

**HELLENIC MINISTRY
OF LABOUR**

**SOCIAL SECURITY
AND SOCIAL SOLIDARITY**

1. CLOSE CARE

i. 12 Social Welfare Centers [Law n. 4109/2013, (GG 16, A, 23.01.2013)], as well as the Papafio Center for Male Children Welfare of Thessaloniki (Law n 4199/2013, GG 216, A, 11.10.2013)

The problems of child protection are addressed through the Child Protection Departments, the 12 Social Welfare Centers established by Article 9 (1) of Law n. 4109/2013 (GG 16, A, 23.01.2013) and the Papafio Center for Male Child Welfare of Thessaloniki established by the Law n. 4199/2013 (GG 216, A, 11.10.2013). These Centers function under the auspices of the Ministry of Labor, Social Security and Social Solidarity, are based principally on the respective Region and their purpose has been broadened so that they can now intervene in matters of family protection, childhood, youth, elderly, people with disabilities and vulnerable groups of the population.

The Child Protection Departments of the above-mentioned Centers aim to provide care, psycho-social development and, in general, care for the education and employment of children who are proven to be unprotected and lacking family care until their adaptation to an environment that guarantees their best development (foster care families or adoption).

Also, in the above-mentioned Centers are provided services of treatment and rehabilitation (psycho-social support, physiotherapy, speech therapy, occupational therapy, nursing care) by the relevant scientific and specialized personnel (psychologists, social workers, carers, etc.) through programs for children and adults. In addition, through open-care programs, services are provide in order to diagnose and evaluate of problems, give opinions and treatment to children with physical, mental-cognitive and psycho-emotional disorders, speech and communication disorders, learning difficulties, dyslexia, difficulties in attention and concentration and/or behavioral problems. These services also aim at creating a protective framework for both the child and the parent.

ii. Other Institutions for Child Protection:

Along with the above-mentioned Legal Entities of Public Law, Child Protection Institutions (Legal Entities of Private Law) also operate. Their purpose is analogous to those of the Annexes to the Social Welfare Centers and their function is governed by the provisions of the Civil Code, the Legislative Decree no. 1111/1972 (GG 23, A, 1972) and their founding act, depending on their legal status (Institution or Association). All legacies are governed by their founding act and by the provisions of Law n. 4182/2013 (GG 185, A ', 2013). These structures are authorized by the relevant Municipalities, in accordance with the provisions of respective circulars and a Joint Ministerial Decision.

At the same time, in the territory, non-profit legal entities of private law operate under the supervision of the Ministry of Labor, Social Security and Social Solidarity, in which are functioning, inter alia, Day Care Centers which provide special education services, aiming primarily at addressing learning difficulties, social inclusion of children and developing social skills. Also, these structures have developed early intervention programs that aim to support the family, in order to understand and respond to the needs of the child, as well as to address all personal difficulties associated with the disabled child.

2. OPEN CARE

i. Nurseries:

a. Childcare Facilities from Charity Unions, Cathedrals and Non-Profit Legal Entities of Private Law:

They operate on the initiative of Charity Unions, Cathedrals, Institutions, Nurseries of pro bono or non-profit character. They aim at the daily nutrition, the education and the entertainment of babies and infants. They host children of working parents and children of economically weak families, with a preference to those in need because of social causes. The conditions of establishment and operation are determined by the provisions of the Ministerial Decision No. D22 /122828/293/2017 (GG 1157, B, 2017). The permission for their establishment and operation is issued by the relevant Municipalities.

b. Kindergartens and Nurseries of private entrepreneurs:

Kindergartens and Nurseries operate with a license issued by the relevant Municipality in accordance with the provisions of the Ministerial Decision No D22 /122828/293/2017 (GG 1157, B, 2017).

c. Nurseries of Local Administrative Units:

In accordance with the provisions of Article 12 of Law no 2880/2001 (GG 9, A, 2001), the State and the Nurseries were automatically fallen under the supervision of the Municipalities and Communities in whose administrative district they belong and are now operating as municipal and communal legal entities under the public law of article 203 of P.D. 410/1995 (GG 231, A, 1995) and are governed by the applicable provisions for legal entities.

ii. The Centers for the Creative Activity of Children are the Units in which children aged 5-12 are employed for a certain period of the day. Their purpose is to employ children off school hours, to use their leisure time for individual-organized activity or through organized teams of laboratories, as well as to serve the employees, mainly their parents. For their operation, a special permit for establishment and operation is required, issued by the relevant Administrative District of their place of establishment (Law n. 3852/10, GG 87, A, 2010).

---- Creative Child Care Centers

Centers for Creative Employment for Disabled Persons have been developed throughout the country, whose the conditions of establishment and operation are defined by a relevant Ministerial Decision (GG 1397/2001 / B) as amended by newest Ministerial Decisions (GG 875, B, 2003, GG 965, B, 2013). The aim of these Centers is the creative activity of children and adolescents with disabilities through programs of expression and entertainment, programs of speech, development of individual and social skills, sports and physical education. These Centers strengthen the policies for the integration of children with disabilities, reinforcing the skills of disabled persons themselves and the education - updating of the family environment through appropriate support services.

