



November 2008

## **European Social Charter**

European Committee of Social Rights

Conclusions XIX – 1 (GREECE)

Articles 1, 9, 10, 15 and 18 of the Charter and Article 1 of the  
1988 Additional Protocol

## Introduction

The function of the European Committee of Social Rights is to assess the conformity of national law and practice with the European Social Charter and the Revised Charter. In respect of national reports, it adopts “conclusions” and in respect of collective complaints, it adopts “decisions”.

A presentation of this treaty as well as statements of interpretation formulated by the Committee figure in the General Introduction to the Conclusions<sup>1</sup>.

*The European Social Charter was ratified by Greece on 6 June 1984 and the 1988 Additional Protocol on 18 June 1998. The time limit for submitting the 18<sup>th</sup> report on the application of the Charter to the Council of Europe was 31 October 2007 and Greece submitted it on 31 March 2008.*

This report was the first under the new system for the submission of reports adopted by the Committee of Ministers.<sup>2</sup> It concerned the accepted provisions of the following articles belonging to the thematic group “Employment, training and equal opportunities”:

- the right to work (Article 1),
- the right to vocational guidance (Article 9),
- the right to vocational training (Article 10),
- the right of persons with disabilities to education, training and employment (Article 15),
- the right to engage in a gainful occupation in the territory of other States Parties (Article 18),
- the right of men and women to equal opportunities (Article 1 of the Additional Protocol).

Greece has accepted all these articles.

The applicable reference periods were:

- 1 January 2003 – 31 December 2006 for Article 18 and Article 1 Protocol;
- 1 January 2005 – 31 December 2006 for Article 1, 9, 10 and 15.

The present chapter on Greece concerns 16 situation and contains:

- 10 conclusions of conformity: Articles 1§3, 1§4, 9, 10§2,10§3,10§4,18§2,18§3,18§4 and 1 of the Additional Protocol
- 3 conclusions of non-conformity: Articles 1§1,1§2 and 15§1

In respect of the 3 other situations concerning Articles 10§1,15§2 and 18§1, the Committee needs further information. The Government is therefore invited to provide this information in the next report on the provisions in question.

The next Greek report deals with the accepted provisions of the following articles belonging to the second thematic group “Health, social security and social protection”:

- the right to safe and healthy working conditions (Article 3),
- the right to protection of health (Article 11),
- the right to social security (Article 12),
- the right to social and medical assistance (Article 13),
- the right to benefit from social welfare services (Article 14),
- the right of elderly persons to social protection (Article 4 of the Additional Protocol).

The deadline for the report was 31 October 2008.

---

<sup>1</sup> The conclusions as well as state reports can be consulted on the Council of Europe's Internet site ([www.coe.int/socialcharter](http://www.coe.int/socialcharter)).

<sup>2</sup> Decision adopted at the 963rd meeting of the Ministers' Deputies on 3 May 2006.

## **Article 1 – Right to work**

### *Paragraph 1 – Policy of full employment*

The Committee notes the information provided in Greece's report.

#### Employment situation

The Committee notes that, according to Eurostat, growth in Greece slowed down during the reference period, from 4.7% in 2004 to 4.3% in 2006.

The employment rate continued to rise, from 59.4% in 2004 to 61% in 2006, compared with the EU-15 average of 66.2% in 2006. Similarly, the female employment rate increased from 45.2% in 2004 to 47.4% in 2006.

The unemployment rate fell from 10.5% in 2004 to 8.9% in 2006, while the equivalent rates for women and young persons (15-24) also declined, from respectively 16.2% and 26.9% in 2004 to 13.6% and 25.2% in 2006. The Committee notes that the unemployment rates for women and young persons are still significantly above the EU-15 average (respectively 8.5% and 15.7% in 2006).

Long-term unemployment as a percentage of total unemployment rose during the reference period, from 53.1% in 2004 to 54.3% in 2006, still well above the EU-15 average (42.1% in 2006).

According to the statistics provided by the report, between 16,000 and 18,000 persons with disabilities were registered as unemployed in the manpower and employment office (OAED). The Committee asks the next report to provide information (or eventually an estimation) of the unemployment rate of persons with disabilities. In the absence of information in the report, it also asks for up-to-date information on the unemployment rates of immigrants.

#### Employment policy

According to the report, over the reference period government policy on employment was essentially concerned with:

- reducing unemployment;
- raising the employment rate for all categories.

In particular, it has set itself the objective of creating 400,000 new jobs over the period 2006-2010 and achieving an employment rate of 64.1% by 2010.

Measures for disadvantaged groups, such as women, young persons, older workers and displaced persons, to enter or remain in the labour market was also a main focus point.

As in the previous reference period, the priority regarding women is to strengthen their position in the labour market. Apart from the continuation of the STAGE programme concerned with job creation and work experience and the introduction of another programme targeted more specifically at small and medium-sized enterprises, the report refers to various initiatives concerned with reconciling work and private life, as part of the employment and vocational training 2000-2006 programme, and with encouraging women to run businesses. Other measures, such as Act 3488/2006, are designed to promote equal opportunities for women in employment. According to the report, a total of 37,430 women took part in all the programmes during the reference period, and 3,697 found work with the assistance of the OAED.

The Committee notes that part-time employment has increased during the reference period, although the proportion of part-time workers (which amounted to 5.7% in 2006) is still well below the EU-15 average (18.1% the same year). In reply to the Committee, the report states that Act 3448/2006 amending Act 3250/2004 has extended the categories of job seekers eligible for new part-time vacancies in the public sector to large families. According to a study, about 73% of the part-time posts created under this legislation are filled by women. The Committee wishes to be kept informed of the results achieved.

There have been various programmes for young persons, particularly ones designed to give them work experience, such as STAGE and grants for employers recruiting young unemployed persons. Some 15,000 young persons benefited from these measures during the reference period.

The Government's priority with regard to older workers is to maintain them in employment, through the acquisition of new or updating of existing skills and assistance with their retirement arrangements. A total of 141,188 benefited from such training programmes during the reference period.

Other incentives to employment are aimed at persons with disabilities and the long-term unemployed, particularly in the form of subsidies to employers to encourage the creation of new jobs. The Committee asks how many persons benefit from these employment incentives.

The Committee asks again for the total number of beneficiaries of active measures and the activation rate. The Committee previously noted (Conclusions XVIII-1) that at about 11% the activation rate among unemployed persons was fairly low and asked for the reasons. In the absence of a reply, it repeats its question.

