

DOCUMENT

MISEP MUTUAL INFORMATION SYSTEM ON EMPLOYMENT POLICIES

GREECE
Basic Information Report



**COMMISSION
OF THE EUROPEAN COMMUNITIES**

This document has been prepared for use within the Commission. It does not necessarily represent the Commission's official position.

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M.I.S.E.P.

- Mutual Information System on Employment Policies -

GREECE

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MISEP

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

The system operates with a network of correspondent from the departments responsible for employment policy in the Member States and a centralised secretariat under the overall responsibility of the Commission.

It was set up by the Commission in response to the desire expressed by Member States' delegations in the Council to be mutually informed on developments in national employment policy measures and structure. The objective of the system is defined as "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. All these reports follow the same structure and contain the same basic information which is essential to an understanding of the way employment policy is conceived and operated.

The material contained in the Basic Information Reports has been provided by the national correspondents and is correct as at 1 March 1983. It is intended as a guide and an explanation of national policy measures in force at that date and is not as a substitute for the corresponding legal texts. It is designed to describe the policies and practice in Member States without value judgements either on the part of the Commission or the national correspondents.

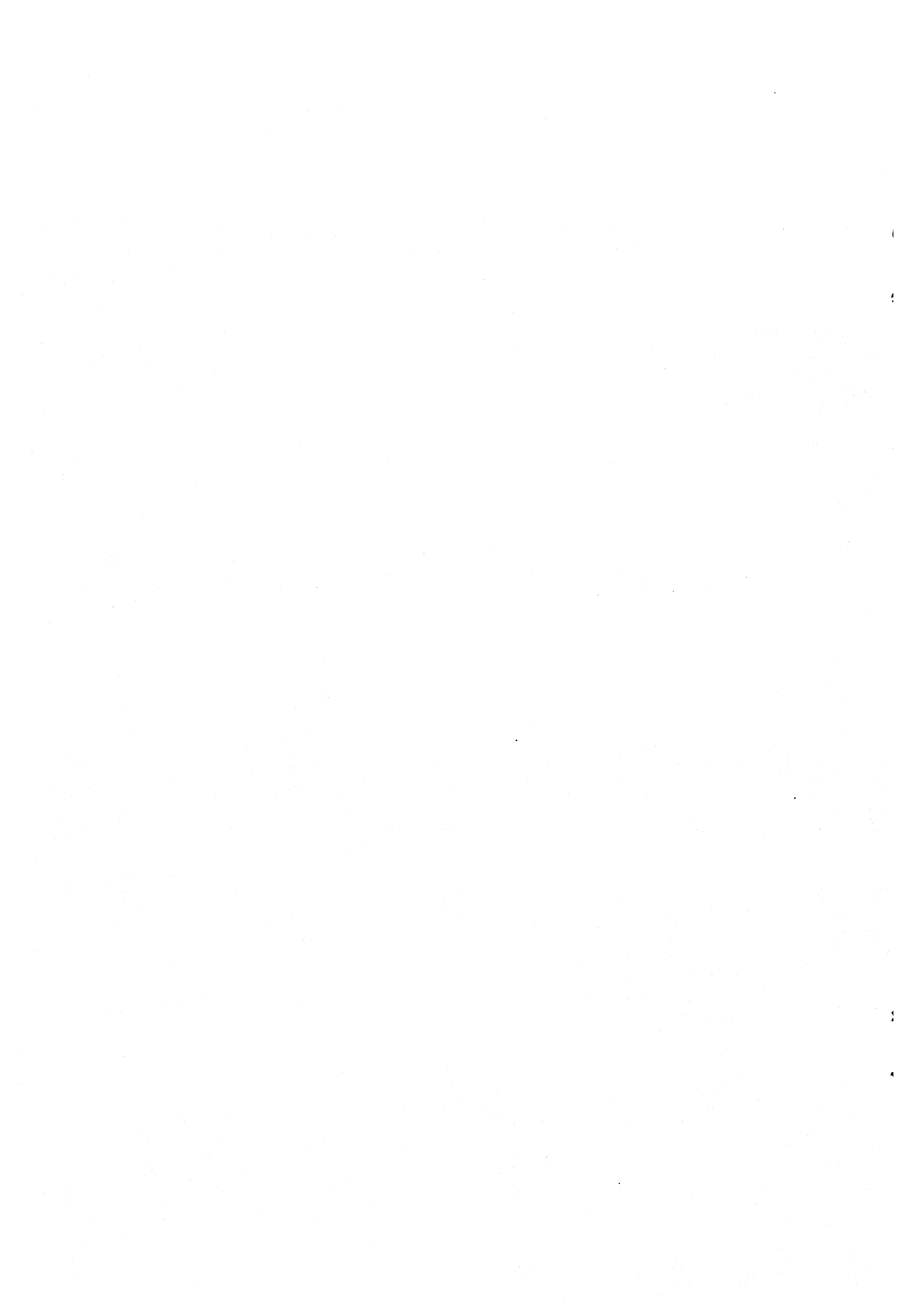
While these reports will be updated periodically, further information and regular updating of measures are published in "InforMISEP", and reproduced in "Social Europe".

