential dangers to their health and safety and of protective and preventive measures.

*Training*

The employer is required to provide each employee with adequate training on health and safety, in particular in the form of information and the relevant regulations, on recruitment, on redeployment or the assumption of a new task, contact with new or different materials and equipment, and the introduction of new technology.

*First aid, fire safety, evacuation*

The employer is to take the measures necessary for first aid, fire safety and the evacuation of the premises by the work force.

*Direct and acute danger*

The employer is obliged to maintain production rooms and plant and equipment in perfect condition and to ensure that any faults that are of relevance to the health and safety of employees are corrected as quickly as possible.

*Protection against physical, chemical and biological influences*

In order to guard against the dangers arising from the physical, chemical and biological influences to which workers are exposed in the workplace, the employer is required to take such technical and organisational measures as are necessary to inform employees and to provide medical supervision and monitoring of their health.

*Cooperation between employers*

If more than one company is active in one and the same production location, the employers are required to cooperate and coordinate their activities with regard to health and safety and to the protection against and prevention of work-related dangers.

### *Special obligations*

The employer is required to report any accidents at work to the department of the Ministry of Labour and Social Security which is responsible and to the relevant social insurance institution within 24 hours. A special record of accidents at work is to be kept, in which the accident is to be described and the cause of the accident indicated.

### **Employees' rights and obligations**

1. Employees are required to adhere to the health and safety regulations and, in accordance with their position and the directives issued by the employer, to ensure their own health and safety.
2. In all private- and public-sector enterprises, irrespective of the size of the work force, employees have the right to elect representatives, who have special rights in the area of health and safety.

### **Obligations of the public authorities**

The public authorities are required to provide both employers and employees with information on health and safety issues, to initiate a social dialogue on such issues and to implement control mechanisms to ensure adherence to the relevant legal provisions.

1. Information: The Ministry of Labour and Social Security informs all employer and employee organisations of the legislation currently in force and the relevant circulars, publishes information brochures and posters, organises seminars and offers support in a variety of forms for any events organised on these issues.
2. Social dialogue: The focal point for the social dialogue on health and safety issues is the Council for Health and Safety at Work and the Prefectural Council on Health and Safety at Work.

### **Inspection and control**

Health and safety at work inspectors, which come under the prefectural departments, are responsible for ensuring that the legal provisions pertaining to the health and safety of workers are adhered to. On identifying contraventions, § 24 of Law 2224/94 accords such inspectors the right to impose a fine of up to GRD 3,000,000, to close the enterprise for a period of up to 6 days and to issue a recommendation for a longer suspension of activity and, indeed, for the irrevocable closure of the company. In the case of public-sector employers, a special procedure comes into effect rather than a fine: the contravention is reported to the Minister of Labour and Social Security who examines the case together with the minister responsible for the department in which the offence was identified.

### 3. Labour Market Institutions and Processes

#### 3.1 Trade union organisations

Art. 22 of the Constitution recognises the right to form unions and associations. Furthermore, Art. 23 of the Constitution, referring to trade union freedom, establishes and secures the right to strike. *BD 4204/61* and *ND 4205/61* ratified International Labour Conventions Nos. 87 and 98 concerning these rights. Greece has also ratified International Labour Agreement 135 (Law 176/88) "On the protection of worker representatives at enterprise level".

The main legal instrument which regulates the formation, functions and activities of trade unions and defines, in detail, the relevant rights of employees is Law 1264/82. This Law is complemented by the provisions of the Civil Code relating to unions and associations in general (Art. 61-107, as well as Art. 107 of its Introductory Law).

Trade unions are organised hierarchically on three levels (Law 1264/82):

- First-level unions consist mainly of associations. Associations may be formed by workers either of one enterprise or in the same occupation, locally or nationally. There are also a few general associations, constituted by workers in the same economic sector, independent of the enterprise they belong to or of their particular occupation;
- Second-level unions consist of "worker centres" and "federations". Worker centres are formed by several associations in the same region while federations are formed by associations in the same sector;
- Third-level unions are confederations of workers centres or of federations and are national in character.

The first-level associations are organised independently with their own administration and character. They elect representatives to the federation or centre to which they belong.

To be legally recognised, an association requires a court decision and special registration. Its goal is to secure and improve the interests of its members – work, economic, social and collective. It may refer to all services for any matter concerning itself or its members, negotiate with employers and decide on a strike.

National associations may conclude collective agreements. Associations of a single enterprise may conclude special collective agreements.

Confederations are those bodies which conclude national collective agreements.

There are currently some 3,500 associations, 120 federations, and 108 worker centres representing a total trade union membership of more than half a million workers. The national confederation is the Greek Trade Union Confederation (*GSEE*).

### 3.2 Employers' organisations

Employers' organisations, like trade unions, require a court decision and special registration to be recognised. Their main goal is the study and promotion of their professional interests. They cooperate closely with the public authorities and workers' representatives for consultation or discussion on matters of common interest.

They are also organised hierarchically at three levels.

*SEB*, the Confederation of Greek Industry, is the largest Greek employers' group and one of the largest in existence in Europe. It is both an employers' union and a federation of some 350 enterprises and 20 local or branch organisations. Working groups exist to study industry, labour management relations, etc., in collaboration with the Confederation's research service. The Confederation part-finances the Institute for Economic and Industrial Research, which carries out research on the business cycle, industrial expansion and problems concerning the European Community. Other employer unions exist for different areas of business, such as the Union of Enterprises, the Union of the Self-Employed and Craftsmen, the Union of Merchants and the Union of Shipowners.

### 3.3 *ESEKA, PEEKA and NEEKA*

Law 1836/89 established a mechanism for policy planning on vocational training and employment. The functioning of this instrumentality relies on an anthropocentric system of management, the main element of which is the participation of the social partners, local government, union and employer organisations. The main elements of the system are:

#### *The National Council for Vocational Training and Employment (ESEKA)*

The *ESEKA* proposes guidelines to the government on vocational training and employment at national level, promotes the coordination of the organisations which implement programmes of vocational training and employment and generally directs their activities according to national development programmes.

*ESEKA* has been restructured and expanded. It now consists of:

- a) the General-Secretary or experts of the Ministry of Labour and Social Security as chairperson,
- b) one representative of the Ministry of the Economy,
- c) one representative of the Ministry of Education and Religion,
- d) one representative of the Ministry of Industry,
- e) one representative of the National Organisation for Labour Market Policy (*OAED*),
- f) one representative of the Panhellenic Confederation of Associations of Agricultural Cooperatives (*PASEGES*),
- h) one representative of the General Greek Confederation of Craft Producers (*GESEBE*),
- i) one representative of the Confederation of Greek Industry (*SEB*),
- j) one representative of the Central Association of Greek Cities and Local Authorities (*KEDKE*),
- k) one representative of the Greek National Student Union (*EFEE*),
- l) one representative of the Ministry of Labour and Social Security,
- m) one representative of the Confederation of Greek Trade Associations (*ESEE*).

*Regional Committees for Vocational Training and Employment (PEEKA)*

These Committees are an organ of the Regional Council and design policy on vocational training and employment within the framework of democratic regional development planning. In this respect, the Committees operate according to the directions set out by *ESEKA*.

The Committees give advice and make proposals to *ESEKA* and also submit reports on all of their activities. In addition, they submit written proposals which define the medium-term priorities – at regional level – of vocational training and employment per sector of economic activity.

*Prefectural Committees of Vocational Training and Employment (NEEKA)*

On the basis of the needs and capacities of the prefecture, as well as the development programmes, the *NEEKA* formulates proposals for the Regional Council for the planning of various programmes of vocational guidance, vocational training, retraining and employment outside the mainstream education system. With all this in view, the Committees compile reports about their activities and action programmes and submit them to the *PEEKA*.

The *PEEKA* and the *NEEKA* are made up of representatives of the competent Public Authorities, the social partners and the producers of goods and services.

*National Institute of Labour and Vocational Training*

On the basis of Law 2150/93 the National Institute of Labour and Vocational Training was founded. It has already commenced operations in the following areas:

- a) studies and surveys related to the labour market,
- b) observation and analysis of the structures of informal vocational training and the elaboration and promotion of proposals for bolstering and continuously improving competitiveness and productivity,
- c) organising, financing and implementing further training programmes for the planning, control and administration of activities by the European Social Fund, particularly with regard to labour, employment and working conditions, etc.,
- d) evaluating the activities of the European Social Fund,
- e) setting up a databank to document the legislation (Greek, EU and international) relating to the aims of the Institute,
- f) organising seminars and conferences and publishing writings,
- g) implementing measures to reinforce and develop the social dialogue between workers and employers,
- h) cooperation with similar organisations and training establishments at national, EU and international level,
- i) classifying and systematising Greek labour law and the EU laws applying in Greece to labour market and employment issues.

*Fund for Employment and Vocational Training (LAEK)*

Discussions between Greek employers and the social partners revealed the common conviction that an improvement in vocational training is required.



An employer contribution was thus introduced for both public- and private-sector employers hiring staff under civil law.

The *OAED* is responsible for implementing the new measure. "Deficits" at the institutional level were originally resolved on the basis of Law 2224/94, which established a Fund for Vocational Further Training Programmes (*ELPEKE*) to support enterprise training programmes (financed from employer contributions amounting to 0.45% of the wage bill) and the Special Unemployment Fund (*EKLA*) to support programmes combating unemployment (financed from employee and employer contributions amounting to 0.36%).

These resources now flow into the new Fund for Employment and Vocational Training (*LAEK*), which receives institutional support from the *OAED*.

Enterprises contribute 0.45% towards financing *LAEK* schemes. They are refunded the total amount if a scheme is carried out in accordance with the terms of the Administrative Committee. Funding may be obtained for training and employment programmes in particular for the long-term unemployed and youth and also for persons at risk of social exclusion. The amount of funding may change during the course of the programme. The Administrative Committee is the deciding body as regards the distribution of funds and the development of employment and training activities.

It also advises the *OAED* on a yearly basis on its benefits policy. The Committee consists of nine members and is composed by resolution of the Minister of Labour and Social Security. It consists of a chairman (the director of the *OAED* or his/her deputy), four representatives from the Greek Trade Union Confederation and another four representatives nominated by the Confederation of Greek Industry (*SEB*), the General Greek Confederation of Craft Producers (*GESEBE*) and the Confederation of Greek Trade Associations (*EESE*), or their deputies where required.

#### *National Centre for the Examination of Continuous Further Training Structures*

On the basis of Law 2224/94, a legal entity under civil law entitled "National Centre for the Examination of Continuous Further Training Structures" was set up under the auspices of the Ministry of Labour and Social Security.