The aim is to support these Centers, in order to enable them to fulfill their purpose and to satisfy the needs of the groups they serve in a context that responds to social conditions and that improves the supportive environment.

Any reform efforts and actions taking place in the field of social solidarity, and in particular concerning the vulnerable group of children with disabilities, aim to modernize the long-term care system and to ensure and improve their quality of life so

as to eliminate as much as possible the risk of social exclusion, while enhancing family cohesion.

iii. Camps

a. State Program: 31 Children's Homes operate for the hosting of children, families, the elderly and Disabled People with low family income, under the provisions of Law no. 749/1948 (GG 200, A, 1948), as amended and supplemented later. Camps of the state program host children of 6 to 16 years old in need of holiday, disabled and elderly people. Their operation is entrusted by common decision of the Ministers of Interior, Finance and Labor & Social Solidarity to the relevant Municipalities.

b. Private Children's Homes: Children's Homes of Private or Ecclesiastical Initiative (pro bono or non-profit) are operating under a permit issued by the relevant District Governor, according to a relevant ministerial decision (GG 2712, B, 2016).

3. ALLOWANCE POLICY

i. Scheme for payment of maternity benefits

This program is implemented in accordance with Article 4 (5) of Law no 1302/1982 (GG 133, A, 1982), which ratified the 103/1952 International Labor Convention on the "Protection of Maternity" and is implemented by the social services of the country's Municipalities.

ii. Family allowances

Child benefit:

Article 214 of Law no 4512/2018 (GG 5, A, 2018) concerning "Arrangements for the Implementation of Structural Adjustments to the Economic Adjustment Program and other provisions" introduced a child allowance, which is afforded, taking into account the number of dependent children, the equivalent family income and the category of the equivalent family income.

4. ACTIONS FOR CHILD ABUSE

In the framework of dealing with the phenomenon of child abuse, in co-operation with the Ministry of Justice, Transparency and Human Rights, with the Joint Ministerial Decision no 49540/2011 (GG 877, B, 2011) on the "Coordination of Child Protection Actions and Services" , the following were adopted and operated:

a. National Child Protection Line:

The National Child Protection Line operates at the National Center for Social Solidarity with free use of the short dial number 1107 on a 24-hour daily basis. The aim of the line is to provide immediate information and urgent counseling, psychological and social support to children and teenagers at risk or for issues that concern them and their interconnection with the appropriate Child Protection Services. This social support action is intended to protect the interests of the child at risk.

b. Juvenile Protection Teams:

The Juvenile Protection Teams are constituted in each Municipality, consist of Social Officers and aim to address the victimization and criminality of minors in the respective area of their responsibility, as well as to offer social support and protection of children and adolescents living in the their area of responsibility.

(b) Social security and pension; including contributory schemes

Greece has introduced Law no 4387/2016 (entry into force in 13 May 2016), the provisions of which focus on the readjustment of pension amounts in respect of the economic reforms and austerity measures imposed in the country.

Specifically:

1. Articles 8 and 28 of Law no 4387/2016:

Under the Law no 4387/2016, the main pension is comprised of (a) the National Pension which is not financed by contributions, but directly from the State budget and (b) the Contributory Pension calculated on the basis of earnings on which contributions have been paid from year 2002 until the month of the application for pension, and on the basis of the replacement rate based on the total insurance period.

The contributory part of the pension is based on the average pensionable earnings of the insured during his/her entire working/insurance life. The average is calculated as the quotient of dividing the total monthly remuneration of the insured by the total insurance period. The sum of monthly salaries received by the insured is the sum of the monthly remuneration subject to contributions throughout the insurance life. For the calculation of pensionable earnings, the insured's earnings for each calendar year are taken into account, increased by the annual change in wages as determined by the Greek Statistical Authority.

2. Article 13 of Law no 4387/2016 provides for a maximum monthly pension of €2,000 and €3,000 in the case of receiving more than one pension, for pensions already granted before Law no 4387/2016.

3. Article 92 of Law no 4387/2016:

By provisions of Article 92 of Law no 4387/2016, the current legal status as regards beneficiaries, conditions and amounts of the Solidarity Benefit for Pensioners is amended. The Solidarity Benefit for Pensioners is a non-contributory benefit which is granted to old-age, invalidity and **survivor's pensioners**, who reside permanently and legally in Greece, and is granted according to the aggregate amount of the main and supplementary pension the beneficiary receives as well as to income criteria (individual and family).

Because there is the new provision of the National Pension (see above point 1), which is a non-contributory amount of pension, it was deemed necessary to abolish the Solidarity Benefit for Pensioners, which is also a non-contributory pension.

In particular, by provisions of Article 92 of Law no 4387/2016, there are new reduced income criteria, a gradual reduction of the number of beneficiaries until abolition of the said Benefit by 01.01.2020. Specifically, the Solidarity Benefit for Pensioners is not provided to persons who become pensioners from 13 May 2016 onwards and to beneficiaries with permanent residence in non-EU and EEA countries as well as Switzerland.