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Chapter I : INSTITUTIONS

The struggle against unemployment is a priority in the planning of the State's investments.

The general policy of the country is furthermore much concerned with the conditions of work and the re-organisation of the services responsible for employment.

It should be noted that, over the last thirty years, Greece has achieved substantial economic growth. This has, however, been characterised by distinct regional disparities. The unequal and unbalanced development, which is also reflected in the provision of social services, led to the exodus of the population from the rural areas to the large urban centres and to emigration.

With this in mind, the new government is striving through its policies to make an equitable contribution to regional development and a positive impact on the problem of employment disparity.

Employment services have a basic role in this effort. Following a recent decision, they have been reorganised, with the scope to work effectively to achieve their targets.

The following institutions and public bodies are directly involved in employment policy in Greece:

- The Ministry of Labour
- The National Manpower Employment Organisation (OAED)
- Ergatiki Hestia, which is responsible for
 - o the cultural and social improvement of employees and pensioners
 - o the development of group organisations and activities for employees
- Ergatiki Katikia, which builds houses to give to workers which they pay off on very favourable conditions.

Only the first two are described in detail in this report.

MINISTRY OF LABOUR

1.1. Legal status and constitutional competence

The Ministry of Labour (N.D.175/73, art. 11) is responsible for governmental 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 in work places
- trade unionism.

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.

1.2. Decision-making bodies

Law 1266/82 established a special governmental council (KYSYM) for planning and coordinating the requisite application of governmental programmes in the field of economic policy. It consists of the Prime Minister, as chairman, the ministers responsible for economics and finance, the directors-general of the banks and other economists.

The same law also set up a committee on wages and salaries consisting of the ministers of economics, agriculture, commerce and labour.

The decisions of these bodies, dealing with employment are implemented by the Ministry of Labour through its central services and organisations, which suggest what practical measures should be taken.

The five year programme for economic and social development (1983-87) is now (for the first time) being decided upon by various regional level economic, social and trade union committees.

The Minister of Labour has also to hand an advisory council called the Supreme Council of Employment - ASE. This deals with all subjects related to social and employment policy notably the extension of the duration of collective bargains, the validity of certain collective agreements, wage-earners' working hours and matters concerning the opening hours of shops including their working on Sundays and holidays.

ASE is composed of the secretary general of the ministry of labour, a special adviser to the minister of labour, two directors of the ministry of labour, one director of the ministry of national economy, two representatives of the unions of employers and two of the trade unions. (B.D. 459/65).

1.3. Organisation chart (see page 4)

1.4. Number of personnel (1982)

Total staff	708	
of which civil servants		660
Educational standard of staff		
- University trained higher and medium		349
- Professional education		21
- Post-graduates		12
- Special advisors on EEC matters with post-graduate studies		6

1.5. Operational budget

1982 budget figures (drachmas)

Total for the Ministry of Labour 1.200.000.000

- Staff 408.653.000

- Subsidies for wages of workers
of subfunctioning enterprises 400.000.000

- Other subsidies (handicapped,
young people) 283.000.000

N.B. The total budget of the National
Manpower Employment Organisation is 24.610.000.000

1.3. Organisation chart of the Ministry of Labour (P.O. 1156/77)

MINISTER OF LABOUR Advisers to the Minister

SECRETARY GENERAL Legal Service

Officer for Financial Affairs

Directorate for Working Conditions

- Dpt for individual employment contracts
- Dpt for limits of working time
- Dpt for the internal regulations of enterprises

Directorate for Collective Agreements/ Disputes

- Dpt for collective bargaining
- Dpt for collective disputes
- Dpt for administrative arrangements
- Dpt for tripartite collaboration

Directorate for Vocational Training

- Dpt for vocational guidance and training
- Dpt for educational policy

Directorate for Employment Policy

- Dpt for labour market research
- Dpt for mobility
- Dpt for migration
- Dpt for employment and social security

Directorate for Additional Provisions for workers

- Dpt for housing loans
- Dpt for cultural policy
- Dpt for assistance to Greek workers in foreign countries

Directorate for Education

Directorate for Personnel

Directorate for Supervision of Organisation

Directorate for International Relations

- Department for ILO
- Department for Relations with all other international organisations

Directorate for E.E.C. Relations:

- Department for Employment
- Department for Working Conditions
- Department for the European Social Fund

- Regional Offices

Centre for Occupational Safety and Health
(K.Y.A.E.)

1.6. Cooperation and coordinated activities

Because the implementation of governmental employment policy is a complicated issue, the Ministry of Labour has to work closely with the other ministries and especially those of Social Affairs and Education.

It is also in close contact with private and public organisations running training and educational programmes such as the Greek Productivity Centre (ELKEPA), the Greek Society for Business Administration (EEDE) and the Greek Society for Operations Research (EEEE).