The Government acknowledges that it must continue its efforts to raise the employment rate, and female employment in particular. The Committee notes the scale of long-term unemployment, which actually rose over the reference period. It considers that the various measures introduced by the government to promote employment, including ones designed to bring down long-term unemployment, have not been satisfactory.

It notes that total spending on active and passive employment policy measures remained stable during the reference period, to reach a not very high level of 0.5% of GDP in 2005, compared with an EU-15 average of 2% in 2005. Spending on active measures in 2006 was also stable at 0.1% of GDP, whereas the EU-15 average was 0.5% the same year. The Committee notes that these figures are significantly below the EU-15 average and asks whether there are any plans to increase them.

#### Conclusion

Pending receipt of the information requested, the Committee defers its conclusion.

#### *Paragraph 2 – Freely undertaken work (non-discrimination, prohibition of forced labour, other aspects)*

The Committee takes note of the information provided in Greece's report

##### 1. Prohibition of discrimination in employment

The Committee notes that under Article 15§2 legislation should prohibit discrimination in employment at least on grounds of sex, race, ethnic origin, religion, disability, age, sexual orientation and political opinion.

As with other states that have accepted Article 15§2 of the Charter, the Committee will examine Greece's legislation banning discrimination based on disability under this provision. Similarly, for states such as Greece that have accepted Article 1 of the Additional Protocol, the right to equal treatment and opportunities without discrimination based on sex is considered under this provision.

A description of the situation appears in Conclusions XVIII-1.

According to the report, there have been no judicial decisions interpreting the notions of indirect discrimination and discrimination on grounds of age. The Committee therefore asks for the next report to indicate whether the courts have considered these notions since this report and, if so, how they have interpreted them.

The Committee recalls that under Article 15§2 of the Charter, remedies available to victims of discrimination must be adequate, proportionate and dissuasive. Therefore the imposition of pre defined upper limits to compensation that may be awarded are not in conformity with Article 15§2 as in certain cases these may preclude damages from being awarded which are commensurate with the actual loss suffered and not sufficiently dissuasive (Conclusions XVIII-1).

The Committee notes from the report that there is no upper limit to the amount of compensation that may be awarded in cases of discrimination, and that this depends on the pecuniary and non-pecuniary damage suffered.

The labour inspectorate (SEPE), with the assistance of a support unit, is empowered to hear complaints of discrimination, arrange conciliation between the parties and report on its findings if the conciliation process fails. If there is reason to believe that an offence has been committed it may forward its findings to the prosecutor of the magistrates court. It is also empowered to conduct investigations, examine witnesses and request documents. The ombudsman may also deal with cases concerning equal treatment in employment.

The equal treatment committee can only consider matters relating to the provision of services and sale of goods.

The Committee recalls that under Article 1§2 of the Charter, States parties may make foreign nationals' access to employment on their territory subject to possession of a work permit but they cannot ban nationals of States Parties, in general, from occupying jobs for reasons other than those set out in Article 31 of the Charter. Restrictions on the rights embodied in the Charter are only acceptable if they are prescribed by law, serve a legitimate purpose and are necessary in a democratic society to safeguard the rights and freedoms of others or protect the public interest, national security, public health or morals. The only jobs from which foreigners may be banned therefore are those that are inherently connected with the protection of the public interest or national security and involve the exercise of public authority (Conclusions XVIII-1).

Under Article 4§4 of the Constitution, posts in the public sector are only open to Greek nationals, subject to certain exceptions specified in law. For example, public sector posts that do not involve the exercise of public authority – about 80% of the total – may be filled by nationals of European Union member states. According to the report, nationals of non-EU member states may be recruited to specific posts as teachers, musicians in classical music orchestras and medical staff in infirmaries and hospitals. It is also possible to recruit foreign nationals on private law fixed-term contracts on programmes or projects funded by international organisations, on research or technical assistance programmes or to meet obligations arising from agreements with international organisations. The Committee notes that nationals of States Parties that are not members of the European Union are not entitled to work in some sectors of the Greek public service where the posts do not involve the exercise of public authority. It therefore maintains its previous non-compliance conclusion on the grounds that there are excessive restrictions on the access of nationals of non-European Union States Parties to posts in the public service.

## 2. Prohibition of forced labour

### *Prison work*

Prison work is governed by the Prison Code (Act 2776 of 24 December 1999). Prisoners are not obliged to work. Work in prison is concerned with the smooth running of the establishment and includes cleaning activities, cooking, laundry work, the transport of food and gardening. Prisoners carry out these duties for three month periods, which may be renewed. Some prisons offer agricultural or craft activities. It is also possible to work outside prison in industrial, agricultural or craft undertakings in the public or private sectors. Prisoners wishing to undertake such work, or to continue their previous occupation, require the approval of the prisoners' works council, made up of five members drawn from different sections of the prison administration, and a part-time release permit. Payment is made for work performed. Part of prisoners' earnings is retained by the prison as a contribution to their board and lodging.

To supplement this information, the Committee asks for confirmation that prisoners' consent is required to work for a firm, a private or public body or the state, outside or inside the prison. It also asks what types of work, if any, prisoners can be required to undertake.

## 3. Other aspects of the right to earn one's living in an occupation freely entered upon

### *Service required to replace military service*

The situation concerning alternative military service has changed significantly since the decision on the merits of 25 April 2001 in collective complaint No. 8/2000 - Quaker Council of European Affairs v. Greece – which found that the situation in Greece was incompatible with Article 1§2 because of the excessive length of alternative service.

Armed military service lasts twelve months. Certain conscripts may only serve nine months, others six and some three. There are two forms of replacement for armed military service: unarmed military service and alternative service. The two types of service differ in length. The relevant legislation is Acts 3257/29-7-2004 and 3421/13-12-2005, which stipulate that those performing unarmed military service must serve at least one and a half times, and those performing alternative service at least double, the length of armed military service. The ministry of defence has adopted ministerial decree F 420/10/80347/S45/10-3-2006 to implement this legislation.

The periods of unarmed military service to replace armed military service are:

- 18 months for those who would have had to serve a full armed military service of 12 months;
- 13 months and 15 days for those who would have had to serve a reduced armed military service of 9 months;

- 9 months for those who would have had to serve a reduced armed military service of 6 months;
- 4 months and 15 days for those who would have had to serve a reduced armed military service of 3 months.

The Committee considers that these periods of unarmed military service to replace armed military service are compatible with Article 1§2 of the Charter.