4. Article 14 par. 3a of Law no 4387/2016:

The total amount of pensions which are already granted by 13 May 2016 (date of entry into force of Law no 4387/2016), is increased, from the 01.01.2017 onwards, annually as provided by a Joint Decision of the Ministers Economics and Labour, Social Security and Social Solidarity. It is based on a co-efficient which is shaped 50% by the variation of the GDP and 50% by the change in the Consumer Price Index of the preceding year and shall not exceed the annual change in the Consumer Price Index.

The said pensions are readjusted according of the new rules set by Law no 4387/2016 (see point 1, articles 8 and 28).

5. Article 14 par. 4 of Law no 4387/2016:

Also, from the 01.01.2017 onwards and every three years, the National Actuarial Authority (which is an independent body) prepares actuarial study, which is endorsed by the Committee on Economic Policy of the European Union, scoping the continuous monitoring of the evolution of the national pension expenditure. Pensions are redefined/readjusted by a special law to ensure long-term sustainability of the social security system.

The height of the above costs for the national, contributory and supplementary pensions, projected to the year 2060, must not exceed the margin of increase of 2.5 percentage points of the GDP, with reference the year 2009.

6. In order to conform to the fiscal consolidation policies, it was also deemed necessary to introduce provisions regarding gradually **cuts in pension benefits** (article 38 of Law no 3863/2010, article 44 of Law no 3986/2011, article 2 of Law no 4024/2011, article 6 of Law no 4051/2012, article 1 SubPar.IA5 of Law no 4093/2012).

ROMA POPULATION

The Greek State, while identifying the serious problems in the Roma population of the country, considered it essential to intervene in all spheres of social life **to end the exclusion of the Roma population, improve their social and economic situation and their substantial social and employment/professional integration.**

In this context, the **Special Secretariat for Roma Social Inclusion** was established as the responsible governmental body. The Special Secretariat is the basic administrative mechanism / structure of the central administration - executive power - that gives the general framework and the guidelines while the Local Government (1st and 2nd degree) chooses what to do based on the existing needs and in accordance with the principle of subsidiarity.

Since its establishment, the Special Secretariat has begun the drafting of an Action Plan specifying the National Strategy for Roma Social Inclusion, taking into account the existing situation and the main pillars of the national strategy. Given the multi-sectoral and multi-thematic nature of public policy on Roma Social inclusion, the Special Secretariat systematically promotes cross-sectoral and inter-ministerial coordination as well as horizontal and multilevel cooperation on how best to implement sectoral and horizontal interventions.

With reference to the topic of this exercise, we would like to inform you that there are no specific comments on behalf of the Special Secretariat concerning the questions of the questionnaire of the independent expert as such data on Roma, especially Roma women, is not kept.

Greek women of gypsy origin constitute an integral part of the Greek population. They are Greek citizens and enjoy all civil and political rights enshrined in the Constitution and the laws of the country (right to vote and stand as a candidate, right to assembly and association, freedom of expression, etc.) for the entire population. Consequently, they can enjoy all economic, social and cultural rights safeguarded for Greek citizens. However, inappropriate living conditions, both at a practical level due to housing, health and environmental problems, and at a social level due to difficulties in inclusion and political participation together with their cultural tradition and cultural practice, make Roma women subject to multiple discrimination, while creating conditions of their exclusion from a multitude of society's activities trapping them in a vicious circle of poverty. It is therefore difficult to enjoy the abovementioned rights.

In this light, the impact of fiscal consolidation policies, structural adjustment and austerity measures, foreign/external debt and other relevant international financial obligations of States, that negatively affect the population as a whole in terms of enjoyment of rights, have a particularly negative impact on the Roma population as a vulnerable group, especially Roma women, who are a vulnerable sub-group within the vulnerable community.

In particular and as regards the specific topics of the Questionnaire:

(c) “Access to land, housing and inheritance”

Housing

Especially in the field of housing, the Special Secretariat proceeded to a reflection of the current situation by **mapping the settlements**, camps and typological classification to enable the planning of appropriate housing interventions. Also, the Special Secretariat has forwarded to all the municipalities of the country having Roma populations a Model Local Action Plan which comprises spatial and demographic mapping as well as proposed intervention activities to be implemented by the municipal authorities together with indicative budgets and implementation schedules based on the findings, in all the four operational axes: housing, education, employment and health.

The above mentioned main typology of the Roma settlements is the following:

Category Type 1: “Most degraded areas- Unacceptable living conditions in huts, shelters lacking basic infrastructures.

Category Type 2: Mixed camps- houses together with short –term facilities (shelters, tents, containers often used on a permanent basis and partial infrastructure (Water supply, electricity, roads) , usually in the vicinity of a built –up area.

Category Type 3: Neighborhood in permanent use, often in distressed / disadvantaged areas of the urban fabric (mainly houses, usual buildings- apartment flats or detached houses and some containers).

In the current mapping of the Special Secretariat, there are 371 settlements and Roma living areas with a total population of 110,007 inhabitants. In terms of type of settlements, 74 settlements are pure camps (type 1) with about 10,000 people, 181 settlements are mixed camps (type 2), with about 65,000 people and 116 are deprived and socially excluded neighborhoods (type 3) with about 35,000 people.

Based on the mapping and typological classification of Roma settlements and areas, a significant number of settlements and population has been identified as requiring decent living conditions and / or improvement of housing infrastructure due to urban, health, environmental and inclusion problems.