It is in contact with trade unions and employer groupings (SEB, GESEE etc.).

Since the entry of Greece into the European Community and because the Ministry is responsible for the European Social Fund, it consults all groups interested and supervises the financing of the programmes adopted.

1.7. International contacts

Directorate for E.E.C. relations

This service intercedes whenever matters pertinent to the E.E.C. occur in the Ministry of Labour. For instance :

- it takes care of the implementations of the E.E.C. regulations, etc. connected with employment;
- it watches over the coordination of the Greek legal framework of labour with the E.E.C. legal provisions;
- it coordinates the preparation of the application of the principle of "equal opportunities for men and women";
- it participates in the preparation of all topics that are to be discussed in E.E.C. meetings (Standing Committee on Employment, group of Directors-General for Employment, etc.);
- it participates in the European Social Fund Committee (advisory and technical committees for the freedom of movement for workers, etc.), in the Committee for Equal Opportunities for Men and Women and in MISEP;
- it participates in specialised working parties and tripartite bodies; and, most important of all, it is responsible for the European Social Fund (submitting applications, financial supervision ...).

Directorate of International Affairs

This directorate is divided into two departments:

A. The one deals only with the ILO :

- the annual labour conference
- participation in meetings on special topics and reporting their conclusions to the proper 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.

B. The other department is responsible for all the other international organisations:

O.E.C.D.

- Participation in the preparation of conferences or meetings of Ministers of Social Affairs (Labour)
- Participation in the Committee of Directors 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 Committee of Directors of Social Affairs (CDSA).

Bilateral contacts

Bilateral contracts which are very common for the Ministry are made by the appropriate directorate, through that of international affairs.

Foreign labour

The special department for migration of the directorate for employment policy is responsible for emigration and immigration. It is the service which decides on the admission of migrant workers to the labour market by granting work permits.

According to Art. 13 of law N.4310/29, foreign workers are forbidden employment before having a work permit. This permit is only granted after checking whether there are no Greek candidates available for the job in question.

THE NATIONAL MANPOWER EMPLOYMENT ORGANISATION (OAED)

1.1. Legal status and constitutional competence

The National Manpower Employment Organisation is the main instrument for achieving the goals (see under Ministry of Labour 1.1.) of employment policy. It:

- a) matches the supply of and demand for labour with the aim of improving the functioning of the labour market and promoting an optimum integration of man with work
- b) undertakes vocational guidance and training in its various training centres
- c) supervises the apprenticeship system as well as the training of adults (intensive and alternative training programmes)
- d) is responsible for paying family allowances and unemployment benefits
- e) finances seasonal enterprises to continue their activities during periods of slack business
- f) partly finances certain social security allowances such as birth benefits.

1.2. Decision-making bodies

OAED is administered by a Board of Directors with its governor as chairman. It consists of representatives of employers (3), of employees (3), of the Ministry of National Economy (1), and of the Ministry of Labour (1). In line with its main goals of matching labour supply and demand and overcoming disparities in the labour market, OAED has established new employment offices. Their function is three-fold

- a. to maintain close relationships with employers through frequent visits to enterprises to discuss problems and inform them of employment-related subjects such as financing new hirings and the employment of the handicapped.
- b. to try to find vacancies and to post the appropriate job-seeker to it.
- c. to carry through consultation and make proposals for the disadvantaged experiencing problems in finding a job, e.g. unskilled workers.

The staff of these offices is well trained in placement and providing information on vocational guidance and professional openings on the labour market.

1.3. Organisation chart

OAED has special directorates for:

1. Vocational guidance
2. Apprenticeship
3. Vocational training for adults
4. Teaching programmes and methods
5. Employment
6. Social security

1.4. Number of personnel

Total OAED staff	2.864
of whom	
- full-time teaching staff	324
- part-time teaching staff	900
Educational standard of staff	
- university trained higher and medium	468
- vocational education	1.195
- others	270

1.5. Operational budget

The total 1982 operating budget amounted to **24.609.218.000**
with **20.887.470.000**

being contributions of employers

(4,3% to 5,3%)

and employees (2%)

The main items of expenditure are :

Staff **3.187.482.000**

All types of benefits **17.969.300.000**

this including:

 new placements **400.000.000**

 handicapped **100.000.000**

 building workers **800.000.000**

Vocational training centres **1.027.300.000**

Chapter II : PROCEDURES

Trade union organisations

Article 12 of the Constitution recognises and protects the right of formation of unions and associations. Furthermore, article 23 of the Constitution, referring to trade union freedom, establishes and secures the rights to strike. B.D. 4204/61 (royal order) and N.D. 4205/61, ratified International Labour Conventions No 87 and 98 concerning these rights.

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

Trade unions are hierarchically organised at three levels:

The first degree (level) unions consist mainly of associations. Associations may be formed by workers either of one enterprise or of the same occupation, locally or nationally. There are also a few associations of a general character, constituted by workers of the same economic sector, independent of the enterprise they belong to or the particular occupation they have.