The periods of alternative service to replace armed military service are:

- 23 months for those who would have had to serve a full armed military service of 12 months;
- 17 months for those who would have had to serve a reduced armed military service of 9 months;
- 11 months for those who would have had to serve a reduced armed military service of 6 months;
- 5 months for those who would have had to serve a reduced armed military service of 3 months.

The Committee notes that these periods are nearly double the length of armed military service. Admittedly, recognised conscientious objectors are in a better position than they are in countries that do not grant them special status or where refusal to serve is punishable by imprisonment. But even if the state acknowledges the principle of conscientious objection and institutes alternative service instead, it cannot make the latter longer than is necessary to ensure that refusal to serve on grounds of conscience is genuine and the choice of alternative service is not seen as advantageous rather than a duty. Under Article 1§2 of the Charter, alternative service may not exceed one and a half times the length of armed military service. The Committee therefore considers that, even though the situation in Greece has improved significantly, it is still not compatible with Article 1§2 of the Charter.

#### *Privacy at work*

The Committee asks for information to enable it to determine how far human freedom and dignity are protected by legislation and the courts against intrusions into personal or private life that may be associated with or result from the employment relationship (see observations on Article 1§2, General Introduction to Conclusions XVIII-1, §§13-21).

#### *Restrictions linked to the fight against terrorism*

The Committee notes from the report that anti-terrorism legislation does not preclude persons from taking up certain jobs.

#### *Conclusion*

The Committee concludes that the situation in Greece is not in conformity with Article 1§2 of the Charter on the grounds that:

- restrictions on access of nationals of non-European Union States Parties to posts in the public service are excessive;
- the length of the alternative service to armed military service is excessive.

#### *Paragraph 3 – Free placement services*

The Committee notes the information in Greece's report.

In particular, it notes that Act 3518/A of 21 December 2006 provided for the merger of the manpower and employment office (OAED) and the employment promotion centres, with a view to making the public employment services more effective.

The total number of vacancies notified to the public employment services rose from 38,862 in 2005 to 97,283 in 2006. The number of placements appears to have increased significantly during the reference period, from 14,803 in 2005 (a placement rate of 38%) to 55,409 in 2006 (a placement rate of 57%). At the same time, the number of jobseekers fell, from 378,749 in 2005 to 333,763 in 2006.

The Committee also notes that the public employment services had 5,936,371 contacts with individuals over the reference period. It asks for the average time required to fill a vacancy.

During the reference period the public employment services comprised a total of 119 operational units: 78 employment promotion centres and 41 local offices of the OAED. Modernising the network of employment promotion centres is a priority. Under the OAED modernisation programme the aim is to achieve a target of 80 such centres.

The public employment services employ a total of 800 persons, who are involved in their own continuing training process. The Committee notes that an increase in staffing is planned. It asks to be kept informed. It also notes that the modernisation of the computer systems was completed.

The Committee again asks what percentage of the market the public employment services cater for – in other words how many placements they make compared to total recruitments on the labour market. This information is essential for it to gauge the true effectiveness of the public employment services. If the next report does not provide the necessary information, there will be nothing to show that the situation in Greece is compatible with Article 1§3 of the Charter.

Turning to the private sector, in 2006 temporary employment agencies and job counsellors' offices placed 20,614 in total. The Committee asks the next report to confirm this data. The number of such counsellors' offices rose from 64 in 2005 to 74 in 2006. The Committee asks the next report to clarify data about staffing in the private sector.

#### *Conclusion*

The Committee concludes that the situation in Greece is in conformity with Article 1§3 of the Charter.

#### *Paragraph 4 – Vocational guidance, training and rehabilitation*

The Committee takes note of the information provided in Greece's report.

As Greece has accepted Article 9, 10§3 and 15§1 of the Charter, measures relating to vocational guidance, to vocational training and retraining of workers, and to guidance, and vocational training for persons with disabilities are dealt with under these provisions.

The Committee considered that the situation with regard to vocational guidance (Article 9) and continuing vocational training of workers (Article 10§3) is in conformity with the Charter.

Moreover, the Committee found the situation not to be in conformity with Article 15§1 on the ground that there is no legislation explicitly protecting persons with disabilities from discrimination in education. Since this ground concerns education, it is not relevant under Article 1§4.

#### *Conclusion*

The Committee concludes that the situation in Greece is in conformity with Article 1§4 of the Charter.

## **Article 9 – Right to vocational guidance**

The Committee takes note of the information provided in Greece's report.

As Greece has accepted Article 15 of the Charter, measures relating to vocational guidance for persons with disabilities are dealt with under that provision.

### *Vocational guidance within the education system*

#### a. Functions, organisation and operation

Guidance services are provided by counselling and guidance centres in general secondary education and by liaison offices in secondary technical/vocational education. In tertiary education, guidance services are provided by liaison offices in universities and higher technological institutes. In the initial vocational training sector, vocational development and career offices have been established throughout the country.

In answer to the Committee's question about the international comparative study of vocational guidance systems undertaken by the national vocational guidance centre (NVGC), the report says that the quality of services has been improved. Special training programmes have been developed for guidance counsellors, heads of guidance in schools and teachers.

#### b. Expenditure, staffing and number of beneficiaries

According to the report, the NVGC's annual expenditure was € 936,390 in 2005 and € 1,112 million in 2006. The Committee asks for information in the next report on the proportion of this expenditure directly allocated to the education system.

During the reference period 651 bodies offered vocational guidance services in the education system, with more than 2,500 counsellors and 692,000 recipients. In secondary education, 81 centres provided guidance services to 570 school guidance offices and 200 liaison offices. In the initial vocational training sphere, 114 vocational development and careers offices have been established throughout the country.

### *Vocational guidance in the labour market*

#### a. Functions, organisation and operation

The Committee recalls that guidance services are provided by the labour and employment office and the employment promotion centres run by the manpower employment organisation (OAED).

The report describes the guidance activities carried out during the reference period. These include seminars, special programmes and conferences organised by the NVGC. The OAED has also run seminars and courses to ensure a close relationship between guidance and the labour market.

#### b. Expenditure, staffing and number of beneficiaries

According to the report, the NVGC's annual expenditure was € 936,390 in 2005 and € 1,112 million in 2006. The Committee asks for information in the next report on the proportion of this expenditure directly allocated to the labour market.

During the reference period, the centre had 21 permanent staff.