The aims of the centre are as follows:

- to investigate the training structures and premises of the training establishments with a view to their suitability, in particular with respect to the vocational training programmes, the qualifications of the teaching staff and the mediation of vocational abilities and knowledge,
- to develop continuous vocational training programmes, teaching methods and teacher training,
- to establish a register of delivery organisations for continuous further training programmes,
- to exchange information and intensify cooperation with similar organisations in other EU countries.

Under the terms of Law 2434/96, § 14, on "policy measures for employment and vocational training", *PIEKA*, the Research Institute for Vocational Training and Employment, was renamed the National Employment Observatory (*EPA*). *EPA*'s head office is in the Attica region; it is an autonomous legal entity under civil law with a managing director operating under the supervision of the *OAED*.

### 3.4 The National Employment Observatory (EPA)

#### Aims, methods and tasks of the EPA

The most important prerequisite for guaranteeing a high-quality and efficient vocational training system is that it should be linked to the labour market. *PIEKA*, the Research Institute for Vocational Training and Employment, which has been renamed the National Employment Observatory (*EPA*) by virtue of the Labour and Social Security Minister's most recent resolution, has thus oriented its activities not only towards the analysis and registration of labour market data, but also towards promoting the supply of and demand for human resources on the labour market.

The aims of the establishment of a national employment observatory are a unified and methodological approach and a form of data-processing which will enable systematic labour market analysis. From the outset this will also incorporate concrete proposals regarding certain occupations and specialisations where a need for a specific impetus on the labour market or in vocational training and retraining necessary for a certain target group or region becomes discernible.

The National Employment Observatory will primarily be active in the following areas:

1. Provision of technical support for the *OAED* and the Ministry of Labour and Social Security. The Observatory has also been charged with providing technical support to the Greek delegation as a Committee for Employment and Labour Market Affairs (*ELC*). In cooperation with the *OAED*, and in accordance with planning for the current year, the *EPA* will also continue to develop a system for the administration, monitoring and evaluation of *OAED* activities in the area of human resource development.
2. Development of a monitoring and evaluation system for Community schemes under the Second Community Support Plan to observe and assess the management and use of human resources in each region. In concrete terms, this means developing indicators, i.e. quantitative and qualitative evaluation parameters, which together will comprise the monitoring and evaluation system.
3. Further development of *PIEKA*'s Integrated Information System for recording and evaluating the current labour market situation and labour market trends throughout Greece. The information will be compiled on the basis of all the secondary data available from the main statistical sources dealing with labour market issues.
4. Field research, in particular in regions experiencing problems with restructuring the production system, in areas with extremely high unemployment rates and in regions with demographic problems, etc. The usefulness of carrying out studies in the field proceeds from the necessity for increased use and development of local human resources in conjunction with discernible growth opportunities and in particular with developments as regards demand for particular skills at local level.
5. Planning and implementation of pilot schemes for training and further training for the unemployed, for persons threatened with unemployment and employees in innovative training fields. The schemes will be developed and implemented in cooperation with the *OAED* with the aim of matching labour supply and demand.
6. Implementation of a unified approach to analysis, studies and forecasts on regional labour markets and development of a model for forecasting the demand for specialised qualifications.

7. Dissemination of information on regional labour markets through regular publication of reports, statistics and studies directed at the bodies responsible for economic development, local authorities, professional associations, trade unions and social organisations in all the regions.
8. Creation of a bibliographic database of all analyses and studies which have been published on the individual regions.

The Integrated Information System for Labour Market Analysis developed by the National Employment Observatory is an essential element of the work described above. The planning and implementation of concrete applications developed within the framework of the information system enable systematic, precise and reliable provision of information required on the current situation and trends on regional labour markets.

The *EPA* has been identified as a National Support Structure as defined by the Community initiative ADAPT. *PIEKA* has used its infrastructure and its employees' know-how to develop an integrated system for managing and monitoring Community schemes and initiatives which is consistent with its own activities and the particularly important task of providing technical support to the Ministry of Labour and Social Security, the European Commission and all other relevant bodies as regards planning, monitoring and evaluation of activities under the ADAPT initiative. In addition, during the course of this year *EPA* researchers will compile and analyse the effects of all the schemes in order to be able to pass on the experiences gained in cooperation with the Ministry of Labour and Social Security, the *OAED* and the European Union.

## Tasks of the National Employment Observatory

### *Compilation of data (graphical data-processing)*

Within the framework of the policy followed by the Ministry of Labour and Social Security to reduce unemployment and increase employment (Law 2434/96), with the Integrated Information System *PIEKA* has developed a structure for labour market analysis which can be used to supply the Ministry and the *OAED* with all the information they require for adopting measures.

The individual areas are so designed to enable comprehensive registration and monitoring of trends developing on local labour markets, both as regards supply of and demand for labour. The system provides *all relevant users* (i.e. from the Ministries and regions to the actual people affected, e.g. the unemployed) with immediate and *reliable information* on labour market issues. Five basic priority areas are covered:

1. Labour market cartography
2. Labour market analysis
3. Labour market forecasts
4. Vocational training
5. Vacancies

### *Creation, application and further development of a model for forecasting vocational training needs and for determining skill and specialisation needs in all occupational fields*

One of the *EPA*'s most important tasks is to analyse and forecast specific labour market indicators (unemployment, employment, employment structure by sector, occupation and qualifications).

The development of a methodology for the quantitative evaluation of the principal labour market indicators at regional level began within the context of this activity. The task was first approached through the calculation of indicators for supply and demand in relation to individual occupations at regional level on the basis of diachronistic data from studies on human resources prepared by the National Statistics Office (*ESYE*).

This approach led to the definition of the most dynamic occupations in the 13 regions of Greece, the aim being to develop vocational training schemes in those areas where there is a real demand on the labour market.

#### *Restructuring the OAED's system for registering the unemployed*

The aim is to reform the entire system for collecting the data on employment and unemployment which are registered by the *OAED*.

#### *Annual report on employment and unemployment in Greece*

An annual report on employment in Greece will be published in connection with the *EPA's* analyses of the labour market situation. The first issue in this series will appear at the beginning of 1998.

#### *Regular studies*

These studies are prepared within the context of the *EPA's* annual action plan and reflect both the specific conditions pertaining in the respective regions and the requirements of the bodies for whom the *EPA* works. The studies contain labour market data and analyses which are expected to support these bodies in their decision-making. Currently, studies are available on the administrative districts of Thesprotia, Arcadia and Syros.

#### *Ad hoc studies*

The *EPA* will carry out studies on areas not included in its action plan on request, provided the request has been approved by the Administrative Council

#### *Development of a system to monitor and evaluate vocational training and employment activities co-financed by the European Social Fund.*

The aim is to develop an integrated monitoring and evaluation system which enables quantitative and qualitative assessment of relevant activities on the basis of concrete indicators.

Part of the planning to this end has already been concluded in cooperation with the social partners (*SEB, INE/GSEE*).

#### *Planning and implementation of pilot schemes for vocational training and employment*

The *EPA* is initiating pilot schemes which above all make use of the results of studies carried out by the Observatory. In this context, a pilot scheme (Art. 6, ESF) on "the use of human resources in

large-scale technology projects" is being carried out in cooperation with *INE/GSEE*. The development and experimental introduction of the so-called "worker's card" will be concluded this year in cooperation with the *OAED*.

### **Institutional framework**

The National Employment Observatory (*EPA*) is an autonomous legal entity under civil law with a managing director operating under the supervision of the *OAED*. The *EPA*'s Administrative Council consists of representatives of the state (Ministry of Labour and Social Security, *OAED*, *ESYE*) and employer and worker representatives. The director of the *OAED* is appointed chairman of the Administrative Council by the Ministry of Labour and Social Security.

## **3.5 Collective bargaining**

The legislation which establishes the frame of reference for collective agreements in Greece is Law 1876/90 entitled "Free Collective Bargaining".

Collective wage agreements are initially concluded by direct negotiation between unions and either employers' organisations or individual employers. Collective agreements may fall into one of the following categories:

- general (national): concerning employees in the whole country;
- industrial: concerning employees in groups of industries with similar economic activities;
- company: concerning employees of an individual enterprise;
- craft (national or local): concerning employees in a particular occupation.

The process of concluding collective agreements involves negotiation, conciliation, mediation and arbitration. To conclude a collective agreement, unions, employers' organisations or individual employers have the right and obligation to negotiate. The party which initiates negotiations has to formally inform the other party by letter about the venue and agenda for negotiations. If collective negotiations result in an agreement, this is formalised in a document signed by the representatives of both parties. If collective negotiations result in a dispute, intervention by a conciliator may be sought. This person is an employee of the Ministry of Labour and Social Security or the Labour Inspectorate. If negotiations between the parties fails again, they then have the right to seek the services of a mediator or they can opt for arbitration.

A conciliator is chosen by both parties from a special list. In the event of disagreement, the conciliator is selected by drawing lots. The conciliator can then invite the parties to re-negotiate, hear the parties separately, question individuals or seek to find out everything relevant to the conditions of employment of the employees or to the financial position of the employer. If, despite the efforts of the conciliator, the parties do not reach agreement within 20 days, the conciliator proposes a solution which, if accepted by the parties concerned, has the same legal status as a collective wage agreement.

In the event of failure to reach an agreement, the last resort is compulsory arbitration. The arbitrator is selected from a special list with the consent of both parties and, in the event of disagreement, by drawing lots. The arbitrator studies all documents and data examined during the

previous stage and reaches a decision within 10 days. His decision has the same legal status as the collective wage agreement.

The collective wage agreement is compiled in three original copies and signed by the representatives of both parties. One of the copies is deposited with the Ministry of Labour and Social Security or the Labour Inspectorate.

All collective agreements are entered in the general register of the Central Service of the Ministry of Labour and Social Security and a special publication containing a complete copy of all agreements is issued.

The regulatory terms of a collective wage agreement have immediate and compulsory effect. However, the terms of individual employment contracts have precedence over the collective agreements if they deviate from the collective agreements or if they contain terms which are more beneficial to the person concerned.

The same Law stipulates that the responsibility for conciliation and arbitration be assigned to an organisation which functions as a legal entity governed by civil law and known as the "Organisation of Conciliation and Arbitration".

## 4. Unemployment

The unemployed are defined as persons without work, who are capable of work and are seeking work as employees by registration with the Greek employment office. Included in the unemployment statistics are:

- unemployed persons seeking full-time employment;
- unemployed persons seeking part-time employment;
- unemployed persons seeking permanent employment;
- unemployed persons seeking temporary work (there is no minimum duration laid down);
- first-time jobseekers, e.g. young persons who are registered at the employment office;
- persons returning to work after a period without employment (e.g. housewives) and who are registered at the employment office.