Second degree unions consist of "worker centres" and of federations. Worker centres are formed by several associations of the same region while federations are formed by associations of the same sector of activity.

Third level unions are federations of worker centres or of federations. They are national in character.

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

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

National associations may conclude collective agreements. An association of one enterprise may conclude special collective agreements.

Confederations are those bodies which conclude national collective agreements.

There are currently some 3500 associations, 120 federations, and 108 working centres representing a total trade union membership of somewhat more than half a million workers. The national confederation is the Greek Trade Union Confederation: GESEE (Geniki Sinomospondia Ergaton Elados).

Employer organisations

Employers' organisations, like trade unions, require a court decision and a 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.

SEV, the Federation of Greek Industrialists, is the largest Greek employer grouping and one of the largest existing in Europe. It is simultaneously an employers union and a federation of some 350 enterprises and 20 local or branch organisations. Working groups exist to study, in collaboration with the Federation's research service, industry, labour-management relations, etc. The Federation 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.

There are also other employer unions for different fields of business, such as the Union of Enterprises, the Union of the Self-employed and Craftsmen, the Union of Merchants and the Union of Ship owners.

Collective bargaining

Collective agreements are always made between unions of employers, on the one hand, and trade unions of employees on the other. The collective agreement is submitted to the ministry of labour for verification; this means that the directorate for collective bargaining check the legality of the text. When proved to be lawful, it is sent for publication to the Official Gazette. Otherwise it is returned to the parties with remarks on mistakes made. If a new text is again submitted which has taken the remarks into consideration, the Ministry of Labour sends it for publication in the Official Gazette. If the parties insist on the text of their first agreement and do not follow the instructions of the Ministry of Labour, they can submit their text to the competent court secretary. This submission is considered to be a publication, from which time the collective agreement comes into force. The Ministry of Labour also accepts it as such.

If an agreement between employers and employees is not reached, the above mentioned directorate mediates to find a mutually acceptable solution.

If an agreement is still not forthcoming, then the case is submitted to the special judiciary body for arbitration.

Chapter III : LEGAL FRAMEWORK

Employment

By its articles 22 and 23 the Greek Constitution establishes the basic principles for employment. "Employment is a right protected by the state. The state takes care of the proper conditions of employment of all citizens ... Each worker, male or female, has the right of equal wage or salary for equal work."

"The state takes the proper measures for the protection of trade unionism and the unobstructed practice of the relevant rights."

A special chapter in the Civil Code on employment (Art. 648-680) forms the main legal framework for labour relations.

There is also a special procedure followed by the courts in judging labour disputes, set up by art. 663-676 of the Greek Civil Procedure Code.

Other special laws regulate different issues such as :

- + N.3239/55 (N = law) for collective agreements
- + N.1264/82 for trade unionism
- + B.D.748/66 (royal order) for holidays
- + A.N.539/1945 (obligatory law) for vacations
- + N.2112/1920 for compensation for dismissal
- + N.3198/55 for procedure for dismissals
- + N.3514/28 for the protection of workers in military service.

Special standards regulate the employment of seamen, which is the responsibility of the Ministry of the Merchant Navy. Persons working mainly in transportation are the responsibility of the Ministry of Transportation. Working conditions, etc., are decided upon with the cooperation of the Ministry of Labour.

Labour law is not applicable to public servants.

Hiring

There are no special conditions for hiring a worker. The employer has freedom of choice. He only has to announce this hiring to OAED from whose competent service he has to take a so-called "hiring card".

The law (L 1346/83) does not allow the creation of private employment services.

Dismissals

1. According to the provisions of the Civil Code, a labour contract concluded for a definite period is terminated at the end of this period. If the definite period contract is renewed several times it is considered as an indefinite period contract.
2. The following conditions are needed (L 3198/55, article 8) for an indefinite period labour contract:
 - a. a written notice to the employee
 - b. payment of the proper compensation according to the provisions of L2112/20 for white-collar workers and B.D. 16/18.7.1920 for blue-collar workers.
 - c. notice to OAED and the employment office on the dismissals.If the first two conditions are not fulfilled, the dismissal is invalid.
Dismissals are not subject to court control.

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 labour administration. Unemployed persons who are seeking full-time employment are included in the unemployment statistics.

Unemployed persons seeking part-time work through the labour administration are included in the unemployment statistics.

Young persons seeking an industrial training placement through the employment office are not included in the unemployment figures.

Unemployed persons seeking permanent employment are included in the figures.

Unemployed persons seeking only temporary work are included in the registered unemployment figures. There is no minimum duration laid down.

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

If persons seeking their first job, e.g. young persons, register at the employment office, they are included in the figures.

If persons return to work after a period without employment (e.g. housewives) and register for employment with the labour administration they are included in the registered unemployed count.

Employable disabled persons may be included in the registered unemployed.

Students/schoolchildren seeking temporary work (vacation work) are not included in the figures.