Turning to the OAED, the report says that there 80 guidance centres across the country with about 900 occupational counsellors. In the second quarter of 2007, 394,988 persons were registered with the OAED. The Committee asks how many persons benefit from the services of the OAED.

In 2006, some 36,000 people attended group guidance programmes or individual sessions organised by the vocational guidance department.

### *Dissemination of information*

The NVGC database ([www.ichnilatis.ekep.gr](http://www.ichnilatis.ekep.gr)) was officially inaugurated in December 2005. The base provides guidance information and information on guidance agencies and their activities. Several publications, handbooks, guides and brochures appeared during the reference period.

### *Equal treatment of nationals of the other States parties*

The Equal Treatment Act, no. 3304/2005, which came into force during the reference period, bans direct and indirect discrimination in access to all types and levels of vocational guidance.

*Conclusion*

The Committee concludes that the situation in Greece is in conformity with Article 9 of the Charter.

## **Article 10 – Right to vocational training**

### *Paragraph 1 – Promotion of technical and vocational training and the granting of facilities for access to higher technical and university education*

The Committee takes note of the information provided in Greece's report.

#### Secondary and higher education

In its previous Conclusions (Conclusions XVI-2 and XVIII-2) the Committee looked into the organisation of the secondary and higher education system and considered it to be in conformity with the Charter. Having found no reply to its question about admission requirements to the higher education, the Committee notes from Eurydice database<sup>1</sup> that according to the Law 3455/06 admission to the university faculties and departments takes place through the general upper secondary school (*geniko lykeio*) and the Vocational Lyceum which provide a school leaving certificate (*apolytirio*). The admission to universities is based on the marks received for written and oral examinations in the last grade of the *geniko lykeio*.

#### Measures to facilitate access to education and their effectiveness

In its previous Conclusion (Conclusions XVIII-2) the Committee asked whether equal access to higher education institutions was guaranteed to the nationals of other States party to the Charter or the Revised Charter. In this connection it notes from the Eurydice database that the number of persons admitted to each university department is fixed each year by the Ministry of National Education and Religious Affairs. However, over and above the determined number of students to be admitted, further candidates will be admitted in case they belong to certain special categories, which, among others include EU and non-EU foreign nationals with or without scholarships. The Committee asks whether the nationals of other States party to the Charter or the Revised Charter legally resident or regularly working in Greece enjoy equality of access to university education or their access is subjected to the availability of places.

#### Conclusion

Pending receipt of the information requested, the Committee defers its conclusion.

### *Paragraph 2 – Apprenticeship*

The Committee takes note of the information contained in Greece's report.

The Committee has already looked into the organisation of apprenticeship and considered it to be in conformity with the Charter (Conclusions XVI-2 and XVIII-2). It further notes from the report that during the reference period the Law 3475/2006 (Official Gazette 146/A/13-7/2006) on 'Organisation and operation of secondary vocational education and other provisions' was adopted. The Committee wishes to be informed about the practical implementation of this law and its impact on the number of apprenticeships.

#### Conclusion

The Committee concludes that the situation in Greece is in conformity with Article 10§2 of the Charter.

### *Paragraph 3 – Vocational training and retraining of adult workers*

The Committee takes note of the information provided in Greece's report.

#### *Employed people*

The Committee has already examined the system of continuing vocational training for the employed persons and found that it was in conformity with the Charter. In reply to its question the Committee notes from the report that the Account for Employment and Vocational Training financed a number of programmes such as workers' vocational training programme where around 70,000 persons were trained and the total spending amounted to € 50 million. Training of self-employed persons was also financed at € 8,9 million with 11,000 persons participating in 2005-2006.

#### *Unemployed people*

In its previous Conclusion (Conclusions XVIII-2) the Committee asked about information on total spending allocated to the vocational training of unemployed persons. In this regard it takes note of various training

---

<sup>1</sup> [http://www.eurydice.org/ressources/eurydice/eurybase/pdf/section/EL\\_EN\\_C6.pdf](http://www.eurydice.org/ressources/eurydice/eurybase/pdf/section/EL_EN_C6.pdf)

programmes financed by the Account for Employment and Vocational Training. The persons concerned were unemployed workers in different Prefectures of Greece and those who had been dismissed from different enterprises. The total spending on these training programmes amounted to around € 5,1 million.

In reply to its question whether the right to individual leave for training is guaranteed, the Committee notes from the report that according to Article 8 of the National General Collective Labour Agreement 2006-2007 the parties must design and support common actions for lifelong vocational education and training. Moreover, Article 9 of this Agreement stipulates that a leave of nine months without pay shall be granted to workers to study at the Centre for Education Policy Development of the General Confederation of Greek Workers. The leave shall be granted upon agreement between the worker and the enterprise. The wages and insurance contributions shall be paid by the Account for Employment and Vocational Training in the form of a scholarship.

#### *Conclusion*

The Committee concludes that the situation in Greece is in conformity with Article 10§3 of the Charter.

#### *Paragraph 4 – Facilities*

The Committee takes note of the information provided in Greece's report.

#### *Fees and financial assistance (Article 10§4 a and b)*

In its previous conclusion (Conclusions XVIII-2) the Committee asked what laws governed financial assistance provided for vocational training. It notes from the report that the Joint Ministerial Decision D/8007/13-5-2002 of the Minister of Economy and Finance and the Minister of Education and Religious Affairs stipulates that the tuition fees at the public vocational training institutes falling within the competence of the Ministry of National Education and Religious Affairs amount to € 367 per semester of training. Students from low-income families (family income not exceeding € 7,340) or students whose personal income does not exceed € 4,410 shall pay tuition fees amounting to €190. As regards the tertiary education, in its previous Conclusion the Committee took note of the system of scholarships and support loans. It asks again about their value.

#### *Training during working hours and efficiency of training (Article 10§4 c and d)*

The Committee notes that there have been no changes to the situation which it has previously (Conclusions XVIII-2) considered to be in conformity with the Charter.

#### *Conclusion*

The Committee concludes that the situation in Greece is in conformity with Article 10§4 of the Charter.

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

### *Paragraph 1 – Education and training for persons with disabilities*

The Committee takes note of the information provided in Greece's report.

The Committee observes that no up-dated figures are included in the report and highlights that in order to be able to assess the conformity of the situation with Article 15§1, it needs to be systematically informed of:

- the total number of persons with disabilities, including the total number of children with disabilities;
- the number of children with disabilities attending mainstream schools and training facilities ;
- the number of those attending special education and training institutions.