Not included in the statistics are:

- young persons seeking an industrial training placement through the employment office;
- students/schoolchildren seeking temporary work (vacation work);
- old-age pensioners;
- unemployed persons who participate in state job-creation schemes.

The minimum age of the persons involved is 15. There is no maximum age limit.

Employable disabled persons and persons in receipt of pensions other than retirement pensions may be included in the unemployment statistics.

Responsibility for loss of the last job does not prevent applicants from being included in the unemployment figures.

During a period of temporary unfitness for work the unemployed person is not taken off the register.

Unjustified (subjective) refusal of an offer of employment leads to deletion from the unemployment register.

A monthly check is made on continued unemployment.

Persons taking part in state-assisted further training/retraining schemes are taken off the unemployment register.

### **System of benefit**

Unemployment benefit is payable to workers who have lost their job through no fault of their own and have worked for at least 125 working days in the 14 months before they became unemployed, excluding any days worked in the last two months. Persons receiving benefit for the first time must in addition have worked for at least 80 working days per year in the last two years.

The duration of benefit depends on the number of days worked as follows:

Number of working days	Duration of benefit (months)
125	5
150	6
180	8
220	10
250	12

Unemployment benefit consists of a basic amount and a family supplement. The basic amount is 40% of a manual worker's earnings and 50% of a non-manual worker's earnings, provided that the unemployment benefit is not less than two-thirds of the earnings of an unskilled worker.

According to Decree-Law 2951/54 concerning unemployment benefit, in order to receive this benefit and at the same time find a job, all unemployed persons have to be registered at the competent local office of the *OAED* and be issued with an "unemployment card". From this point until the end of the period that the unemployed person is entitled to benefit, he/she reports to that office, which tries to find a job for him/her.

To ensure that the recipient is really unemployed, certain measures have been taken including the requirement to report to the employment office at certain times. Unemployment benefits are paid to unemployed persons every 30 days.

Law 2224/94 (312) has led to changes in the way in which the daily unemployment benefit (as provided for by § 21 of Decree- Law 296/54) is calculated, and has raised the value of the daily benefit by 30% as of 31.12. 1993. As far as the family supplements are concerned, the only significant change is the rise in the level of benefit of between 20% and 26% depending on the number of children.

Regulations concerning unemployment benefits are summarised in the table on the next page.

## 5. Matching Labour Supply and Demand

Cf. Chapter III, GR-iii.1.

### Unemployment (Law 2961/54 and subsequent amendments)

Authority	Benefit and coverage	Source of funds	Qualifying conditions	Rate of benefit	Duration and waiting period
1	2	3	4	5	6
	Unemployment benefit				
OAED	All insured employees. Special schemes for seamen and printing workers.	Employer: 2.67% of gross earnings. Employee: 1.33% of gross earnings. State: State funding.	125 days of contribution in 12 months ending 2 months before unemployment; for a first claim, must also have been employed 80 days in each of the last 2 years.  Must be fit, available and registered for work.  Unemployment not due to voluntary departure, misconduct or strike action.	Wage-earners: 40% of earnings in wage class plus 10% of benefit for each dependent.  Salaried employees: 50% of earnings in wage class plus 10% of benefit for each dependent.  Minimum total benefit: GRD 1, 803.33.	5 months for 125 days 6 months for 150 days 8 months for 180 days 10 months for 220 days 12 months for 250 days.  6 waiting days.
	Special seasonal allowance				
OAED	Seasonal workers, workers whose work is affected by weather conditions (hotel employees, building workers, etc.) and workers who have lost their job for reasons beyond their control.	Included in above.		Wholly determined by Ministerial decision according to occupation.	No waiting days.





# CHAPTER III      MEASURES

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**7. Other Measures**

- GR-vii.1     The "EURES" Network

# 1. General Measures

## Framework of principles and directions for the utilisation of human resources

The framework of Principles and Directions for the Utilisation of Human Resources seeks to establish a total strategy for human resources for the next five years. More specifically, it seeks to formulate the basic priorities which are set at national level, which concern human resources and which also fall within the ambit of the structural funds and particularly of the European Social Fund. The framework of principles covers all matters with regard to vocational training and education and the promotion of employment with particular emphasis on the development of training structures which constitute the main source of development of every activity in this field.

The essential element of the employment strategy followed in Greece is the endeavour to use a package of measures to redesign labour market policy as active employment policy. This strategy requires a comprehensive and unified concept – with links to individual areas of macro-economic and structural policy – in the fields of prevention and reduction of unemployment. The structural aspect of these policy areas, especially, must be based on investment in human resources (education and vocational training) and on employment promotion (labour market entry of young people, prevention of long-term unemployment, equal opportunities for women).

The most important ingredient of active employment policy is to increase and support investment in human resources. Greek policy in this area is based on implementing measures targeting the following fundamental goals:

- to improve the system of vocational training (quality of training provided, identifying skill needs);
- to improve the skills of workers and access to training and employment (improved access to training, equal opportunities, easier access for women, recognition and certification of vocational skills);
- to improve the system of vocational training (the significance of the social partners, discernible trends in types of employment available, counselling, support and vocational guidance for persons seeking suitable employment).

## New initiative to link training and employment

A pilot scheme to link vocational training and employment was approved in principle by the Third Observatory Committee of the enterprise scheme "Lifelong education and employment promotion". The Ministry of Labour and Social Security subsequently developed a comprehensive and integrated project to carry out the proposed activities, which was passed by the Fourth Observatory Committee of the enterprise scheme. The goal of this policy measure was to train 4,500 persons and to find employment for at least one-third of these.

The main and immediate aim of the scheme is to help participants as far as possible into permanent employment through the provision of specialised theoretical and practical training in an actual vocation and with a view to an actual job. The scheme was designed solely for the unemployed.

The scheme is conceived in particular for:

- a) Persons aged under 25: The aim is to develop their skills and thus contribute to the reduction of unemployment. The scheme is particularly important for those young people who have not completed school education and are thus at risk of long-term unemployment.
- b) Persons aged over 25: The aim is to combat the primary factors contributing to long-term unemployment through specialisation and re-qualification.

- c) Women: The aim is immediate and efficient integration of women into the labour market. To this end, the stipulations contained in Community regulations and schemes ensuring equal opportunities between men and women are implemented.

The effects expected from implementing initiatives to link training and employment are:

- a) establishment of effective links between training and employment;
- b) adaptation of training to actual and immediate labour market needs;
- c) employment stability;
- d) reduced unemployment;
- e) participation of the social partners and individual authorities in the planning and implementation of the actual initiatives;
- f) provision of incentives for the unemployed and enterprises.

The *OAED* is responsible for implementing the scheme, that is, for actually carrying it out and for its coordination.

The initiatives to link training and employment are financed by the ESF (75%) and the state (25% through the *OAED*).

Training programmes under this scheme undergo official supervision in three stages.

#### *Legal basis*

Decision of the National Council for Vocational Training and Employment (*ESEKA*).

§ 16 of Law 2224/94 provides for the creation of a legal entity under civil law entitled "National Centre for Vocational Orientation" (*EKEP*).

The aims of the *EKEP* are:

- a) to offer academic and technical support to the National Organisation for Labour Market Policy in planning and implementing a national policy in the field of vocational orientation,
- b) to coordinate the activities of public and private organisations providing vocational orientation,
- c) to establish a national information network for all those interested in further training and in exchanges with other EU countries,
- d) to offer vocational orientation measures within the *OAED* framework in upper-level secondary education, universities and colleges, further training centres, enterprises and within trade unions and employers' federations.

In accordance with Law 2190/94, a Supreme Council for the Selection of Civil Service Personnel (*ASEP*) has been constituted, which is to operate as an autonomous institution. The exclusive task of the *ASEP* is to implement the legislation and regulations pertaining to the selection of staff recruited by the civil service, local authority organs and public-law legal entities. The *ASEP* is managed by an eleven-member board.

§ 6 of the National Framework Collective Agreement provides for the creation of a Greek Institute for Health and Safety at Work. In June 1992 a civil-law association with charitable status and bearing the same title (*EL.IN.Y.A.E.*) was founded. The Institute is run by a nine-member board composed of representatives of the most important employer and employee organisations in the country: the Confederation of Greek Industry, the Confederation of Greek Trade Associations, the Greek Trade Union Confederation and the General Greek Confederation of Craft Producers.

The aims of the *EL.IN.Y.A.E.* are:

- a) to identify, describe, study and analyse harmful influences or conditions and their impact on the health and safety of employees,
- b) to draw up regulations, decrees and appropriate legislation,
- c) to keep up to date with international developments and to evaluate international experiences,
- d) to disseminate information and provide training for both sides regarding health and safety issues,
- e) to examine the possible effects of the use of new technologies on workers' health and to conduct research into preventive measures in the workplace.

Also of note is the establishment of an institution with charitable status entitled "Labour Institute of the Greek Trade Union Confederation", the aim of which is to help provide a scholarly basis for the active policies of the Greek trade union movement.

The Institute is run by a board appointed by the *GSEE*. The Institute's activities cover:

- a) analyses and studies,
- b) further training within the trade unions,
- c) vocational training,
- d) documentation,
- e) publications.

### *Contents*

The basic aim of national policy for the development of human resources will be the improvement of the quality of intervention in the field of vocational training and the promotion of employment. More specifically, the effort will be concentrated in the three basic aims below:

1. The strengthening of policy application institutions. This will be achieved by the development of central and regional instruments for the observation of the trends in the labour market and planning, and of the planning and evaluation of programmes for vocational training and employment. In specific fields of the Ministry of Labour and Social Security concerning the promotion of vocational training and employment, priority will be given for the further development of policy planning mechanisms, supported by a democratic decentralised system of management. The main elements of the systems are:
  - a) The National Council of Vocational Training and Employment, as well as the Regional (*PEEKA*) and Prefectural (*NEEKA*) Committees which are provided for in the law.
  - b) At the same time and in cooperation with the above planning structure, the Ministry of Education under the provision of Act 2000/14-2-92 undertakes the responsibility of the effort to close the existing gap in the formal vocational training system and its connection with the development of a national system of formal vocational education and training. The Vocational Education and Training Organisation will have a managing role in the evolution of the effort.
  - c) The Institute of Labour and Vocational Training which will be established shortly has as its target:
    - the investigation and elaboration of proposals for policy matters on employment and vocational training;
    - the retraining of personnel at the agencies which implement the programmes;
    - the administration of technical assistance to maintain support for the implemented programmes;
    - the promotion of social dialogue.