Retirement pensioners are not included in the unemployment statistics, but persons in receipt of other pensions may be.

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

During temporary inability to 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.

Unemployed persons who participate in State work creation schemes are not included in the registered unemployment statistics.

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 three years. The duration of benefit depends on the number of days worked. For workers who have worked for at least 180 working days it is five months, for 150 working days it is three months and for 125 working days it is two months.

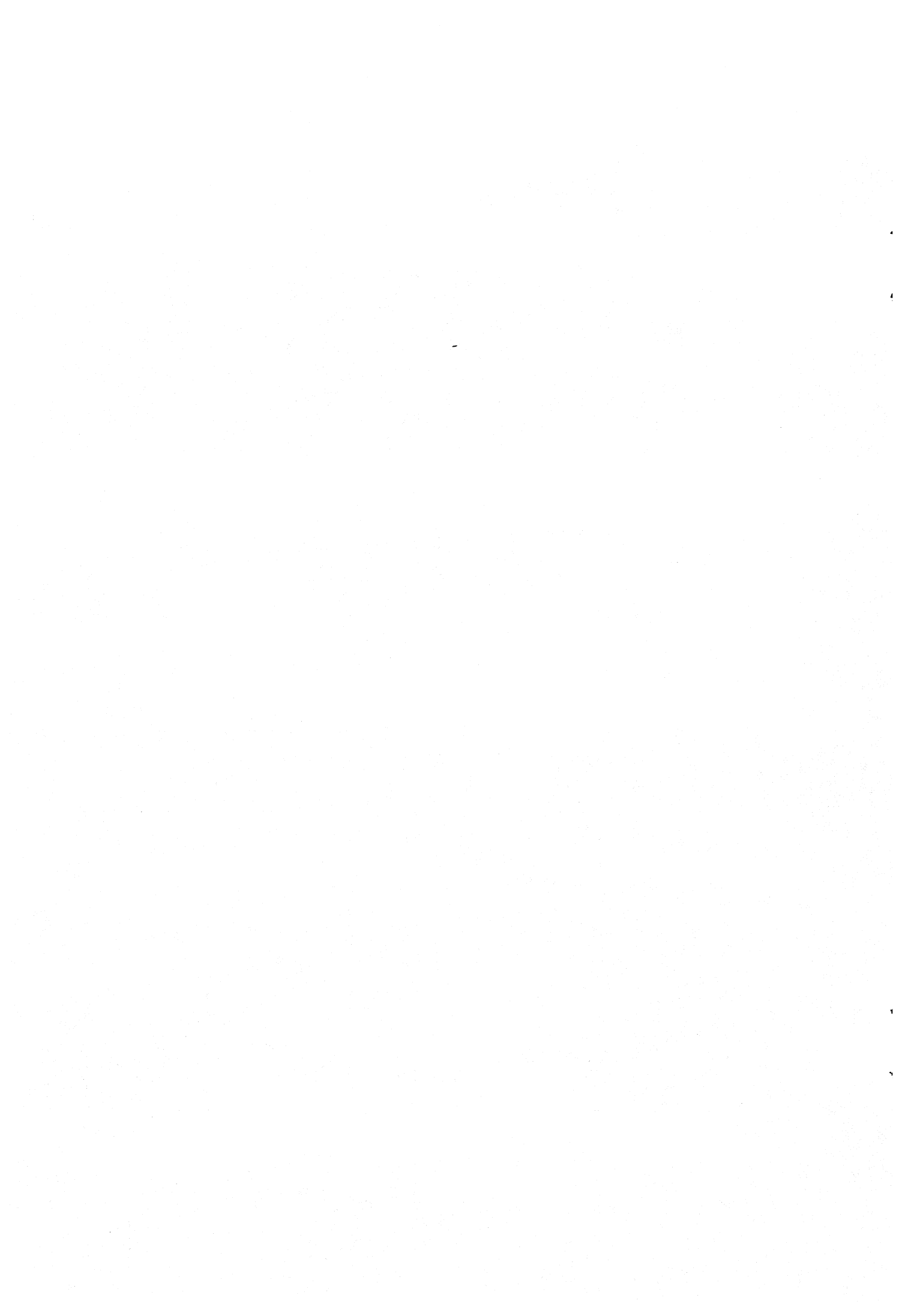
In certain cases the duration of benefit can be extended from five months to a year if the person involved lost his job as a result of a merger or transfer of a firm.

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

The regulations concerning unemployment benefits are summarised in the following table (see next page).