The Committee also reiterates its request for information on any relevant case law and complaints brought to the appropriate bodies with respect to discrimination on the ground of disability in relation to education and training.

### *Definition of Disability*

As regards the definition of disability, the Committee refers to its previous conclusion (Conclusions XVIII-2), where it noted that relevant legislation incorporates the definition endorsed by the WHO in its International Classification of Functioning, Disability and Health (ICF 2001).

The Committee asks the next report to indicate whether the new Law on the education of persons with special needs, which is under preparation (see below), also incorporates such definition.

### *Anti-discrimination legislation*

In its previous conclusion (Conclusions XVIII-2), the Committee noted that there was no legislation protecting persons with disabilities against discrimination in education and concluded that the situation was not in conformity with the requirements of Article 15§1. Since no such legislation has been adopted during the reference period, the situation continues not to be in conformity with the Charter in this regard.

The Committee reiterates that it considers the existence of non-discrimination legislation to be an important tool for the advancement of the inclusion of children with disabilities into general or mainstream educational schemes (Conclusions 2007, General Introduction, Statement of Interpretation on Article 15§1).

The Committee notes from the report that a new draft Law on the education of persons with special needs is under preparation. The report does not specify whether it includes a provision explicitly protecting persons with disabilities against discrimination in education. The Committee asks the next report to do so while informing it on the final content of such Law if adopted.

Meanwhile, it takes note that the draft Law provides for the compulsory schooling of persons with disabilities and that according to the report this will entail that especially vulnerable categories of persons with disabilities (i.e. persons with severe and multiple disabilities, with autism, etc.), who might still remain out of the educational system, will be integrated in it. In this regard, the Committee reiterates its request for up-dated figures to allow it to systematically assess the situation in practice.

### *Education*

The Committee refers to its previous conclusion for a description of the existing legal framework (Laws Nos. 2817/2000 and 3194/2003 on Special Education), which it considered to take an inclusive approach in principle. The Committee had however observed, on the basis of information contained in another source,<sup>1</sup> that it appeared that in 2002-2003, educational programmes for children with severe disabilities were lacking and the number of persons with intellectual disabilities having attended any educational institution was low. In response to the Committee's request to comment, the Government indicates that all individuals with mental disability (mental retardation) are compulsorily integrated into the special educational framework. No figure is included in the report to provide evidence in this regard. The Committee therefore requests that the next report contain up-to-date figures concerning the education of persons with intellectual disabilities.

As regards the measures taken for the improvement of the operation of the main body responsible for assessing intellectual disability and determining placement in the appropriate school - the Centres for

---

<sup>1</sup> EUMAP (EU Monitoring and Advocacy Programme of the Open Society), Right of People with intellectual disabilities: access to education and employment, Summary Report Greece, 2005.

Diagnosis, Evaluation and Support (KDAY) - the report informs that the new draft Law on the education of persons with special needs, which is under preparation (see above), provides for:

- the increase in the number of the members of the diagnostic groups;
- the increase in the number of the diagnostic groups in the existing KDAY;
- the establishment of new KDAY throughout Greece so as to facilitate the servicing of the persons interested and satisfy the increased needs of the students;
- the creation of committees consisting of a Special Scientific Personnel that will operate in the Regional Directorates of Primary and Secondary Education and examine the appeals against decisions of the KDAY.

The Committee asks the next report to include information on the implementation in practice of such measures if the new Law is adopted.

As regards its request concerning the inclusion of courses in special needs education in general teacher training, the Committee notes that the new draft Law mentioned above provides that all universities from where educators graduate, shall have compulsory modules on special education and training, as well as postgraduate courses. The Committee will assess the impact of such provision, if adopted, during the next reference cycle.

The Committee takes note of the positive ratio between educators and students in the educational structures of special education. It also notes the number of Special Education School Units (SMEA) and the number of Integration Classes (TE) that operated during the reference period. However, it reiterates that in order to evaluate the situation, it needs information on attendance of persons with disabilities in mainstream and special compulsory and upper secondary schooling.

#### *Vocational training*

In its previous conclusion (Conclusions XVIII-2), the Committee noted that mainstreaming applies to vocational training and refers to that conclusion for a description of the various vocational training opportunities for persons with disabilities.

The Committee also notes from information provided in the report under Article 15§2, that Law No. 3304/2005 on equal treatment explicitly prohibits direct and indirect discrimination in access to all kinds and levels of vocational orientation, vocational training, advanced training and vocational reorientation, including the acquisition of practical professional experience. The Committee refers to its conclusion under Article 15§2 for a description of the remedies available for those who are found to have been unlawfully excluded or segregated or otherwise denied an effective right to vocational training. It asks the next report to provide it with information on any relevant case law in this regard.

As regards vocational training organized by the manpower Employment Organisation (OAED) and the apparently difficult access to such training for persons with intellectual disabilities,<sup>1</sup> the Committee had asked the Government to comment and to indicate the extent to which the training offer matches the demand, as well as the impact of training on the subsequent integration of persons with disabilities in the labour market. In the absence of information in the report in this regard, the Committee reiterates its requests.

The Committee takes note of the detailed information provided in the report on the method of examination-admission of candidates with disabilities to higher education, including university. It asks the next report to include information on the number students with disabilities actually attending and graduating from higher education and university.

#### *Conclusion*

The Committee concludes that the situation in Greece is not in conformity with Article 15§1 of the Charter on the ground that there is no legislation explicitly protecting persons with disabilities from discrimination in education.

#### *Paragraph 2 – Employment for persons with disabilities*

The Committee takes note of the information provided in Greece's report.

---

<sup>1</sup> Information on Greece provided during the previous reporting cycle by the INGO members of the Grouping for the Social Charter of the Council of Europe.

To enable it to assess the conformity of the situation with Article 15§2 of the Charter, in its previous conclusion (Conclusions XVIII-2) the Committee requested to be provided with the total number of disabled people of working age, as well as the number of persons with disabilities in employment.

The Committee recalled that when it is generally acknowledged that a particular group is or could be discriminated against, the state authorities have a responsibility for collecting data on the extent of the problem (ERRC v. Greece, Complaint No. 15/2003, decision on the merits of 8 December 2004, §27). The gathering and analysis of such data (with due safeguards for privacy and against other abuses) is indispensable to the formulation of rational policy (ERRC v. Italy, Complaint No. 27/2004, decision on the merits of 7 December 2005, §23).