- d) The Community Support Framework which provides policies which are already planned; application is possible through implemented programmes and administrative structures.  
The above are three components of an integrated system in the framework of which policy design and application for vocational training will take place.
2. The improvement of education and training structures which focus on the following points:
- a) Reinforcement of the mechanisms which monitor labour market developments and the implementation of programmes by the bodies responsible at sectoral and regional levels.
  - b) The modernisation of the curricula and the advancement of the quality of the teachers who are responsible for the renewal of the education and training systems.
  - c) The realisation of the needs for building, construction and training equipment.
3. The strengthening of administrative mechanisms of control and evaluation of the vocational training programmes and the promotion of employment. Taking into consideration the rapid increase in ESF funding, as well as the necessity for an increase in the effectiveness of implemented programmes and a decrease of irregularities, the Ministry of Labour and Social Security will continue the effort to develop an integrated national control system, in collaboration with the Ministry of Finance and other bodies responsible for implementing programmes.  
This system will consist of three ascending levels of control.

## Directions

The mechanism of policy design and application for vocational training presented above will focus mainly on an effort to develop a flexible system of vocational training. This system will have three main components: initial training, continuous training and retraining.

- a) Initial vocational education and training, i.e. apprenticeship and technical/vocational training, is geared towards young people who have finished secondary compulsory education or Lykeia. Pupils who successfully complete these courses receive a formal and recognised certificate. Within this framework the development of a formal post-Lykeia vocational training course will be promoted by priority order. The structure of curricula and syllabi of formal post-Lykeia vocational training contains a wide range of skills and knowledge for the trainees to enable them to adapt to changes dictated by technological developments during their professional career.
- b) Continuous training must be strengthened, particularly its on-the-job-training component or, where it is required (mainly in the case of high skills specialisation), through collaboration between training or educational institutions and enterprises.
- c) Training programmes for combating youth and long-term unemployment. Within this framework, the development of opportunities for vocational training and its connection to the real needs of the labour market for young people and the re-entry of the unemployed in the labour market will be pursued through vocational training-employment programmes which combine training in a specific skill with a sixteen-month placement subsidy or self-employment.

**2.     Employment Maintenance**

GR-ii.1     Support for establishments in the hotel trade in order to maintain employment



GR-ii.1

## **Support for establishments in the hotel trade in order to maintain employment**

### *Target group*

Hotels recruiting unemployed hotel personnel.

### *Legal basis*

Law 1545/85, § 8, Sections 2 and 3.

### *Contents*

Establishments in the hotel trade working on a seasonal basis that extend their opening period to the winter months (1 November to 28 February) are entitled to a grant of GRD 2,800 for each working day and each employee entitled to claim unemployment benefit. Of the conditions of entitlement to support under the programme the following are the most important.

The establishment must:

- be located outside the Athens and Thessalonica administrative areas,
- have been approved by the National Tourism Office, and
- operate on a seasonal basis.

The grants are paid as a lump sum at the end of the extended opening period of the establishment and may not exceed 25 days per month and 100 days per year for each employee.

### *Financial resources*

OAED.

### *Duration*

Unlimited.

### *Effects*

(Source: OAED Employment Directorate)

Year	Number of persons	Expenditure (in GRD)
11/93-2/94	1,374	65,860,200
11/94-2/95	1,503	81,265,900
11/95-2/96	1,320	63,935,000

### 3. Aid to the Unemployed

- |          |  |
|----------|--|
| GR-iii.1 | Unemployment benefit   |
| GR-iii.2 | Special unemployment benefit   |
| GR-iii.3 | Subsidy for new entrants in the labour market  |
| GR-iii.4 | Support for industrial and commercial enterprises in border regions employing higher-education graduates   |
| GR-iii.5 | Support for private firms employing students of a vocational school ( <i>TEI</i> ) or a training college for vocational school teachers ( <i>SELETE</i> ) during their six-month work experience |
| GR-iii.6 | Support for industrial, craft and mining enterprises in economically underdeveloped regions within the framework of the regional development programme   |
| GR-iii.7 | Support for additional paid holiday for employed students and schoolchildren   |
| GR-iii.8 | The provision of incentives to raise the geographical mobility of labour   |

GR-iii.1

## Unemployment benefit

### *Aim*

To ensure compensation for persons involuntarily deprived of employment.

### *Legal basis*

Law 2961/54 plus subsequent amendments, Laws 1545/85, 1836/89, 1892/90.

### *Contents*

For field of application and conditions for admission: cf. Chapter II.

Benefits amount to 40% (wage-earners) or 50% (salaried employees) of earnings in the wage class plus 10% of benefit per dependent with not less than GRD 3,120 per day.

### *Financial resources*

Expenditure is covered by employer (2.67% of gross earnings) and employee contributions (1.33% of gross earnings).

### *Institutional support*

OAED.

### *Duration*

For 125 days of employment, duration of compensation: 5 months;  
 For 150-179 days of employment, duration of compensation: 6 months;  
 For 180 days of employment, duration of compensation: 8 months;  
 For 220 days of employment, duration of compensation: 10 months;  
 For 250 days of employment, duration of compensation: 12 months.

### *Effects*

(Source: Statistical Service of the OAED)

Year	Number of unemployed benefit recipients	Expenditure (in GRD)
1994	208,004	90,331,452,943
1995	235,655	102,376,346,626
1996	210,486	108,681,074,343

GR-iii.2

## Special unemployment benefit

### *Aim*

To boost the income of seasonally employed wage-earners and those whose employment might be effected by weather conditions (e.g. hotel, tobacco and building workers). This benefit also covers persons whose work has been interrupted due to unforeseen circumstances, e.g. earthquakes.

### *Legal basis*

Art. 22 of Law 1836/89.

### *Contents*

The level of the benefit varies according to categorisation of the beneficiaries and it is paid in a lump sum.

### *Financial resources*

OAED.

### *Institutional support*

OAED.

### *Duration*

Once per year.

### *Effects*

Year	Number of unemployed benefit recipients	Expenditure (in GRD)
1994	150,996	15,719,829,228
1995	135,064	16,622,522,142
1996*	148,209	20,170,885,000

\* Final figures for 1996 not yet available.

GR-iii.3

**Support for new entrants to the labour market***Target group*

Unemployed persons aged between 20 and 29 entering the labour market for the first time.

*Legal basis*

Law 1545/85, Art. 2.

*Contents*

A grant of GRD 25,000 per month, plus GRD 1,000 for each dependent child and spouse (provided the latter is not in receipt of benefit) for up to five months.

The most important conditions of entitlement are as follows:

- (men only) completion of basic military service, unless an official exemption has been granted,
- registration as unemployed within three months of the applicant's twentieth birthday, discharge from the army or exemption from military service; in the case of schoolchildren and students, registration within three months of completing or terminating the course of study or within two months of the end of the academic year in which the studies were broken off.

*Financial resources*

OAED.

*Duration*

Unlimited.

GR-iii.4

**Support for industrial and commercial enterprises in border regions employing higher-education graduates**

*Target group*

Industrial and commercial enterprises in border regions.

*Legal basis*

Law 1563/85, § 44.

*Contents*

Wage-cost subsidy of 10% for skilled graduate personnel up to a maximum monthly salary of GRD 80,000. In order to be entitled to support under the programme the enterprise must employ at least ten employees for each graduate employee supported.

*Financial resources*

Public Investment Programme.

*Duration*

Unlimited.

*Effects*

(Source: Statistical Service of the OAED)

Year	Number of beneficiaries	Expenditure (in GRD)
1994	366	24,694,205
1995	375	27,967,453
1996	536	39,947,769

GR-iii.5

**Support for private firms employing students of a vocational school (*TEI*) or a training college for vocational school teachers (*SELETE*) during their six-month work experience**

*Target group*

Private firms providing work experience for students of a vocational school or a training college for vocational school teachers and public and local authority enterprises.

*Legal basis*

- Law 1351/83, § 12;
- Law 1404/83;
- Presidential Decree 174/85.

*Contents*

The grant amounts to 50% of the remuneration paid. The following conditions of entitlement must be met:

- A special employment contract must be reached between employer and student which terminates at the end of the period of work experience.
- The enterprise profile must be appropriate to the student's studies.
- The employer must provide insurance cover for the student.
- The employer must pay the student an allowance equal to up to 80% of the daily wage of an unskilled worker.

*Financial resources*

OAED.

*Duration*

Unlimited.

*Effects*

(Source: Statistical Service of the OAED)

Year	Number of beneficiaries	Expenditure (in GRD)
1994	3,108	769,474,470
1995	2,716	870,013,715
1996	2,396	1,225,654,388

GR-iii.6

**Support for industrial, craft and mining enterprises in economically underdeveloped regions within the framework of the regional development programme**

*Target group*

Enterprises in the industrial, craft and mining sectors, agro-industrial animal production, and hotels and shipping companies

*Legal Basis*

- Law 1767/88, § 21;
- Law 1836/89, § 32.

*Contents*

Wage-cost subsidies of 20% (only in Thrace) and 1% depending on the type of enterprise and the region in which it is located.

Firms admitted to the programme must be economically sound, have favourable growth prospects and employ staff under regular terms.

*Financial resources*

Central government budget.

*Duration*

Unlimited.

*Effects*

(Source: Statistical Service of the OAED)

Year	Number of beneficiaries	Expenditure (in GRD)
1994	2,550	5,119,501,468
1995	3,201	10,912,264,479
1996	877	2,196,566,738



GR-iii.7

### **Support for additional paid holiday for employed students and schoolchildren**

#### *Target group*

Students and schoolchildren unable to attend work on certain days because they are required to take examinations at their educational establishment.

#### *Legal basis*

Law 1346/83 and Law 1837/89.

#### *Contents*

Employees aged 18 but less than 28 are entitled to a maximum of 30 days leave on the basis of the prevailing minimum daily wage of an unskilled worker.

For employees aged less than 20 two days leave for each day's examination are envisaged, which can be taken consecutively.

The condition of entitlement to benefit for minors is that they are aged less than 18 and, irrespective of the duration of employment, are employed by a private-sector firm; the condition of entitlement to the benefit for those aged at least 18 but less than 28 is that they have been in employment for at least 12 months.

#### *Financial resources*

OAED.

#### *Duration*

Unlimited.