UNEMPLOYMENT
(Law No. 2961/54 subsequent amendments)

AUTHORITY	BENEFIT AND COVERAGE	SOURCE OF FUNDS	QUALIFYING CONDITIONS	RATE OF BENEFIT	DURATION AND WAITING DAYS
1	2	3	4	5	6
	<u>Unemployment Benefit</u>				
OAED	All insured employees Special schemes for seamen and printing workers	<u>Employer</u> - 2,3% of gross earnings <u>Employee</u> - 1% of gross earnings <u>State</u> - nil	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 3 years Must be capable of, available and registered for work Unemployment not due to voluntary leaving, misconduct or strike action	<u>Wage-earners</u> 40% of earnings in wage class plus 10% of benefit for each dependant Salaried employees 50% of earnings in wage class plus 10% of benefit for each dependant Maximum total benefit 70% of relevant earnings Minimum total benefit 656 drachmas	2 months, for 125 days Duration can be extended for longer periods of contribution 3 months for 150-179 days 5 months for 180 days Overall maximum 12 months in any 4 years 6 waiting days
OAED	<u>Extraordinary benefit</u> All insured employees Special schemes for seamen and printing workers	Included in above	Payable under extraordinary circumstances (Long-term unemployment in certain types of work, catastrophes, violent interruption of work etc.)	As above	up to 45 days No waiting days



Chapter IV : MEASURES

Overview

1. **Overall measures** (GK-i.1)
2. **Employment maintenance measures**
 - Aids to geographical mobility (GK-ii.1)
3. **Measures giving aid to the unemployed**
 - Unemployment benefit (GK-iii.1)
 - Extraordinary unemployment benefit (GK-iii.2)
 - Training for unemployed adults (see GK-iv.3)
4. **Measures aimed at training, retraining and occupational mobility**
 - Vocational training (GK-iv.1)
 - Increasing apprenticeships (GK-iv.2)
 - Training for unemployed adults (GK-iv.3)
5. **Job creation measures**
 - Job creation (GK-v.1)
 - Job creation for building workers (GK-v.2)
6. **Measures in favour of special categories of people**
 - Measures for handicapped persons (GK-vi.1)
 - Vocational training for women (GK-vi.2)
8. **Placement measures**
 - Programmes for vocational guidance (GK-viii.1)

1. Overall measures

Measures of a general stimulatory nature (GK-i.1)

MEASURES OF A GENERAL STIMULATORY NATURE

The creation of employment opportunities for all men and women in Greece is an essential component and one of the main objectives of the social and economic policy of the overall governmental programme for change. Among the long-term objectives is the gradual creation of new jobs through the structural realignment of the economy within the framework of self-sustained development.

Widening employment opportunities and eradicating imbalances in the labour market are among the targets of the five-year government development programme. Furthermore, great emphasis is given to strategic sectors of the economy which offer the best employment opportunities.

A number of new jobs will be created by emphasising sectors, neglected until now, which are related to the quality of life, such as health, social welfare, vocational training and municipal government. New jobs will also be created through the eradication of the phenomenon of people holding more than one paid job in the public sector.

Within the framework of instituting rational and applicable programmes of regional development, new employment opportunities are now being created in different regions of the country for special categories of persons with high levels of unemployment or underemployment. The measures are indicated in more detail in the following pages.

2. Employment maintenance measures

- Aids to geographical mobility (GK-ii.1)

AIDS TO GEOGRAPHICAL MOBILITY

Aim

To enable the minister of labour to enforce geographical mobility and to better balance the demand for and supply of manpower in different parts of the country.

Legal basis

Decision 32569/80 of the minister of labour

Contents

- (a) OAED covers the following expenses incurred in taking up a permanent job (1982 figures):
- for the first settlement, up to 3,000 drachmas
 - for transportation, etc. up to 30,000 drachmas
 - for rental expenses, partially, up to 4,000 drachmas per month for a maximum of two years.
- (b) OAED finances workers' migration for harvest purposes as follows:
- 2,000 drachmas for the first settlement
 - all transportation expenses
 - additional funds depending on the total days of work

Financial resources

52 million drachmas for 1983

Institutional support

The programme is administered by OAED

Duration

Unlimited

Effects

2116 harvest workers benefited from this measure in 1982 with some 7.630.000 drachmas. 1.130.000 drachmas were paid to 28 workers relocating for full-time jobs.

3. Measures giving aid to the unemployed

- Unemployment benefit (GK-iii.1)
- Extraordinary unemployment benefit (GK-iii.2)
- Training for unemployed adults (see GK-iv.3)

UNEMPLOYMENT BENEFIT

Aim

To ensure compensation for persons involuntary deprived of employment.

Legal basis

Law No. 2961/54 plus subsequent amendments

Contents

Field of application and conditions for admission : see Chapter III.

Benefits amount to 40% (wage-earners) or 50% (salaried employees) of earnings in wage class plus 10% of benefit per dependant with a ceiling of 70% of relevant earnings and a minimum total benefits of 656 Drx for a maximum of 12 months in any four years

Financial resources

Expenditure is covered by employer (2.3% of gross earnings) and employee (1% of gross earnings) contributions.