In this regard, the report acknowledges that the Manpower Employment Organization does not have any data other than the total number of persons with disabilities registered as unemployed (number which in 2005-2006 did not change as compared to the previous reference period).

The report also indicates that, on the basis of a survey carried out in 2002, 84% of the persons with disabilities and health problems was economically inactive (not looking for a job). The Committee considers this figure to be high and asks the next report to indicate what measures have been taken to improve the situation.

The Committee also reiterates that it systematically asks to be provided with up-to-date figures concerning the total number of persons with disabilities of working age, those employed (on the open market and in sheltered employment), those benefiting from employment promotion measures and those seeking employment as well as of those who are unemployed. It underlines that if the next report does not bring the requested information, nothing will demonstrate that the situation is in conformity with Article 15§2.

#### *Anti-discrimination legislation*

The Committee takes note of the adoption, in January 2005, of Law No. 3304/2005 on equal treatment, which *inter alia* explicitly prohibits direct and indirect discrimination in employment on the ground of disability. Discrimination is prohibited in particular with regard to:

- the terms of access to work and employment, including the terms of selection and appointment and professional development;
- the access to all kinds and levels of vocational orientation, vocational training, advanced training and vocational reorientation, including the acquisition of practical professional experience;
- the terms and conditions of work and employment, including those that concern dismissals and payments;
- the membership and participation in workers' and employers' organizations or in any professional organization, including the advantages deriving from the participation therein.

The Committee notes that the Labour Inspection Body (SEPE) may, *inter alia*, investigate or inspect whether the provisions of the labour legislation are enforced, examine complaints lodged by victims of discrimination, inform citizens on their new rights deriving from the new equal treatment law. Furthermore, it may impose administrative sanctions as prescribed by law or take conciliatory actions for the settlement of individual or collective labour disputes between the employer and the worker (Settlement of Labour Dispute).

The Committee also notes that the new law provides for the adjustment of working conditions (reasonable accommodation) in order to guarantee the effectiveness of non-discrimination legislation in the field of employment.

The Committee considers that with the adoption of Law 3304/2005, the situation in law is in conformity with the requirements of Article 15§2 of the Charter.

According to the report, information on the practical application of this Law was difficult to provide as the period of enforcement of the Law was too short. The Committee asks the next report to contain such information as it is necessary to establish whether the right of persons with disabilities to employment is effectively guaranteed. In particular, it asks what steps are taken by employers to comply with the requirement of reasonable accommodation, whether reasonable accommodation has prompted an increase in employment of persons with disabilities in the open labour market and whether there is any relevant case law in such regard.

#### *Measures to promote employment*

The Committee refers to its previous conclusions (Conclusions XVI-2 and XVIII-2) for a description of the measures to promote employment, namely compulsory placements, national and EU programmes of wage

subsidies, as well as a whole series of measures ranging from counselling, info points, use of information technologies such as tele-working, all aiming at training or helping disabled people enter employment. Concerning compulsory placements, the Committee has noted from the report that tables were issued in 2007 (outside the reference period). It will consider them during the next cycle.

The Committee furthermore takes note that the National Centre for Vocational Orientation plans to carry out a Study on the correspondence between occupations and skills per category of persons with disability. It asks the next report to outline the outcome of this Study. It also reiterates that it needs information on the impact in practice of the measures outlined in the report.

In its previous conclusion, the Committee asked for information on the organization of sheltered employment and the status of the persons working therein.

In reply to the Committee, the report states that Law 2646/1998 on the Development of the National System of Social Care and other provisions, foresees the creation of Protected Productive Laboratories for Persons with Disabilities. At least three fifths of the persons employed by such Laboratories have to be persons with mental retardation, autism, severe physical and multiple disabilities. The Law requires that such persons have attained the age of twenty and have attended a vocational training programme for at least two years.

Moreover, Law 2646/1998 establishes that the legal form, organization, operation, employment requirements and terms of financing of the Protected Productive Laboratories shall be regulated through a Presidential Decree. Such Decree should specify the employment relationship and method of calculating the remuneration of the persons employed in the Laboratories, as well as the process of promoting the products of the Laboratories.

In this regard, the Committee has noted that a Project Management Group has been formed to study the preparation of the Presidential Decree and that, in the absence of such Decree, the operation of the Protected Productive Laboratories is implemented by welfare bodies in a pilot form. The Committee observes that the report lacks any details in this regard and asks the next report to contain information on the operation of such pilot Laboratories if the Presidential Decree is not adopted meanwhile. If the Decree is adopted, the Committee expects the next report to outline its content and contain information on its implementation in practice.

The Committee recalls that Article 15§2 of the Charter requires that persons with disabilities be employed in an ordinary working environment. Sheltered employment facilities must be reserved for those persons who, due to their disability, cannot be integrated into the open labour market. They should aim nonetheless to assist their beneficiaries to enter the open labour market. The Committee also recalls that it is the nature of the employment which must determine the level of remuneration for persons with disabilities: fair remuneration is required where production is the main aim.

#### *Conclusion*

Pending receipt of the information requested, the Committee defers its conclusion.

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

### *Paragraph 1 – Applying existing regulations in a spirit of liberality*

The Committee takes note of the information provided in Greece's report.

#### *Work permits*

The Committee notes that under the new legislation (the Act 3386/2005 on the entry, stay and social integration of nationals of third countries on Greek territory) the procedure for work permit applications and renewals is more closely linked to the procedure for residence permit applications, since it is carried out on a single document. The new legislation also allows nationals of third countries and their spouses whose applications for renewal of their residence permits have been refused to regularise their situation more easily.

The report states that the legislative framework regulating the pursuit of a paid occupation by nationals of third countries in Greece is established by Act 3386/2005, which does not impose any particular restrictions on these nationals, but aims to bring the conditions under which they pursue a paid occupation closer to those governing Greek nationals.

#### *Relevant statistics*

According to the report, there was a sharp increase in the number of work permit applications (after the applicants had obtained specific jobs) between 2004 and 2005, from 471 (including 8 refusals) to 1,710 (including 602 refusals), then a sharp drop between 2005 and 2006, from 1,710 to 264 applications. The refusal rate thus appears to have increased from about 2% in 2004 to 35% in 2005. The report does not provide any data on the number of refusals recorded in 2006.