#### *Effects*

(Source: Statistical Service of the OAED)

Year	Number of beneficiaries	Expenditure (in GRD)
1994	800	34,323,656
1995	688	22,455,552
1996	774	30,124,114
1997*	303	11,760,000

\* Final figures for 1997 are not yet available.

GR-iii.8

**The provision of incentives to raise the geographical mobility of labour***Target group*

Unemployed persons who leave their place of residence to take up seasonal employment harvesting agricultural products and employers taking on this category of worker.

*Legal basis*

Law 849/78, § 12.

*Contents*

Payment of a sum to the employees or employer equivalent to two-thirds of the prevailing daily wage of a unskilled worker, i.e. GRD 1,000 for up to 60 days.

*Financial resources*

Public Investment Programme.

*Duration*

Unlimited.

Note: It is to be noted that in the case of programmes of indefinite duration changes can be made by ministerial decree in the light of labour market requirements.



## **4. Training, Retraining and Occupational Mobility**

- GR-iv.1      The apprenticeship system
- GR-iv.2      Accelerated vocational training
- GR-iv.3      Enterprise-level continuous training programme
- GR-iv.4      Technical and vocational training
- GR-iv.5      Institutes of Vocational Training (*IEK*)

A number of laws, such as Law 2009/92 "On the National System of Vocational Further Training" and Law 2224/94, have been passed with the following aims:

- to organise and coordinate vocational further training,
- to examine and approve the training courses and programmes,
- to decentralise the organisation and implementation of vocational further training,
- to provide for the participation of the social partners and other social organisations (in a decentralised way) in decision-making and policy formation.

Further details are given below.

- a) Since 1992 the *OAED* has run Institutes of Vocational Training (*IEK*) in accordance with the provisions of Law 2009/92. The aim of these institutes is to provide trainees with a comprehensive and varied vocational training, covering both initial and further training, a corresponding certified qualification and the scientific, technical, occupational and practical knowledge, skills and competence to facilitate their occupational and social integration and to ensure that they are able to adjust to the changing requirements of the production process. The students at the *IEK* are largely drawn from upper-level secondary school-leavers. The training lasts two years.

#### *Financial resources*

European Union 75%, *OAED* 25%.

#### *Institutional support*

Office for Vocational Further Training (*OEEK*);  
*OAED*.

- b) Law 2224/94 provides for the establishment of Regional Administrative Committees (*PDE*) within the regional directorates of the *OAED*, which are responsible for policy implementation and the realisation of employment and vocational training programmes at regional level. The social partners are active in the regional Administrative Committees on a bipartite basis.

In addition the Law provides for the creation of Administrative Committees for Vocational Training (*EDE*) in the training units of the *OAED*, which are responsible for the work and organisation of the training centres and the implementation of the training programmes. The social partners are active on a bipartite basis in these committees, too. The social partners also participate in a Special Fund for Vocational Further Training Programmes (*ELPEKE*) into which the employers pay 0.45% of their payroll in order to finance the implementation of training programmes in the firms.

Also of note is a training and employment programme focusing on young people employed in the private sector under which firms recruiting trained but unemployed young people for a year are entitled to a grant.

## **The apprenticeship system**

### *Aim*

The provision of technical and vocational training in a variety of skills and specialisations and in traditional or modern vocations by means of the dual system of training, i.e. theoretical teaching at *OAED* schools and practical training in public- and private-sector enterprises.

### *Contents*

Young people aged 15-18 years may enrol provided they have finished the compulsory component of their education. The duration of apprenticeship courses varies between 4 and 6 semesters depending on the particular course of study. As was mentioned above, theoretical education is given in class and practical training in industry.

Practical training follows a specific programme (6-7 hours/day) which is closely related to the *OAED* school syllabus. Therefore the positions held by apprentices in industry are closely related to the skills and specialisations of individual trainees. Apprentices, under the supervision of the *OAED*, sign employment contracts with an employer for the duration of their training. Payment of wages is included in their contracts. The *OAED* provides incentives for employers who receive apprentices and it also explores possibilities for placing them in the same or in a different position after the successful conclusion of their apprenticeship.

### *Financial resources*

*OAED*, ESF.

### *Institutional support*

*OAED*.

### *Duration*

Unlimited.

GR-iv.2

**Accelerated vocational training***Aim*

To combat unemployment among unskilled school-leavers.

*Contents*

1. Accelerated vocational training is characterised by a short period of training (300-1,200 hours depending on the specialisation), the intensive nature of its educational programmes and its orientation to specific and immediate labour market needs.  
It includes two types of training:
  - a) basic and
  - b) specialisation and retraining.
2. The basic training programmes are mainly oriented towards practical training and take place in *OAED* schools.
3. The specialisation and retraining programmes aim mainly at providing additional training and include specialisation in technical and vocational skills.
4. The skills taught in this programme are selected as a result of labour market research and with the cooperation of local authorities and trade unions.

*Financial resources*

*OAED*, ESF.

*Institutional support*

*OAED*.

*Duration*

Unlimited.

GR-iv.3

### **Enterprise-level continuous training programme**

Continuous training and employment promotion programme with grants from the European Social Fund (ESF) and the European Regional Development Fund (ERDF).

#### *Aims*

- a) To improve the effectiveness of the training on offer by ensuring the high quality of the training programmes and teaching staff and establishing a link between training and the labour market.
- b) To develop a permanent system of continuous training which will be maintained beyond the end of the current programme (1999). This aim is to be achieved by creating continuous training structures which have good prospects within enterprises after 1999.
- c) To improve the vocational skills of workers in public- and private-sector enterprises, the underlying aim being to raise the productivity and strengthen the competitive position of Greek firms on European and international markets.

The enterprise-level programme consists of three parts which together reflect the above aims.

#### **Part 1: Creating continuous training structures**

Part 1 encompasses two areas:

Area 1: Creating the infrastructure required for continuous training

Area 2: Activities to promote the realisation of the enterprise-level programme

Duration: from 1994 to 1999.

#### **Part 2: Continuous employee training**

Part 2 encompasses four areas:

Area 1: Small firms

Area 2: Medium-sized firms

Area 3: Large firms

Area 4: Firms undergoing a restructuring process

Duration: from 1994 to 1999.

#### **Part 3: Training and employment promotion for the unemployed and workers threatened with redundancy**

Part 3 encompasses five areas, of which each is targeted towards a specific group of the unemployed.

Target groups of Part 3:

- young people aged less than 25 seeking to enter the labour market or who have so far been only provisionally integrated into the labour market,
- women particularly hard hit by unemployment, particularly those under 25,
- the unemployed aged over 25, including the long-term unemployed, but excluding marginalised social groups,
- the unemployed from areas suffering from high unemployment threatened by long-term unemployment due to the lack of employment opportunities in their region,
- workers under threat of unemployment due to planned lay-offs from firms in crisis.

Duration 1994 to 1999.



The enterprise-level programme "Continuous vocational training and employment promotion", which covers the period 1.1.1994 to 31.12.1999, encompasses a range of medium-term measures, with priority accorded to Objective no. 4 of the Community Support Plan for Greece. The maximum value of the support for this programme provided by the structural funds of the ESF and the ERDF amounts to ECU 756,000,000.

The support provided by the EU is distributed as follows:

ESF    ECU 730,900,000;

ERDF   ECU 25,100,000.

## Technical and vocational training

### *Aim*

To impart suitable technical and vocational knowledge to students through theoretical and practical training in order to facilitate their search for employment.

### *Contents*

Technical and vocational education in Greece is achieved through the main education structure, which consists of:

1. Technical Vocational Schools (*TES*)  
These offer two-year courses which contain theoretical and practical training in a given vocation.
2. Technical and Vocational Lykeia (*TEL*)  
Here the courses last for three years and include subjects of general education as well as subjects leading to specialisation and vocational orientation. The subjects taught in *TEL* cover all sectors of production in Greece.
3. Unified Multi-Branch Lykeia (*UM-BL*).  
These also offer a three-year course but they are a new type of Lykeia which combine general education with technical and vocational training.  
*UM-BLs* offer technical and applied education (both general and specific) as well as methodology for mastering the skills offered in its courses.  
They also provide the necessary knowledge which can respond to the need for the social and economic development of Greece. At the same time, this type of education can readjust to the constantly changing employment needs due to the increasing introduction of new technologies and innovation.

### *Financial resources*

State budget and ESF.

### *Institutional support*

Ministry of Education.

### *Duration*

Unlimited.

## **Institutes of Vocational Training (*IEK*)**

### *Aim*

To provide vocational alternatives to those who have finished Lykeia without acquiring vocational qualifications.

### *Legal basis*

Law 2009/92 on the "National System of Vocational Education and Training".

### *Contents*

The Institutes of Vocational Training constitute a new level in the Greek education system and cover the ground between Lykeia and tertiary education. In the Institutes people can obtain qualifications which are essential on the labour market and at the same time receive certificates which are recognised both nationally and by the EU.

Through the Institutes the opportunity is also given to those who are in employment and wish to obtain additional vocational qualifications or even to those who wish to change their vocation.

The Institutes offer basic training and specialisation in the following vocational sectors:

Computer Science, Natural Science, Commerce, Engineering, Chemistry and Materials, Economics, Administration, Health and Medicine, Car Mechanics, Environment, Electronics and Automation Control and Applied Arts. The period of training is between three and five semesters depending on the vocation chosen.

### *Financial resources*

Ministry of Education, ESF and fees paid by the trainees.

### *Institutional support*

Ministry of Education.

### *Duration*

Unlimited.

### *Effects*

The number of *IEK* has been expanding since 1992. They may be established by both private and public organisations (the *OEEK* has already established 78 *IEK*, for example, the *OAED* 28).

A total of 80 *IEK* are run by the private sector.

## 5. Job Creation

- GR-v.1 Grant for employers creating new jobs
- GR-v.2 Grant for young entrepreneurs (New Freelance Professionals)
- GR-v.3 Enterprise-level programme (*EP*) "Combating labour market exclusion"

GR-v.1

## Grant for employers creating new jobs

### Target group

Enterprises – excluding those in the public sector and a number of other categories – recruiting unemployed persons aged between 18 and 64; grant varies according to sex, educational level occupational area, etc., of person recruited.

### Legal basis

- Law 1262/82, § 29;
- Law 1836/89;
- Law 2434/96, Art. 6.

### Contents

The new programme differs considerably from its predecessors. Firstly, the emphasis is now on supporting those firms recruiting vocational school-leavers, whether from *OAED* establishments, Technical Vocational Schools (*TES*), Technical and Vocational Lykeia (*TEL*), Institutes for Vocational Training (*IEK*) or other institutions. A subsidy of between GRD 2,500 and 5,000 is available for such employees for a period of 12 months, followed by a further 4 months' employment without a subsidy. A special programme for women re-entering the labour market after a one-year break or entering it for the first time provides a daily grant of GRD 3,500 for a 12-month employment period.