Housing assistance, which is planned in cooperation with the Local Government, according to the road map of the Special Secretariat and the typological category of the camps, includes the following:

1. Areas of Temporary Relocation (Social Housing Complexes) - Relocation Managing Groups

Municipalities, having within their boundaries Roma settlements of Type 1 and inadequate premises, are responsible for providing their citizens with the basic services and goods for ensuring a decent living. Roma population that lives in settlements at the borderline of extreme deprivation should be immediately relocated or , until it becomes possible, should enjoy improved living conditions (type 1 and type 2 areas which resemble to type 1 settlements) with a view to gradual and full inclusion of Roma population in the wider urban and social fabric. If the area where the settlement is set

is inadequate, a new residential fabric may be developed being in direct connection with the wider urban fabric.

Article 159 of Law no 4483/2017(GG 107 A/31.07.2017) aims at facilitating the housing assistance provided to Roma:

“With a view to ensuring descent living conditions, special social groups within the meaning of par. 11 article 13 of Law no 3212/2003 (GG A 308) and par. 1 of article 34 of Law no 3448/2006 (GG A´ 57), who live in makeshift or illegally built accommodation are permitted to be temporarily relocated to appropriate organized places, which are given/made available for this purpose by the state to local authorities, local government entities or they are assigned by individuals , following a joint decision of the Ministers of Interior, Labour, Social Security and Social Solidarity, Health, Environment and Energy, Economy and Development. The joint Ministerial Decision of the previous sub-paragraph is issued on a proposal of the Temporary Relocation Committee of Special Social Groups, at the request of the Municipality, in the territorial area of which the temporary relocation will take place. The Temporary Relocation Committee of Special Social Groups is assisted by a technical support group which is set up by the competent Secretary General or the Special Secretary, who is responsible for the special social group”.

Article 159 of Law no 4483/2017 on the temporary relocation of special social groups provides for the authorization and operation of organized temporary relocation areas developed as social housing complexes to assist urgent housing needs in the members of the special social groups who live in unacceptable housing conditions. The operation of such areas requires – in addition to the multidisciplinary support in the field of the beneficiaries (through the Community Centres- Roma Branches)- everyday administrative care and support both on issues related to the collective management of the area (e.g. caring of communal areas to prevent deterioration, identification of problems, promotion of solutions or on the spot addressing the problems, interconnection with the competent municipal, regional or other public authorities) and on issues related to personal/ family household management (e.g. utility bills, common everyday life- peaceful settlement of disputes).

In the past, similar projects related to the relocation of special social groups, have been undermined due to lack of systematic management of the housing complex. Taking this into account, the current program requires that the entity responsible for the implementation must have a management unit seated in the temporary relocation area. This unit will cooperate both with the competent municipal services and with the Roma Community Center and other social services. The operation of such a group helps to address the risk of deterioration and depreciation of the housing complex and in addition it involves the Roma community in the running of the housing estate. The Management Group also serves as a support mechanism on administrative and financial management issues of the organized area.

This Management Group will be composed of at least four members. One member will also have a coordinating role. Furthermore, the Roma branch will offer individualized social services in all areas, in order to assure the gradual but full social inclusion.

2. Basic Infrastructure

In Roma settlements of Type 1 and Type 2 which lack basic infrastructure or have not completed the necessary infrastructure (sewage system, water supply, roads,

etc), interventions will be implemented to respond to these needs. In addition, the operation of social housing complexes requires the construction of infrastructure networks in the selected areas of intervention (public utility networks) to ensure its smooth function.

3. Rent subsidy (via ESF)

The rent subsidy action relates to the relocation of Roma from the existing settlements to independent residential areas, based on certain criteria which must be fulfilled by the beneficiaries. In addition, the beneficiary assumes the role of the mediator between the tenant and the owner, identifies residential buildings for rental and persons - families who can relocate to independent houses or flats in the urban fabric and pays the rental to the owner for the agreed period of time.

In order to achieve the successful inclusion of the Roma population into the urban fabric, the selection of beneficiaries will be made on the basis of a personalized approach and through specific criteria. In addition, the family which is the beneficiary must have the potential to participate actively in employment policy practices, i.e. via participation of at least one person in the active employment. Also, the family members will be supported through a broad range of social services which will be offered by the Roma Branches and/or the Community Centers, placing particular emphasis on education. The objective is to find residence and in the meantime to ensure that the beneficiary family is able to fulfill its obligations towards the owner and the state after the completion of the grant period for the sake of a smooth and harmonic coexistence with the rest population within the urban fabric.

The selection of the location was carried out taking into account the mapping of settlements and their typological classification. In regions with small or scattered Roma population, the rent subsidy is proposed for 10 families as a minimum, while for those with larger populations the participation arises at least at 2% of the number of registered families.

It is expected to be launched by the Regional Operational Programmes (ROP) in 2018.

(d) “Access to credit, productive sources or property; including when such access is based on civil status” & (j) “Discrimination”

Horizontal actions

In order to have the maximum added value and taking into account important sectoral actions should be supported by a set of horizontal actions.