Institutional support

OAED

Duration

For 125 days of employment duration of compensation 2 months

For 150-179 days of employment duration of compensation 3 months

For 180 days of employment duration of compensation 5 months

Effects

Year	Beneficiaries	Days covered	Gross Compensation
1979	74.597	6.285.142	1.865.776.281
1980	87.332	7.116.494	2.570.211.828
1981	93.766	7.906.211	3.451.527.720
1982	99.909	8.429.470	4.576.814.996

EXTRAORDINARY UNEMPLOYMENT BENEFIT

Aim

To provide basic income to persons who do not qualify for normal benefit: the long-term unemployed, those struck by catastrophes or violent interruptions to work, etc.

Legal basis

Law No. 2961/54 plus subsequent amendments

Contents

The decision of the Minister of Labour which is published specially for that reason, specifies the content of the compensation which may be as mentioned in GK-iii.1 or a total sum.

Financial resources

Expenditure through the fund constituted by employer and employee contributions (see GK-iii.1).

Institutional support

OAED

Duration

up to 45 days (it may be repeated if the cause of compensation still exists).

Effects

Year	Beneficiaries	Gross Compensation
1979	121.307	1.093.400.722
1980	155.764	2.098.128.275
1981	231.262	3.107.836.720
1982	320.895	4.954.429.428

4. Measures aimed at training, retraining and occupational mobility

- Vocational training (GK-iv.1)
- Increasing apprenticeships (GK-iv.2)
- Training for unemployed adults (GK-iv.3)

VOCATIONAL TRAINING

Aim

To provide and maintain a network for vocational education.

Legal basis

Law 3971/79 for the organisation and administration of technical and vocational education.

Legislative decree 652/70 establishing centres for higher technical and vocational education (KATEE).

Contents

Law 3971/79 for the organisation and administration of technical and vocational education provides for :

- (a) the creation of numerous technical and vocational schools both public and private to be placed under the supervision of the Ministry of Education;
- (b) the reorganisation of technical and vocational education into three levels:
 1. lower technical and vocational schools offering three years' courses open to pupils on completion of primary level education;
 2. intermediate technical and vocational schools (MTVE) offering three years' courses of study for students having completed a lower technical and vocational school or three years of lower secondary school;
 3. higher technical and vocational schools (HTVE) open to young people holding a middle vocational school certificate or having completed six years of secondary school.

The Centres for Higher Technical and Vocational Education (KATEE) were established in 1970. The length of the study for full-time students varies from two to three years, depending on their specialisation.

To qualify for a diploma, students must successfully complete their studies and a period of on-the-job training related to their specialisation during the summer vacation (4 months on a 2-year course and 6 months on a 3-year course).

Financial resources

State budget, OAED (subsidies to employers) and private funds.

Institutional support

Technical and vocational education is provided mainly by the Ministry of Education; in parallel, however, part of MTVE and HTVE is under the responsibility of other ministries or corporate public bodies such as the Ministry of Merchant Marine, the Ministry of Social Affairs, the Ministry of Labour, and the National Tourist Organisation.

Duration

Unlimited

Effects

In 1981 there were some 19.500 KATEE students, 60% studying technology and 40% in vocational branches. Although a subsidy equal to half the minimum trainee wage is paid by OAED, some employers will not pay this wage and the corresponding social security contribution.

INCREASING APPRENTICESHIPS

Aim

To raise the number of apprenticeships

Legal basis

Law N1082/80 (currently being amended) and decision 40403/82

Contents

Subsidies can be given up to 40 percent of the wage costs for the first six months of the holders of 3500 additional apprenticeships. Apprentices sign a contract with the employer and are paid a daily wage which is gradually measured from 30% to 100% of a skilled workers wage during the 2-4 years' programme. On-the-job training is combined with theoretical training in industrial skills at the OAED evening technical schools.

Financial resources

504 million drachmas

Institutional support

The programme is administered by OAED

Duration

To the end of 1983

Effects

The creation of 3500 new apprenticeships. More generally, in the 25 years to 1978 only 37% of young people participating in apprenticeship schemes completed their training.

TRAINING FOR UNEMPLOYED ADULTS

Aim

To provide unemployed unskilled adults aged 16-50 with training in technical occupations.

Legal basis

- Law 576/77 on the general educational system
- Law 1346/83 (article 14) unlinking OAED's training centres (KEKATE) from the joint aegis of the Ministry of Education.

Contents

- (1) Intensive Training Programmes for Unemployed Adults in OAED Training Centres (KEKATE) and Schools.

These programmes are open to unemployed unskilled adults in the 16-50 years age group and offer training in technical occupations lasting between 40-200 working days depending on the specialisation.

Training includes practical activities in workshops, some vocational theory and technical drawing where appropriate. During the training period trainees receive an allowance equal to the wage of an unskilled worker. The OAED also covers their insurance costs.

- (2) Intensive Training Programmes in Enterprises.

The trainees are unemployed persons or unskilled workers. According to the 1978 OAED Annual Report, 13 Enterprises Training Schools provided training in skills related to textiles and the manufacturing of ready-made clothes. The OAED assists in the organisation and implementation of the relevant programmes and covers the trainees' allowances and insurance costs while the enterprises supply the trainers, the technical equipment and the material.