In regions with a particularly high rate of unemployment the daily grant amounts to between GRD 2,000 and 5,500 for 12 months, followed by 4 months' unsubsidised employment. For the first time the programme now also offers the possibility of training for the unemployed persons recruited under the scheme. In order to be entitled to the grants the firm may not have reduced the size of their work force during the three months prior to application by the employer; furthermore, 50% of the unemployed persons must be taken on via the *OAED*.

### Financial resources

ESF and *OAED*.

### Duration

1997 only.

### Effects

(Source: *OAED* Employment Directorate)

Year	Number of beneficiaries	Expenditure (in GRD)
1994	30,858	16,619,841,700
1995*	30,442	16,404,072,700
1996*	17,805	16,863,831,000

\* Final figures for 1995 and 1996 not yet available.

GR-v.2

## **Grant for young entrepreneurs (New Freelance Professionals)**

### *Target group*

Unemployed persons aged between 18 and 64 receive support which varies according to the gender of the applicant and the region when they set up certain types of enterprises.

### *Legal basis*

- Law 1262/82, § 29;
- Law 1836/89, §§ 6, 7 and 8;
- Law 2434/96, Art. 6.

### *Contents*

The programme provides grants of between GRD 800,000 and 1,300,000 to unemployed persons aged 18-25 who set up a new enterprise with good growth prospects. Graduates of *KEK*, *IEK*, *AEI*, *SEK*, *TES*, Multi-Branch Lykeia or *OAED* Vocational Schools, subsidised persons and LTUs are entitled to the benefit. A subsidy of GRD 900,000 is also granted to unemployed women aged between 18 and 64 who are entering the labour market for the first time or who are to be re-integrated into the labour market after 12 months' unemployment. The long-term unemployed, recipients of unemployment, graduates and subsidised persons aged between 26 and 64 who set up other types of enterprises are entitled to a grant of GRD 1,000,000. Support of GRD 800,000 is available to non-LTUs aged between 18 and 25, and 26 and 64 who set up an enterprise not related to their own specialist area, whereas in regions suffering from high unemployment (unemployment clusters), unemployed persons aged between 18 and 64 who set up any type of enterprise receive a grant of GRD 1,200,000. Grants of GRD 1,400,000 are provided to all long-term unemployed persons or graduates of the above-mentioned establishments who set up an enterprise in their own specialist area. Persons who are laid off within the context of a mass dismissal or from enterprises with over 50 employees who wish to set up a new enterprise receive GRD 2,800,000 for a period of two years.

It is also to be noted that the new programme does not provide higher support levels for the manufacturing sector, as was the case in the past, as these are no longer considered effective. Preference in granting admission to the programme will be granted to those with a vocational qualification from an *OAED* training establishment, the Centres for Vocational Training or the Institutes for Vocational Training, to entrepreneurs seeking to set up an enterprise in remote agricultural areas, and to all those that have taken part in the above-mentioned special training programme. This measure constitutes an effort to combat structural unemployment.

The basic conditions for admission to the programme are as follows:

- the applicant must be unemployed;
- the family income of the applicant may not be in excess of GRD 7,000,000 (married) or 350,000,000 (single);
- the commercial or industrial premises must be suitable, and
- the applicant must devote his/her energies exclusively to this enterprise.

*Financial resources*

ESF;  
OAED.

*Duration*

One year (with the exception of unemployed persons made redundant by large enterprises, who receive a grant of up to GRD 2,800,000 for two years.)

*Effects*

(Source: OAED Employment Directorate)

Year	Number of beneficiaries	Expenditure (in GRD)
1994	8,966	6,300,000,000
1995	7,558	5,800,000,000
1996	3,996	3,800,000,000

GR-v.3

**Enterprise-level programme (EP) "Combating labour market exclusion"**

Under this programme ESF and ERDF support is provided within the framework of the Community Support Plan for structural measures in Greece (Objective 1).

Duration of the programme: from 1.1.1994 to 31.12.1999.

The maximum value of the funding provided for this programme by the ESF and ERDF amounts to ECU 246,000,000.

The origin of the Community aid is as follows:

ESF: ECU 236,000,000;

ERDF: ECU 10,000,000.

The national authority responsible for implementing the enterprise-level programme:  
Ministry of Labour and Social Security.

The aims of the enterprise-level programme are as follows:

- to counter the objective and subjective conditions, causes and mechanisms leading to exclusion from the labour market,
- to facilitate labour market access and occupational reintegration for those affected or threatened by labour market exclusion,
- to promote equality of opportunity, social cohesion and convergence,
- to fight discrimination and promote social solidarity,
- to ensure that the target groups make full use of their social and political rights and opportunities for social involvement,
- to develop skills, abilities and vocational qualifications,
- to promote job creation, and
- to reduce budget deficits.

The enterprise-level programme consists of the following five parts:

Part 1: "Labour market integration and reintegration of the disabled"

Part 1 encompasses the following areas:

1. training measures to prepare for employment,
2. training,
3. employment promotion – labour market integration,
4. accompanying measures.

Part 2: "Integration of returning emigrants"

The areas are the same as in Part 1.

Part 3: "Integration and reintegration of other social groups excluded from the labour market"

Part 3 encompasses the following areas:

1. Prisoners, ex-convicts, juvenile delinquents
2. Single parents
3. The population of remote mountain and island regions
4. Those with atypical cultural and religious characteristics
5. Drug addicts following treatment.



Part 4: "Joint infrastructure and public offices"

Part 4 encompasses the following areas:

1. Training and continuous qualification of teaching and managerial staff
2. Pilot projects
3. Sensibilisation – publicity – prevention
4. Joint infrastructure and equipment.

Part 5: "Implementation"

Part 5 encompasses the following areas:

1. Preparatory activities
2. Implementation studies and field studies
3. Other forms of spending for the implementation of the programme.

## 6. Special Categories of Workers

### *Women*

- GR-vi.1 Women
- GR-vi.2 Measures to promote the employment of women (NOW Programme)

### *Disabled*

- GR-vi.3 Grants for employers recruiting disabled people
- GR-vi.4 Support for disabled young entrepreneurs (New Freelance Professionals)

### *Migrants*

- GR-vi.5 Support for the reintegration of emigrants returning to Greece and naturalised immigrants

### *Miscellaneous*

- GR-vi.6 Support to firms employing drug addicts
- GR-vi.7 Support for firms employing discharged convicts
- GR-vi.8 Programme to support the recruitment by private enterprises of 5,000 university graduates, graduates of Vocational Schools, Technical and Vocational Lykeia and Technical Secondary Schools for work experience in various sectors
- GR-vi.9 Enterprise-support programme for unemployed and young entrepreneurs aged between 16 and 46 who have been trained under the Community EMPLOYMENT initiative, with a view to creating 872 jobs

GR-vi.1

## **Women**

### *Aim*

To balance women's participation in the labour market vis-à-vis men's participation and to reduce women's unemployment.

### *Legal basis*

- Law 1302/82 based on the ratification of International Convention 103/52.
- Law 1424/84 based on the ratification of International Convention 111/58.
- Law 1423/84 based on the ratification of International Convention 122/67.
- Law 1483/84 for the protection of workers with family duties.
- Law 1414/84 on the equality of the sexes.

### *Contents*

The programme includes measures for vocational guidance and training specially designed to be effective for specific women's target groups and to secure the entry of these groups in the labour market.

Such target groups are:

- women who wish to re-enter the labour market;
- young women who wish to enter the labour market for the first time;
- unmarried mothers;
- women residing in densely populated areas.

In addition, the programme seeks to adapt women to future vocations which new technologies will give rise to and thus to overcome the barriers which women's stereotyping has set up in order to confine women to a small segment of the labour market.

### *Institutional support*

General Secretariat of Equal Opportunities, *OAED*, *EOMMEX*, research centres, universities and non-profit-making organisations.

### *Financial resources*

State budget and European Social Fund.

GR-vi.2

**Measures to promote the employment of women (NOW Programme)**

Within the framework of the programmes for job creation and the promotion of young entrepreneurs there exist programmes specially tailored to the needs of women, offering easier conditions of access. A condition of entitlement to such programmes is, however, that women interested in the programmes have attended the appropriate NOW training programme. The aim of the programme was to offer support to a total of 200 women in 1994. In 50 cases this support involved a grant to the employer for employing women aged between 18 and 60 who have been recruited by firm or cooperatives founded by women within the framework of the NOW Programme. In 150 cases the support was made available to women to set up their own enterprise.

In the case of waged/salaried employment the grant amounted to a daily allowance of GRD 3,000, in the case of self-employment the value of the grant was 800,000.

Between July and the end of the Programme in December 1994 a total of 25 women were admitted to the programme to promote self-employment; the total support volume amounted to GRD 20,000,000. In view of its short duration the programme has been extended to 1995.

Bodies such as *INE (GSEE)*, *EOMMEX* and *ELPEKA* have contributed to the establishment of a database and regional employment networks for women in 10 of the 13 administrative regions. Various other public- and private-sector organisations also implement measures under the NOW Programme.

A programme has been developed for the year 1997 by virtue of Ministerial Resolution 33233 of 15/4/97. It concerns an employment subsidy (442 placements) for women who were trained within the framework of the NOW Programme during 1995 and 1996.

GR-vi.3

**Grants for employers recruiting disabled people**

*Target group*

Disabled people as defined by Laws 1648/86 and 2026/92, § 13.

*Legal basis*

Law 2224 /94.

*Contents*

The programme offers employers over a total period of 24 months a daily grant of GRD 5,000 (5,500 for women) for the first year in the case of employers new to the programme and GRD 4,000 for those in receipt of such grants in the past. During the second year the grant raises up to GRD 4,000 (4,500 for women).

Within the framework of a part-time employment programme, employers receive a daily subsidy of GRD 3,000 for a 24-months period when they recruit individuals belonging to certain social groups, former drug addicts and young ex-offenders.

In addition employers can receive support of up to GRD 300,000 if they provide a working environment tailored to the needs of disabled employees. In order to qualify for the programme the disabled persons must be unemployed on recruitment.

*Financial resources*

OAED.

*Duration*

Two years (a new programme begins with each year).

Effects (Source: OAED Office for the Rehabilitation of Special Social Groups)

Year	Number of beneficiaries
1994	444
1995	368
1996	419

GR-vi.4

**Support for disabled young entrepreneurs (New Freelance Professionals)***Target group*

Disabled people as defined by Law 1648/86, § 1 wishing to set up their own business.