The Committee notes the statistics provided by the current report only refer to Athens municipality. These statistics show a drop in the number of work permit applications during the reference period, and at the same time a marked increase in the number of refusals. It previously (Conclusions XVIII-2) noted a sharp drop in the number of work permit applications during the previous reference period, and asked the government to comment on this development. The Committee reiterates its request and also wishes the government to explain the increase in the number of refusals.

The Committee asks for the next report to contain full data, particularly as regards the nationals of each of the States Parties which are not members of the European Union.

#### *Conclusion*

Pending receipt of the information requested, the Committee defers its conclusion.

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

The Committee takes note of the information provided in Greece's report.

It notes that the legislative framework regulating the entry and stay of non-EU foreign nationals in Greece changed again during the reference period: Act 2910/2001 was replaced by Act 3386/2005 on the entry, stay and social integration of nationals of third countries on Greek territory. The new legislation adopted in 2005 partly simplified administrative formalities governing the conditions of delivery for work permits and residence permits in Greece.

#### *Administrative formalities*

##### Issuing of work permit/work and residence permit

The Committee notes that in the light of the further amendments to immigration legislation introduced by the new Act 3386/2005, changes have chiefly been made with regard to applications from nationals of third countries.

The Greek Manpower Employment Organisation (OAED) is no longer directly involved in the procedure concerning work permit applications from nationals of third countries, since it no longer advertises job vacancies in Greece for three months in order to see whether qualified nationals wish to apply for these vacancies.

The new legislation also enables nationals of third countries to obtain a residence permit in order to do a specific seasonal job for a given employer. The latter will first have made an application including full details of the identity of the workers he wishes to recruit. This seasonal employment may not last for more than six months.

The Committee notes that under the new legislation, proof that a national of a third country is in a position to meet his subsistence expenses or possesses a sum equivalent to 60,000 € is required in order to obtain a residence permit for the pursuit of a self-employed occupation in Greece. Bearing in mind the high amount of the sum required, the Committee asks the next report to confirm this. As regards investment activities, applicants have to prove that they can invest a sum of at least 300,000 € and that this investment has a positive impact on the national economy.

The new legislation provides for further derogations to the procedures in force for certain categories of persons who are granted a residence permit serving as a work permit. This is the case for nationals of third countries, particularly those no longer working in a State which is a member of the European Union or a party to the Agreement on the European Economic Area, and for others including company directors, artists and athletes.

#### Work permits and residence permits

The Committee previously (Conclusions XVII-2) noted that work permits and residence permits were issued under a dual procedure, and pointed out that this duplication of procedures was not in conformity with Article 18§2.

It notes that under the new legislation, the procedure for work permit applications and renewals seems to be more closely linked to the procedure for residence permit applications, since it is carried out on a single document. The Committee asks for the next report to provide more detailed information on the new procedure.

#### *Conditions for renewal*

The Committee notes that the new legislation allows nationals of third countries and their spouses whose applications for renewal of their residence permits have been refused to regularise their situation more easily. It asks whether more liberal regulations on the subject are planned for all categories of foreign workers.

#### *Time necessary for obtaining permits*

The Committee previously (Conclusions XVII-2) asked for the next report to specify whether the average period of one week to one month indicated in the previous report was counted from the expiry of the three months during which the OAED advertised the job vacancy. In view of the changes introduced by the new legislation, including the fact that the OAED is no longer involved in the procedure, the Committee asks for the next report to provide up-to-date information on the subject.

#### *Chancery dues and other taxes*

The Committee notes that no changes took place during the reference period. In its previous conclusion (Conclusions XVII-2), it noted that the fees were high and asked the government what the justification was for such amounts, particularly regarding work permit renewals. As no reply is given, the Committee reiterates its question.

#### *Conclusion*

The Committee concludes that the situation in Greece is in conformity with Article 18§2 of the Charter.

#### *Paragraph 3 – Liberalising regulations*

The Committee takes note of the information provided in Greece's report.

It notes that the legislative framework regulating the entry and stay of non-EU foreign nationals in Greece changed again during the reference period: Act 2910/2001 was replaced by Act 3386/2005 on the entry, stay and social integration of nationals of third countries on Greek territory.

#### *Access to national labour market*

In practice, work permits are granted for four different types of occupation:

- service provision;
- seasonal work;
- pursuit of a profession;
- investment in a specific activity.

The Committee refers to its conclusion on Article 18§2 with regard to the conditions governing the granting of a work and residence permit in Greece, particularly the changes introduced by the new Act 3386/2005.

It previously (Conclusions XVII-2) asked for the next report to provide information on the employment quotas introduced under the new system. As no reply is given in the present report, the Committee reiterates its question.

#### *Exercise of the right to employment*

The Committee refers to its conclusion on Article 18§3 with regard to the reform introduced in order to link the procedure for work permit applications more closely to the procedure for residence permit applications, and to its question.

#### *Consequence of job loss*

In reply to the Committee, the report states that in the event of dismissal or termination of an employment contract during the validity period of a work permit, the worker concerned is entitled to remain on Greek territory until the expiry of his work permit in order to seek employment and apply for the renewal of his residence permit, provided that he meets the required conditions. The Committee concludes that this situation is in conformity with Article 18§3 of the Charter.

In reply to the Committee, the report states that dismissal or termination of an employment contract is the only prerequisite for registration on the OAED's records of unemployed persons. There are nevertheless some derogations, since this is not a requirement for nationals of third countries whose situation has been otherwise regularised or for certain other categories of workers (including construction workers, night nurses and agricultural employees).

#### *Conclusion*

The Committee concludes that the situation in Greece is in conformity with Article 18§3 of the Charter.

#### *Paragraph 4 – Right of nationals to leave the country*

The Committee takes note of the information provided in Greece's report.

As the Committee has previously noted, Greece's constitution grants nationals the right to leave the country freely. However, presidential decree 25/2004 authorises a refusal to issue passports to persons who:

1. have been found guilty of one or more of the following offences, if such offences are related to the issue, use, loss or theft of the passport:
  - forgery or counterfeiting,
  - suppression of documentary evidence,
  - false declarations;
2. are the subject of criminal proceedings or have been indicted for one of these offences;
3. have been prohibited from leaving the country;
4. have been declared a draft evader or deserter.

With regard to the last named, in its last conclusions the Committee noted that Greek law prohibited the issuing of passports to draft evaders if they were in the country or wished to go to another country. This did not apply to draft evaders residing abroad who wished to travel to foreign countries or who wished to re-enter Greece to fulfil their draft obligations.