Among the planned horizontal support actions that assist sectoral activities are: the documented study of the social and environmental health conditions and the necessary actions to be implemented in the field of public health, the support of school units with Roma pupils, the empowerment of Roma women and girls, the creation and support of Roma youth organizations, the prevention of social delinquency, the promotion of awareness raising campaigns as well as the support of the work of the Special Secretariat on Roma Social Inclusion, as the responsible body for the national strategy on Roma Social Inclusion and its specification in an action plan.

It is important to mention the following actions, in particular:

Gender Equality

Within the National Action Plan on Gender Equality drafted by the General Secretariat for Gender Equality actions concerning Roma women and girls have been

adopted, (such as identifying and registering Roma women needs, providing a voucher for Roma childcare in kindergartens empowering Roma women on domestic violence issues, enhancing awareness-raising activities in education, in order to encourage girls and boys to resist early weddings, etc.).

More specifically in the Operational Programme of the General Secretariat for Gender Equality in co-operation with the Special Secretary on Roma Inclusion, actions targeting Roma women and girls have been included under Axis 1 "Social Inclusion and Equal Treatment of Multiple Discrimination Women", which will concern: a) the elaboration of a study on the situation of Roma women; b) the organization of training (c) the creation of a Roma women network and (d) the training of staff providing services to Roma women. The cost of the interventions is €285,000.

WORKING GROUP on Civil and municipal status issues

According to the available surveys and studies on the current situation of the Roma population, the elements of the Regional Strategies for their social inclusion and also the occasional surveys of public and independent authorities (Ombudsman), it appears that a remarkable percentage of this social group either does not have an identity card or has problems with their general civil registration.

Given the complex nature of the issue, it has been established under the initiative of The Ministry of Interior and in co-operation with other co-responsible Ministries, a Working Group aims at exploring the most appropriate administrative way to speed up the process of civil and municipal registration for the part of Roma population facing similar problems.

The aim of the Project Management Group is: a) the removal of institutional and practical difficulties encountered by the Roma for settling civil status issues in the frame of enabling the equal access of Roma to social commodities and b) the operation of civil status settlement as a mechanism ensuring legality. It is noted that the Working Group will be responsible for elaborating a draft-law in view of resolving the above issues, should the need arise.

It should be noted that solving these problems is a necessary prerequisite for the implementation and success of sectoral policies, particularly in the fields of housing, education, employment and social support, as the eligibility and integration of beneficiaries into concrete actions implies the absence of cases pending civil and municipal registration (e.g., rent subsidy, concession, integration into an employment programme).

(f) "Public Education"

1. Direct actions for the school year 2017-18 in 42 primary schools

This action is currently implemented and concerns 42 primary school units of primary degree with Roma student population and provides in particular for: a) the Reduction of the number of pupils by 25 to 15 in 52 primary schools in the country, where pupils from families belonging to vulnerable social groups attend, b) the placement of social worker in these school units, c) the unconditional access to the all-day programme in all schools across the country for pupils belonging to families of vulnerable social groups (e.g. Roma) and d) the pilot operation of Parent Schools in some schools.

2. Roma Children Education Programme

The Roma Children Inclusion and Education Programme is a pilot programme undertaken by Greek universities, in order to avoid school drop-outs, increase Roma pupils' school attendance attracting young Roma Pupils at school aiming at enhancing

the relation of Roma with school and retaining them within the educational environmental, so as to complete their studies at the highest possible degree.

The Special Secretariat on Roma Inclusion is in close cooperation with the Universities involved in the above mentioned programme and with the competent Ministry of Education, while drafting the Action Plan on educational issues.

(h) “Utilities and public services providers, such as water, electricity, transportation and sanitation”

Health - Hygiene

Special Teams for Improving Hygienic Conditions & Ensuring Environmental Health Care

In several Roma settlements, particularly in Type I and Type II (mixed settlements) ones, there is an urgent need for the provision of individual and environmental hygiene structures, their connection to the municipal waste collection system, interventions that will improve living conditions, and in particular create the conditions for Roma children, mainly, to have access to hygiene facilities in environmentally sound conditions, both for their own health and for their successful inclusion in education.

The creation of structures / facilities for personal hygiene concerns the establishment / creation of structures such as public baths and areas for the cleaning of clothing and other related interventions resulting from the particular circumstances of each particular camp. Interventions can be carried out either at the site of the settlement, when the conditions allow it, or in an easily accessible place or within the neighbouring area within the housing fabric of the municipality.

The provision of services and the operation of personal hygiene structures will be developed via a management team that will work with all social and other local services to facilitate the work and action of health and waste collection services and take care of public spaces. The Management Team will take care, in cooperation with local social structures, to provide the necessary personal hygiene materials to families and individuals who are excluded from existing relief programmes as well as to undertake the surveillance of communal structures and sites in the areas of intervention, in order to ensure the sustainability of the action.

For the implementation of the aforementioned hygienic intervention, a visit will take place in Roma camps followed by report on health and environmental conditions in the proposed intervention areas. This project is expected to be launched in 2018.