Financial resources

OAED

Institutional support

OAED

Duration

Effects

As regards programme (1), 8 Centres (KEKATE) and 5 schools were in operation in 1978, where 633 and 680 persons respectively completed their training. About 50 % of these persons received training in the centres of Athens and Thessaloniki.

With regard to programme (2), a total of 534 persons completed this type of training in 1978.

5. Job creation measures

- Job creation (GK-v.1)
- Job creation for building workers (GK-v.2)

JOB CREATION

Aim

To create 15.000 new jobs for the under-25s and 5.000 new jobs for the 25-29 year olds.

Legal basis

Law in 1262/82

Contents

Private enterprises receive subsidies for a period of up to 6 months varying between 20 and 40 percent of the wage rate of an unskilled worker.

30% subsidies are given to women in any kind of enterprise. 40% subsidies are made for women in enterprises in development areas and persons in any enterprises involved in exports and those developing and improving new technologies.

Financial resources

650 million drachmas

Institutional support

The programme is administered by OAED

Duration

Unlimited

Effects

During the first six months, 452 enterprises were financed in which 4760 new jobs were created.

JOB CREATION FOR BUILDING WORKERS

Aim

To create jobs for 10.000 unemployed building workers.

Legal basis

Law N1262/82

Contents

This programme enables communities and municipalities to obtain between 20 and 40 percent of the wages of unskilled building workers for a period of up to six months when creating new jobs for unemployed building workers.

Financial resources

800 million drachmas

Institutional support

The programme is administered by OAED

Duration

Unlimited

Effects

During the first six months, 36 municipalities were financed for 217 million drachmas, hiring some 3000 unemployed workers.

6. Measures in favour of special categories of people

- Measures for handicapped persons (GK-vi.1)
- Vocational training for women (GK-vi.2)

MEASURES FOR HANDICAPPED PERSONS

Aim

To enable registered handicapped persons to be hired in public services or organisations proportionally according to their speciality.

Legal basis

Law N 963/69, amended by Law N 1000/79

Contents

In the framework of this law, the following decisions and measures have been taken:

- a) Decision 32449/82 of the Minister of Labour enables OAED to finance the wages of 800 handicapped persons up to 55% of the wage rate of unskilled workers, for a period of six months. For a further six months, the employer is compensated for the payment he is making for handicapped persons' social security based on the above wage rate.
- b) By the decision 32448/82, OAED may pay employers the expenses for redesigning work-places where they hire handicapped persons (up to 30.000 drachmas for each person hired).
- c) A special service has been created for the vocational guidance and job search for handicapped persons. This service currently exists only in Athens, but it is planned to expand it to other major cities.
- d) OAED pays the tuition fees for special schools for handicapped persons in case they cannot attend OAED vocational centres.

Financial resources

220.215.000 drachmas for 1982

Institutional support

OAED

Duration

Unlimited

Effects

VOCATIONAL TRAINING FOR WOMEN

Aim

To enhance equality of treatment in employment of men and women

Legal basis

Law N1302/82 based on the ratification of international convention 103/52. Other relevant international conventions are 111/58, 122/67, and 156/81, formal ratification of which is pending.

Contents

Three vocational training programmes are being carried out for unemployed women :

- for 800 who are taking on traditionally male occupations
- for 50 in the management of farm cooperatives
- for 50 for services rendered to young persons

Financial resources

The first programme amounts to 107 million drachmas, 55% of which is financed by the European Social Fund.

Institutional support

The programme is administered by OAED

Duration

Until December 1983

Effects

Not yet available

8. Placement measures

- Programmes for vocational guidance (GK-viii.1)

PROGRAMME FOR VOCATIONAL GUIDANCE

Aim

To provide people aged 15-18 with vocational guidance in specially organised programmes.

Legal basis

Law 1346/83

Contents

Programmes lasting 1 - 5 days.

Participants receive 40 % of the wage rate plus contributions for food and housing.

Financial resources

OAED

Institutional support

OAED

Duration

Unlimited

Effects

Chapter V : INFORMATION AND RESEARCH

A special service of the Ministry of Labour gathers statistical data, concerning

- a) number of persons working
- b) wages and salaries relative to the sex of workers
- c) hours of work
- d) number of workers in retail trades, mining, etc.

The research is based on sampling. The source of the information is the shop. Shops to be sampled are taken from a constantly renewed list.

The data collected are published in the quarterly bulletin "Work Statistics".

Research is also made into the number of unemployed persons relative to their age, sex, occupation. The number refers to those registered with the employment services.

OAED is currently carrying out research on professions which are developing or declining. The purpose is to enhance the organisation of vocational training and guidance.



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**MISEP – Mutual Information System on Employment Policies
GREECE – Basic Information Report**

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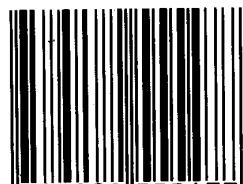
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