The Committee considers that all the aforementioned restrictions are among those that are admissible under Article 31 of the Charter.

#### *Conclusion*

The Committee concludes that the situation in Greece is in conformity with Article 18§4 of the Charter.

## **Article 1 of the 1988 Additional Protocol - Right to equal opportunities and treatment in employment and occupation without sex discrimination**

The Committee takes note of the information provided in Greece's report.

### *Equal rights*

The Committee notes that a new law on equal treatment for men and women was adopted in 2006 (Law 3488/2006 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions). The new piece of legislation completes transposition into national law of Directive 2002/73/EC<sup>1</sup> of the European Parliament and of the Council of 23 September 2002, and replaces most of the provisions in the preceding legal framework contained in Law 1414/1984.

The scope of the new law is very wide: it covers all workers in the private and public sector, as well as self-employed persons and professional trainees undergoing vocational training. The law defines direct and indirect discrimination, as well as harassment and sexual harassment. The latter are considered to be forms of discrimination on the grounds of sex that breach the principle of equal treatment. The law prohibits all forms of discrimination on the grounds of sex or family status with regard to access to employment, vocational training, conditions of employment and trade union membership.

The law also prohibits the termination of employment on the grounds of sex or marital status, or when it is due to an employee's resistance to sexual or other harassment or for bringing a complaint/testifying in relation to the implementation of the law. Any person wronged by a breach of the principle of equal treatment is entitled to bring an administrative action -including before the Ombudsman- or a legal action before the courts. Trade unions or other legal associations may appeal on behalf of the victim.

As regards remedies, the Committee recalls that it deferred its preceding conclusion mainly because of a lack of information on what compensation was available for victims of discrimination (Conclusions XVII-2, Greece, Article 1 of the 1988 Additional Protocol). The current report indicates that under the new law of 2006, the victim is entitled to claim compensation and demand civil, administrative or even penal sanctions (the latter when the offence is against the sexual dignity of a person). Compensation covers material and moral damage, and no upper limits on the amount of compensation are fixed in the law. The report indicates that in cases of an unjustified dismissal, the continuation of employment is possible if the employee so wishes, and in the event that reinstatement is not desired by the victim, the person can claim compensation proportionate to the damage sustained.

The Committee considers that the new law on equal treatment for men and women is an overall positive development, and that the question of compensation for victims of discrimination is regulated in a manner consistent with the requirements of the Charter. The Committee asks to be kept informed on how the law is implemented in practice.

The report provides no information on one of the essential aspects of the right to equal treatment in employment, that is, the right of men and women workers to equal pay for work of equal value. The Committee, nevertheless, notes from another source<sup>2</sup> that besides the constitutional equal pay norm (which only applies to employment under private law), the new law on equal treatment for men and women of 2006, introduces equal pay provisions which are in line with the relevant EC Directives. The definition of 'pay' has been adapted, as has the provision on job evaluation. It appears however that the law does not include any criteria for job evaluation and classification systems. The Committee recalls its case-law on this matter, namely that appropriate classification methods must be devised enabling to compare the respective values of different jobs and carry out objective job appraisals in the various sectors of the economy, including those with a predominantly female labour force. It therefore asks the next report to provide more information on the question of job evaluation and classification systems.

As regards collective bargaining and equal remuneration, the Committee notes from the above-mentioned source that "the potential of collective bargaining regarding gender equality is very important. However, while collective bargaining has contributed to the promotion of measures for the reconciliation of family and work, gender equality in pay does not seem to be a union priority, and the potential of collective bargaining is

---

<sup>1</sup> Directive 2002/73/EC of the European Parliament and of the Council of 23 September 2002 amending Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions

<sup>2</sup> Report on the "Legal Aspects of the Gender Pay Gap" by the European Commission's Network of legal experts in the fields of employment, social affairs and equality between men and women (2007)

insufficiently used in this respect." The Committee recalls that the promotion of equal treatment of the sexes and equal opportunities for women and men by means of collective agreements is a prerequisite for the effectiveness of the rights in Article 1 of the Additional Protocol. It therefore asks for more information in the next report on how equal treatment for women and men is being promoted by means of collective agreements, namely as regards equal pay.

#### *Specific protection measures*

The report states that the 2006 law on equal treatment for men and women reinforces the protection of working women, namely by entitling a woman who has been on maternity leave to return to her post or an equivalent one, and to benefit from any improvement of working conditions granted during her absence. It also establishes that less favourable treatment to a woman due to her pregnancy or maternity is discrimination.

The new law has also abolished the possibility of making derogations to the principle of equal treatment. Therefore, no occupational activities are reserved exclusively to persons of a particular sex.

#### *Position of women in employment*

The Committee takes note from another source<sup>1</sup> that the employment rate for women (between 15-64 years of age) increased to 47.4% in 2006 (from 41.5% in 2001). Despite the increase, the rate was still quite below the EU-27 average, which was 57.2% that year. The employment rate for men was 74.6%.

Unemployment rates (women and men aged 15 and over) in Greece in 2006 were: 13.6% for women, and 5.6% for men.

The share of women employees working part-time was 10.5% in 2007 while the corresponding figure for men was 2.8%.

The share of women employees with temporary contracts was 13% in 2006 while the rate for men was 9.1%.

The Committee also notes that the pay gap between women and men (difference between men's and women's average gross hourly earnings as a percentage of men's average gross hourly earnings) was 10% in 2006. The report indicates the actions which the authorities have undertaken with a view to narrowing the pay gap.

#### *Measures to promote equal opportunities*

The report mentions the National Policy Priorities on Gender Equality (2004-2008), which contain measures to promote the employment and entrepreneurship of women, for the reconciliation of family and professional life and for fighting the stereotyped perception on the roles of the two sexes through education. Amongst the numerous measures and projects described in the report, one named "Positive Action in favour of women in medium-small and big enterprises", which provides financial incentives to undertakings for training women, setting up childcare centres and imparting information on gender equality, can be signaled out.

The Committee recalls that Recommendation No. (2007) 17 of the Committee of Ministers to member States on gender equality standards and mechanisms, adopted on 21 November 2007, should be taken into consideration by the authorities when preparing measures and policies on equal treatment and opportunities between men and women.

#### *Conclusion*

Pending receipt of the information requested, the Committee concludes that the situation in Greece is in conformity with Article 1 of the 1988 Additional Protocol.

---

<sup>1</sup> Eurostat, Labour Force Survey (LFS), annual averages