(i) “Labour market”

Employment

Support Structures for Employment and Entrepreneurship/ Business Counselling (through ESF)

The purpose of this action is to activate and mobilize Roma in order to participate in the employment either as self-employed or employees according to the specific needs and characteristics of local economies per regional unit. In addition local actors and entrepreneurs are asked to support the promotion to labour market.

In particular, in the framework of the action, through a tailor-made approach, counseling will be provided individually or on group sessions, and advice will be offered to business start-ups along with entrepreneurship support to address relevant issues. Furthermore, counseling will be provided to jobseekers to already existing companies. In addition, support will be given not only at the initial stages of employment but for a considerable time, based on the needs of the beneficiaries. At the same time, there will be an intervention to raise awareness among employers

unions and chambers of commerce about the elimination of negative stereotypes regarding Roma. The cooperation with Roma Branches and the agent of business counseling support is necessary for the development of a holistic approach, the preparation of the beneficiaries, their interlink with companies, the monitoring and support of employment for the provision of help at any time.

1. Interventions promoting Employment and Entrepreneurship – Pro-training and Professional Training Programmes (through ESF)

The action will involve the creation of new enterprises and new work placements as well as the development of social entrepreneurship relying on the findings of the needs assessment mechanism of the labor market.

At the same time, it is necessary the cooperation between the Community Centres Roma - Units, the "Support Structures for Employment and Entrepreneurship" and the "Manpower Employment Organization (MEO)" in order to promote access to the conventional labor market.

It is proposed to support entrepreneurship, encouraging schemes of Roma and non-Roma with particular emphasis on the primary sector as well as on the sector of circular economy and generally technical jobs.

2. Integrated actions to promote employment (through ESF)

The action will involve the creation of new businesses and / or new jobs as well as the development of social entrepreneurship.

The proposed actions should be linked to the local economy and the labor market and be based on the findings of the Labor Market Needs Detection Mechanism. At the same time, it is necessary to cooperate with the Roma Departments and the MEO for a personalized approach in the fields of social inclusion and promotion in employment as well as for inclusion in the labor register and the formal labor market. It is proposed to develop interventions to develop entrepreneurship in mixed schemes (Roma and non-Roma).

The abovementioned actions are under consultation between the competent state authorities (SSRI, EYSEKT-ESF) and the Regions, in order to be concluded and published the relevant calls for proposals.

In addition to that, it is worth mentioning the following legislative initiatives undertaken concerning employment:

3. Cooperation with the General Secretariat for Trade (Promotion of employment: Outdoor trade - doing business outside the shop)

The regulation of out-of-store trade, i.e. open-air trade in various forms (organized markets such as public markets, special markets such as Sunday and trades) has historically a strong social dimension, since it aims at facilitating the legal employment of the unemployed with additional social criteria. An exceptionally high percentage of adult Roma are active in these markets without the necessary, resulting in the imposition and accumulation of fines, the penalties and ultimately the stigmatization and marginalization of Roma.

The Special Secretariat for the Social Integration of Roma, on the basis of the available data and the consultations with the Roma representatives, and taking into account the conditions in the labour market, made specific proposals (grading of those living in social exclusion, rationalization of fines, provision of a second chance for fines, etc.) to strengthen the social dimension of the aforementioned markets in a public consultation on the operating framework an open-air commercial activity.

The newly introduced Law no 4497/2017 (GG 171 A, 13.11.2017,) provides for the new regulatory conditions for the exercise of open – air trade activities (articles 1-60, 103 and relevant annexes) that facilitate special social groups, such as Roma. Out-of-store trade, as well as the possibility of co-organisation of markets between Roma associations and municipalities are provided for in particular.

4. The profession of the Roma Social Mediator

The Special Secretariat has developed systematic co-operation with Association of Greek Roma Mediators and Partners, in order to address the immediate problems encountered in the exercise of the profession in the field, as well as the launching of the certification and vesting of the professional profile of the Roma social mediator

In the context of problems encountered in the recruitment process of Roma mediators in the Community Centres and Roma Branches, the Special Secretariat developed cooperation with the Special Management Unit of the ESF, Supreme Council for Civil Personnel Selection and the Association of Roma Mediators to propose and implement a procedure for establishing the knowledge of the dialect Romani from the prospective employees as mediators in the Roma Branches through the formation of a three-member committee (Municipality, Association of Mediators, Roma Association or Federation).

In order to further deal with the problem, the Special Secretariat has also developed cooperation with EOPPEP, in order to institutionalize and certify the profession of Roma social mediator in the near future.

As a result of all the above-mentioned co-operations, the procedure of certification of knowledge of Romani language has been approved by the Greek parliament as article 55 of the dating 15.02.2018 voted draft law.

(n) “Legal aid, access to justice and remedies”

JUSTR♀M Council of Europe (CoE) - EU COM Joint Programme

The Greek State has accepted the pilot implementation of the Joint EU and CoE Programme on Roma and Traveller Women access to Justice (JUSTR♀M).

It is a pilot programme for a period of 18 months (October 2016 - March 2018) and it aims to enhance Roma and Traveller women’s access to justice in Bulgaria, Greece, Ireland, Italy and Romania in close cooperation with the European Commission (General Directorate of Justice).