*Legal basis*

- Law 1262/82;
- Law 1545/85;
- Law 1836/89, Art. 6, 7 and 8;
- Law 1892/90.

*Contents*

Disabled young entrepreneurs receive a grant of between GRD 1,200,000 and 1,900,000 if they set up their own business in manufacturing, trade or the service sector. The amount of the grant depends on the sex of the applicant and whether or not they belong to a group particularly affected by unemployment.

*Financial resources*

OAED.

*Duration*

So far the programme has been implemented on an annual basis.

*Effects*

(Source: OAED Office for the Rehabilitation of Special Social Groups)

Year	Number of beneficiaries
1995	29
1996*	30

\* Final figures for 1996 not yet available.

GR-vi.5

### **Support for the reintegration of emigrants returning to Greece and naturalised immigrants**

#### *Target group*

Greek citizens returning permanently to Greece to live and work, and immigrants of Greek origin on obtaining Greek citizenship.

#### *Legal basis*

Law 849/78, § 12.

#### *Content*

A one-off grant of between GRD 50,000 and 100,000, depending on family status, for Greek citizens settling in regions outside the administrative districts of Thessalonica and Athens, and a housing rent allowance of GRD 3,000 for single and 5,000 for married persons (provided they are tenants) for a period of two years after entering the country.

In the case of a married couple only one person is entitled to the aid. Admission to the programme is subject to the following conditions:

- for Greek nationals returning to Greece: a period of at least two years abroad;
- for immigrants of Greek nationality: the acquisition of Greek citizenship;
- applicants must be aged between 20 and 60; and
- must settle outside the regions mentioned above.

#### *Financial resources*

Public Investment Programme.

#### *Duration*

Unlimited.

#### *Effects*

(Source: OAED Employment Directorate)

Year	Number of beneficiaries	Expenditure (in GRD)
1994	127	11,173,500
1995	113	7,874,942
1996*	134	25,597,000

\* Final figures for 1996 not yet available.

GR-vi.6

**Grants to firms employing drug addicts**

*Target group*

Drug addicts.

*Legal basis*

Law 1262/82, § 29, as extended by § 8 of Law 1545/85 and amended by Law 1836/89.

*Contents*

Subsidies of GRD 5,000 (5,500 for women) daily in the first year of the programme for employers who are newcomers to the scheme; GRD 4,000 (4,500 for women) for employers who have received support in the past. All employers receive a daily subsidy of GRD 3,000 for 24 months for part-time employment.

Applicants will only be admitted to the programme if they have shown a clear intention to "help themselves". The programme for young entrepreneurs also provides grants of between GRD 1,200,000 and 1,800,000 to drug addicts.

*Financial resources*

OAED.

*Duration*

Two years.

*Effects*

(Source: OAED Office for the Rehabilitation of Special Social Groups)

Year	Number of beneficiaries
1995*	46
1996*	132

\* Final figures for 1995 and 1996 not yet available.



GR-vi.7

**Support for firms employing discharged convicts**

*Target group*

Discharged convicts aged between 18 and 65 and persons aged between 16 and 21 who have been in detention or remand.

*Contents*

The grants, financial resources, duration and legal basis are the same as in the previous programme (drug addicts).

Discharged convicts are also entitled to the same support for setting up a new enterprise as drug addicts (between GRD 1,200,000 and 1,800,000).

In both cases, employers may receive an additional grant of GRD 150,000 in order to support an addict or ex-convict in preparing for or adjusting to his/or working environment.

*Duration*

Two years.

*Effects*

(Source: *OAED* Office for the Rehabilitation of Special Social Groups)

Year	Job placements
1995*	8
1996*	45

\* Final figures for 1995 and 1996 not yet available.

GR-vi.8

**Programme to support the recruitment by private enterprises of 5,000 university graduates, graduates of Vocational Schools, Technical and Vocational Lykeia and Technical Secondary Schools for work experience in various sectors**

*Target group*

This scheme is open to private enterprises from all economic sectors, provided they submit an application with the required documentation to the *OAED* office nearest to the place of employment within two months of recruiting a person from one of the above categories.

*Legal basis*

Law 2434/96, § 7.

*Contents*

A daily subsidy of GRD 2,400 is provided for full-time employees for up to 25 days per month. The subsidy is granted for between 3 and 6 months.

The new recruits must be employed in one economic sector, which is appropriate to their training, for at least 3 months, given that the aim of the scheme is promote the acquisition of work experience.

*Financial support*

OAED.

*Duration*

The scheme will expire on 31.12.1997.

GR-vi.9

**Enterprise-support programme for unemployed and young entrepreneurs aged between 16 and 46 who have been trained under the Community Employment Initiative, with a view to creating 872 jobs**

*Contents*

The programme consists of the following elements:

1. "NOW 96" programme to support 442 jobs for between 1 and 8 months.
2. "HORIZON 96" programme to support 171 jobs for between 1 and 9 months.
3. "YOUTHSTART 96" programme to support 259 jobs for between 1 and 5 months.

The subsidy for the above programmes amounts to GRD 5,000 per day for full-time employees or GRD 125,000 per month for every month of activity of an enterprise run by a young entrepreneur.

*1. Support for private enterprises with a view to job creation*

Enterprises eligible for support:

This programme provides support for private-sector enterprises, public and community enterprises, cooperatives, associations and organisations to employ unemployed persons who have successfully attended a recognised vocational training centre under the Community Employment Initiative.

*Duration of the scheme*

The scheme will expire on 31.12.1997.

*2. Support for young entrepreneurs*

Unemployed persons who have successfully attended a recognised vocational training centre under the Community Employment Initiative and who wish to start a small business in order to avoid unemployment may receive a monthly grant of GRD 125,000 from the *OAED* for every month their business is in operation:

1. Up to GRD 1,000,000 per person for the NOW 96 programme (for 8 months' operation).
2. Up to GRD 1,125,000 per person for the HORIZON 96 programme (for 9 months' operation).
3. Up to GRD 625,000 per person for the YOUTHSTART 96 programme (for 5 months' operation).

*3. Support for companies*

Young entrepreneurs who have successfully completed training at a vocational training centre under a Community initiative and start a company such as a general partnership, limited partnership, limited liability company or a non-profit-making cooperative or civil-law company may also receive funding through the relevant programmes.

7. Other Measures

GR-vii.1 The "EURES" Network

GR-vii.1

**The "EURES" Network**

The *OAED* is, along with all the government departments active in the employment field in the Member States of the European Union, linked up to the "EURES" Network, the aim of which is to facilitate the cooperation between such departments and to mobilise them for employment in other EU countries. This network offers all those interested in taking up employment in the EU:

- an exchange of information regarding supply and demand on the labour market,
- advice and orientation,
- information on working conditions and educational and training opportunities in the EU Member States, and
- on-line communication with the help of specially trained personnel – "Euro-advisers" – in order to render the work of the network more effective.

# CHAPTER IV      INFORMATION AND RESEARCH

The basic sources of statistical data are the "National Statistics Office" (*ESYE*) and the "National Organisation for Labour Market Policy" (*OAED*).

The *ESYE* collates data by means of the following surveys and censuses:

- a) labour force survey;
- b) industry, craft and trade census;
- c) statistical surveys in industry;
- d) surveys of wage- and salary-earners in industry and crafts;
- e) surveys of the earnings of wage- and salary-earners:
  - 1. retail trade;
  - 2. mining and quarrying;
- f) wage-cost surveys;
- g) surveys of agricultural and livestock structures;
- h) census of the population;
- i) survey of continuous training;
- j) survey of income structures;
- k) income tables;
- l) living conditions, surveys of family incomes.

The *OAED* is responsible for collating the data on registered unemployment.

The *ESYE* is responsible for evaluating the data on registered unemployment.

Within the framework of the technical support programmes financed by the ESF the Ministry of Labour and Social Security and the *OAED* conduct numerous research projects covering the labour market, vocational training and the dynamics of sectoral and regional economic activity.

## **List of National Employment Observatory (*PIEKA*) publications**

### *Benchmark statistics on employment and unemployment in Greece*

A collection of tables and figures providing details of labour market trends in recent years. This publication describes the development of essential labour market indicators on the basis of detailed tables and figures presenting data on the population, human resources, employees and unemployed in absolute and proportionate terms. The data are classified by region and economic sector. The structure of the labour market is presented in detailed graphical form by gender, age, educational level and occupation, as are other particularly interesting parameters such as long-term unemployment. The publication draws on data provided by *ESYE* and EUROSTAT.

### *Regional indicators for employment and unemployment in each region of Greece*

The publications present the most important labour market indicators for each region of Greece. They contain data on the share of human resources, on employment, unemployment and long-term unemployment. In addition, the development of these regional indicators in recent years is shown in tabular and graphical form. Data on the labour market situation in the regions are classified by economic sector, educational level, gender and age.

### *National indicators for employment and unemployment*

A presentation of primary labour market indicators at national level. The publication contains data on the share of human resources, on employment, unemployment and long-term unemployment. The nationwide development of the indicators in recent years is presented in tabular and graphical form. The data are classified according to economic sector, educational level, gender and age.

### *Registered unemployment, OAED 1993-1996*

This publication contains evaluations of the data collected by the *OAED* from the various employment offices throughout the country. It presents tables and figures illustrating the essential data for each month of the period in question. The information is stored in a database by region and month and thus, in addition to providing a monthly status report, also illustrates trends concerning the employment and unemployment rates registered by the *OAED*.

### **"Ergasia" (Employment) magazine (in cooperation with the OAED)**

- Issue 1: The dangerous increase in the unemployment rate
- Issue 2: Industrial areas in crisis
- Issue 3: Youth employment/unemployment
- Issue 4: Measures to combat unemployment
- Issue 5: The social effects of unemployment
- Issue 6: Employment and globalisation
- Issue 7: *OAED* policies to combat unemployment
- Issue 8: Industrial restructuring and employment in industry
- Issue 9: The European Trust Alliance for Employment
- Issue 10: Benchmark labour market statistics

### ***EPA working papers (PIEKA)***

#### *Integrated Information System for Labour Market Analysis (OSPAAE)*

This information system contains the data used in *PIEKA*'s day-to-day research work and thus represents the body's main working tool. The system consists of a UNIX computer, a local network server, numerous personal computers linked to the local network and special computers to ensure the proper functioning of the system. The network has a direct link to the central *OAED* computer system. The enormous ORACLE database installed in the UNIX system is used to administer the data. The system offers tools for developing windows applications, but also ready-made applications which can be used to retrieve and process data, e.g. SAS, SQL\*Windows and MS-Office. In addition, a geographical information system (GIS) can be used to represent findings geographically on a map of Greece. The following studies are stored in the system: "*ESYE* study on human resources" (1987-1994), "*OAED* registered unemployment" (1991-1993), "*OAED* benefits" (1994) and "*The Labour Inspectorate*" (1993-1994).