Its final deliverable is the establishment of legal clinics in which a group of three people, consisting of a lawyer, a trainee and a mediator, provides legal aid, legal assistance, legal advice and legal representation to Roma and Travellers women in favour of women and girls empowerment, improvement of their access to justice through the building of partnerships between the actors involved, raising awareness and the capacity of legal practitioners and law enforcement professionals to respond appropriately and effectively to the needs of women and young Roma and Traveller girls, including those in prison, and to develop source material for non-discrimination with emphasis to Roma and Travellers women, gender equality to support capacity-building and empowerment activities.

In Greece, two legal clinics were initially operated, as in all the pilot participant countries, one in Athens and one in Thessaloniki; then the programme was extended to Xanthi with the creation/establishment of an additional legal clinic funded by national / state contribution to the Council of Europe which is the programme manager. The abovementioned three clinics are currently in operation and, according to the progress reports, achieve the objectives set by CoE and EU Commission. Expansion of the programme - JUSTR♀M 2- is also expected.

Conclusion

Consequently, the specialisation of the National Strategy for Roma Social Inclusion in a National Action Plan and the implementation of actions in the areas of housing, education, employment and health aim at smoothly integrating them into society and ensuring the enjoyment of all kinds of rights for them.

Finally, it should be noted that actions for the strengthening of vulnerable groups within a broader framework of austerity and fiscal consolidation sharpen the confrontation between the main population and vulnerable groups, create conflict situations and encourage racism and discrimination against vulnerable groups due to their support in a context where restrictive economic policy creates problems for the entire population of a country, undermining social cohesion.

ANNEX

STATISTICAL DATA

This section presents statistics on the labor market in Greece.

A. Eurostat – Labour Force Survey (LFS)

1. Unemployment Rate

According to recent Eurostat Labor Force Survey data, the unemployment rate in Greece in the third quarter of 2017 stood at 20.3%, down by 2.3 percentage points compared to the third quarter of 2016. This figure confirms the trend of de-escalation of unemployment started in 2013, when it was at its peak. Women still have a higher percentage than men, with a difference of 8.4 percentage points for the third quarter of 2017.

Table 1: Unemployment rate 15-74 ετών (unadjusted data-neither seasonally adjusted, nor calendar adjusted data)

	2012Q3	2013Q3	2014Q3	2015Q3	2016Q3	2017Q3
TOTAL						
<i>EU (28)</i>	10,2	10,5	9,8	8,9	8,2	7,3
<i>EURO AREA (19)</i>	11,1	11,6	11,1	10,3	9,6	8,7
<i>GREECE</i>	25,0	27,2	25,6	24,1	22,6	20,3
MEN						
<i>EU (28)</i>	10,1	10,4	9,5	8,8	7,9	7,1
<i>EURO AREA (19)</i>	10,9	11,5	10,8	10,1	9,2	8,3
<i>GREECE</i>	21,9	24,1	22,7	20,7	18,9	16,4
WOMEN						
<i>EU (28)</i>	10,4	10,7	10,0	9,1	8,5	7,7
<i>EURO AREA (19)</i>	10,4	10,6	10,0	9,1	8,5	7,6
<i>GREECE</i>	29,0	31,3	29,2	28,2	27,2	24,8

Source: Labour Force Survey (LFS), (extracted on : 22/02/2018)

The youth unemployment rate in Greece, although decreasing, remains at a very high level. There is also a big difference compared to the corresponding rate at the level of the European Union and the Eurozone.

Table 2: Unemployment rate for persons 15-24 y-o (unadjusted data-neither seasonally adjusted, nor calendar adjusted data)

	2012Q3	2013Q3	2014Q3	2015Q3	2016Q3	2017Q3
TOTAL						

<i>EU (28)</i>	23,1	23,5	21,6	19,9	18,5	16,5
<i>EURO AREA (19)</i>	23,5	23,9	23,1	21,9	20,4	18,3
<i>GREECE</i>	56,6	57,1	49,5	48,8	44,2	40,1
MEN						
<i>EU (28)</i>	23,4	23,9	21,9	20,2	18,8	17,0
<i>EURO AREA (19)</i>	23,5	24,0	23,2	22,1	20,3	18,7
<i>GREECE</i>	48,8	53,0	43,3	43,7	41,7	36,4
WOMEN						
<i>EU (28)</i>	22,7	23,0	21,1	19,5	18,1	16,0
<i>EURO AREA (19)</i>	23,5	23,9	22,9	21,6	20,4	17,8
<i>GREECE</i>	65,3	62,4	56,6	54,5	46,9	44,4

Source: Labour Force Survey (LFS), (extracted on : 22/02/2018)

2. Young people neither in employment nor in education and training (NEET rate 15-24 y-o)

The percentage of young people neither in employment nor in education and training continues to show a decrease trend. In particular, this figure for 2016 in Greece stood at 15.8%, down by 1.4% compared to 2015.