#### *Quantitative regional indicators for the employment crisis in industry (1989-1992)*

This paper presents two indicators for investigating the employment crisis in industry at regional level. On the basis of the first indicator, the following administrative districts were shown to have acute employment problems in industry: Viotia, Pella, Evvia, Achaia, Drama, Imathia, rural Attica, Kozani and the Athens area. The second indicator showed employment problems in industry in the following administrative districts: *Viotia, Achaia, rural Attica, Evvia, Pella, Imathia, the Athens area,*

*Thessalonica, Magnisia and Drama.* The paper draws on data from *ESYE's* annual studies on industry and was commissioned by the Ministries of the Economy, Labour and Social Security, and Industry.

#### *Quantitative indicators for specific training needs at regional level*

This paper represents a first quantitative estimate of skill needs at regional level. It is based on a study of labour supply and demand and, more specifically, on the structure of the labour market as regards education and vocational training. In order to study the supply of labour, an indicator was calculated which shows the relative share of members of particular occupational groups among the unemployed. This indicator incorporates educational levels in relation to training and unemployment. In order to determine the demand for particular skills, an "indicator for the relative share among the employed" was used to calculate the share of persons trained in a particular occupation who are actually in employment. By combining these two indicators it was possible to calculate for which occupations further training programmes might sensibly be developed. The study was carried out on request of the Ministry of Labour and Social Security for the purpose of planning further training programmes.

#### *Determinants for employment in the manufacturing industry*

In this study employment trends in industry are analysed on the basis of four components: the capital accumulation rate, the degree of utilisation of productive capacity, the capital-labour replacement rate and working hours. It is shown that the *replacement of labour by technology* has been a constant factor in the decline of industrial employment since 1984. Another primary cause of reduced employment is the *increase in working hours* in recent years. The *changes in the degree of utilisation of productive capacity* had positive employment effects between 1985 and 1990, but negative effects between 1991 and 1994. *Investment in technology* initially had a stable positive effect on employment figures, but this impact weakened considerably during the 1990s. Finally, the study presents a project for developing a statistical model which will systematically take account of other determinants for employment in industry.

#### *Training proposals for the Lavrio area: results of data on private investments approved under the Growth Act*

This paper presents the method used to identify skill needs in the Lavrio area, which is particularly hard hit by unemployment. It is based on an analysis of the jobs which will be created by investment projects already approved under the Growth Act. The paper was prepared within the framework of a *PIEKA* study commissioned by the Ministry of Labour and Social Security to determine which skills are needed in regions with a particularly high rate of unemployment.

#### *Notes on and proposals for the reform and improvement of OAED statistical data on employment and unemployment*

This report presents initial observations and notes on the method used by the *OAED* to collect employment/unemployment data and on the content of the data. It discusses the need for a comprehensive reform of the system and makes proposals concerning new methodological approaches to data compilation and content. The report emphasises the importance of the *OAED* figures as basic data for describing and analysing the labour market. Although they only cover one segment of the market (the private sector), they can be regarded as reliable material on registered



unemployment – in contrast to most other sources of information, which do not provide a transparent description of the situation and are not representative.

*Thematic aspects of labour market analysis on the basis of PIEKA's Integrated Information System – a proposal for the NEDIPA Committee*

The thematic aspects of labour market analysis to be covered by the Integrated Information System were planned in the context of a proposal made to the Committee for Implementing the New Structural Policy for Combating Unemployment and Increasing Employment (*NEDIPA*). This proposal incorporated a presentation of the structure of the information system, which consists of seven thematic aspects of labour market analysis. The system is designed to satisfy the information needs of every potential user concerning labour market issues. The prerequisite for access is a regional information network linked to *PIEKA*'s central information system. The proposal was submitted to the *NEDIPA* Committee on 13.3.1996 and included a computer representation of the content of the seven themes.

*The restructuring of production as a parameter for the Integrated Information System for Labour Market Analysis*

This paper investigates the Integrated Information System from the perspective of changes in the production system and the consequences which will ensue for the labour market. A methodology for studying and analysing questions of restructuring and for identifying affected regions is presented. The paper was prepared for presentation to the Committee for Implementing the New Structural Policy for Combating Unemployment and Increasing Employment (*NEDIPA*).

*The social effects of unemployment*

Taking the difficulty of defining the term "unemployment" as its point of departure, this paper investigates the personal problems and the social effects ensuing from unemployment. Personal problems include lack of income and social status during the period of unemployment and subsequently, the general process of impoverishment and marginalisation, psychological problems, social exclusion and anomie. The social consequences of unemployment include increased competition at the social level, poverty, a high degree of social and financial inequality, and structural breakdown. The effects of high and entrenched unemployment on social development are also investigated. This theoretical paper was prepared within the framework of the theme "Social effects of unemployment" covered in Issue 5 of the "*Ergasia*" (Employment) magazine. A corresponding experimental questionnaire was also developed and distributed among selected groups of the unemployed.

*Proposal for developing a methodology for labour market forecasting*

This proposal was presented to the European Commission with a view to gaining funding under the LEONARDO programme. It describes *PIEKA*'s theoretical and methodological approach to creating a model for labour market forecasting based on the educational and training structure of the Greek labour market. The model can be used for short-term forecasting of the basic labour market parameters in order that training programmes and labour market policy may be planned more efficiently. *PIEKA* is cooperating in the creation of this forecasting model with the most important European research institutes working in the field: the Institute of Employment Research (University of Warwick, Great Britain); the Research Centre for Education and the Labour Market

(University of Limburg, the Netherlands); and the Economic and Social Research Institute (Ireland).

#### *Labour market segmentation*

This paper investigates the extent to which the Greek labour market is either a single entity or a number of individual markets. Using a multiple correlation analysis and ESYE's data on human resources, the question is analysed for the whole country and at regional level at two periods in time. The study shows that the Greek labour market began to split into a primary and a secondary market in 1987. In 1994 this phenomenon became clearly discernible both for the country as a whole and for the regions. The segmentation of the labour market began earlier in the Attica region than in other regions. The multiple correlation analysis was also used to investigate to what extent people are integrated into the labour market in accordance with their actual level of education. The conclusions of the analysis show that certain groups of the population have stronger or weaker prospects depending on their level of education. At the same time, the analysis shows the existing imbalances between the education system and the labour market.

#### *Industrial areas in crisis*

This working paper looks at regions in which de-industrialisation has resulted in a particularly high rate of unemployment and the breakdown of the social network. The development of growth profiles, the sectoral composition of employment (emphasising the development of the manufacturing industry by sector) and the quantitative and qualitative emergence of unemployment among workers in the individual sectors of the manufacturing industry are shown. The study draws on the following statistical sources: ESYE's most recent censuses, surveys of industry and crafts, and annual studies on industry; OAED data on employment and unemployment.

#### *Study on the effects of the demographic characteristics of persons of working age on their relative share among the employed*

This paper investigates the influence of demographic variables on the employment of individuals. The study uses a stochastic correlation model to calculate the probability of employment according to gender, age, family circumstances and educational level of persons of working age. Conclusions are drawn from this model about the weight of influence of these characteristics, i.e. to what extent the four characteristics, in interaction with each other, influence employment participation.

#### ***Publications on the Community initiative ADAPT***

##### *ADAPT-Info*

A quarterly magazine describing the latest developments in the Community initiative ADAPT and the effects of the initiative for Greece and Europe. Four issues to date in Greek and English.

##### *Compendium*

A handbook containing information about the bodies funded under the Community initiative ADAPT. In Greek and English.

## Appendix 1: Abbreviations

AEI	Tertiary Education, University
AK	Civil Code
ASE	Supreme Council of Labour
ASEP	Supreme Council for the Selection of Civil Service Personnel
BD	Royal Decree
CDSA	Steering Committee for Social Affairs
EC	European Community
EDE	Administrative Committee for Vocational Training
EEDE	Greek Association for Business Administration
EEEE	Greek Association for Organisational Research
EESE	Confederation of Greek Trade Associations
EFEE	Greek National Student Union
EKEP	National Centre for Vocational Orientation
EKLA	Special Unemployment Fund
ELC	Committee for Employment and Labour Market Affairs
EL.IN.Y.A.E.	Greek Institute for Health and Safety at Work
ELKEPA	Greek Productivity Centre
ELPEKE	Special Fund for Vocational Further Training Programmes
EOMMEX	Greek Organisation of Small and Medium-sized Industrial and Craft Enterprises
EP	Enterprise-level programme
EPA	National Employment Observatory
ERDF	European Regional Development Fund
ESEKA	National Council for Vocational Training and Employment
ESF	European Social Fund
ESYE	National Statistics Office
EU	European Union
GESEBE	General Greek Confederation of Craft Producers
GSEE	Greek Trade Union Confederation
IEK	Institute of Vocational Training
IKA	Social Security Office
ILO	International Labour Organisation
INE	Labour Institute
KEDKE	Central Association of Greek Cities and Local Authorities
KEK	Vocational Training Centre
KEPE	Centre for Planning and Economic Research
LAEK	Fund for Employment and Vocational Training
ND	Legislative Decree
NEDIPA	Committee for Implementing the New Structural Policy for Combating Unemployment and Increasing Employment
NEEKA	Prefectural Committee for Vocational Training and Employment

OAED	National Organisation for Labour Market Policy
OECD	Organisation for Economic Cooperation and Development
OEK	Office for Vocational Further Training
OSPAAE	Integrated Information System for Labour Market Analysis
PASEGES	Panhellenic Confederation of Associations of Agricultural Cooperatives
PD	Presidential Decree
PDE	Regional Administrative Committee
PEEKA	Regional Committee for Vocational Training and Employment
PIEKA	Research Institute for Vocational Training and Employment
SEB	Confederation of Greek Industry
SEK	Continuing Vocational Training
SELETE	Training College for Vocational School Teachers
SPE	Nationwide Integrated Information System for Labour Market Analysis
SYAE	Council for Health and Safety at Work
TEI	Vocational School
TEL	Technical and Vocational Lykeia
TES	Technical Vocational School
UM-BL	Unified Multi-Branch Lykeia

## Appendix 2: National Correspondents

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