Table 3: NEET Rate (15-24 y-o)

	2012	2013	2014	2015	2016

TOTAL					
<i>EU (28)</i>	13,2	13,0	12,5	12,0	11,6
<i>EURO AREA (19)</i>	13,1	12,9	12,6	12,2	11,7
<i>GREECE</i>	20,2	20,4	19,1	17,2	15,8
MEN					
<i>EU (28)</i>	12,9	12,8	12,3	11,7	11,3
<i>EURO AREA (19)</i>	13,2	13,0	12,7	12,3	11,7
<i>GREECE</i>	19,0	20,9	18,7	17,1	15,9
WOMEN					
<i>EU (28)</i>	13,4	13,2	12,7	12,3	11,9
<i>EURO AREA (19)</i>	13,0	12,8	12,5	12,1	11,7
<i>GREECE</i>	21,3	20,0	19,6	17,2	15,7

Source: Labour Force Survey (LFS), (extracted on : 22/02/2018)

3. Employment Rate

The employment rate in Greece is also improving, according to the latest data available for the third quarter of 2017, as shown in Table 4. The employment rate for women in Greece remains low, with 20.3 percentage points less than of the percentage of men, when the difference in the European Union is 11.8 points and in the Eurozone at 11.6 points.

Table 4: Employment rate (20-64 y-o) (unadjusted data-neither seasonally adjusted, nor calendar adjusted data)

	2012Q3	2013Q3	2014Q3	2015Q3	2016Q3	2017Q3
TOTAL						
<i>EU (28)</i>	68,8	68,8	69,7	70,6	71,5	72,7
<i>EURO AREA (19)</i>	68,2	68,0	68,6	69,4	70,4	71,4
<i>GREECE</i>	54,7	53,2	54,1	55,9	57,2	58,9
MEN						
<i>EU (28)</i>	75,1	74,8	75,8	76,6	77,5	78,6
<i>EURO AREA (19)</i>	74,5	73,9	74,4	75,3	76,2	77,2
<i>GREECE</i>	64,6	63,2	63,4	65,2	66,8	69,2
WOMEN						
<i>EU (28)</i>	62,6	62,8	63,7	64,6	65,6	66,8
<i>EURO AREA (19)</i>	62,1	62,2	62,8	63,6	64,7	65,6
<i>GREECE</i>	44,9	43,5	45,0	46,8	47,7	48,9

Source: Labour Force Survey (LFS), (extracted on : 22/02/2018)

4. Activity Rate

The activity rate of 20-64 year-olds in the third quarter of 2017 was 73.8% in Greece, with women lagging behind this figure against men by 17.8 points.

Table 5: Activity Rate (20-64 y-o) (unadjusted data-neither seasonally adjusted, nor calendar adjusted data)

	2012Q3	2013Q3	2014Q3	2015Q3	2016Q3	2017Q3
TOTAL						
<i>EU (28)</i>	76,3	76,6	77,0	77,3	77,7	78,2
<i>EURO AREA (19)</i>	76,5	76,7	77,0	77,2	77,7	78,0
<i>GREECE</i>	72,7	72,9	72,6	73,6	73,8	73,8
MEN						
<i>EU (28)</i>	83,2	83,3	83,5	83,7	83,9	84,3
<i>EURO AREA (19)</i>	83,3	83,2	83,3	83,5	83,7	84,0
<i>GREECE</i>	82,7	83,0	81,9	82,2	82,3	82,8
WOMEN						
<i>EU (28)</i>	69,6	70,1	70,6	70,9	71,6	72,1
<i>EURO AREA (19)</i>	69,8	70,3	70,7	70,9	71,7	72,0
<i>GREECE</i>	62,9	63,1	63,5	65,1	65,6	65,0

Source: Labour Force Survey (LFS), (extracted on 22/02/2018)

5. Part - time employment

Table 6 shows the part-time rate as a percentage of the total, which in the third quarter of 2017 in Greece dropped to 9.3% from 9.5%. On the basis of the annual data (table 7), the part-time rate continued to increase in our country by 2016, while the percentage of involuntary part-time employment, in terms of total part-time employment, reached 72.3 % in 2016, which is particularly high in relation to the European Union and the Eurozone (table 8).

Table 6: Part - time employment as *percentage of total employment* (20-64 y-o)

	2012Q3	2013Q3	2014Q3	2015Q3	2016Q3	2017Q3
TOTAL						
<i>EU (28)</i>	18,3	18,8	18,7	18,7	18,6	18,5
<i>EURO AREA (19)</i>	20,1	20,8	20,8	21,0	20,8	20,7
<i>GREECE</i>	7,7	8,1	9,2	8,9	9,5	9,3
MEN						
<i>EU (28)</i>	7,6	8,0	8,1	8,1	8,0	8,1
<i>EURO AREA (19)</i>	7,8	8,3	8,6	8,7	8,6	8,8
<i>GREECE</i>	4,8	5,4	6,5	6,3	6,8	6,3
WOMEN						
<i>EU (28)</i>	31,0	31,4	31,2	31,2	31,0	30,6
<i>EURO AREA (19)</i>	34,6	35,4	35,1	35,4	35,1	34,7
<i>GREECE</i>	11,8	12,0	12,8	12,5	13,3	13,4

Source: Labour Force Survey (LFS), (extracted on 22/02/2018)

Table 7: Part time employment as *percentage of total employment per year (20-64 ετών)*

	2012	2013	2014	2015	2016
TOTAL					
<i>EU (28)</i>	18,6	19,0	19,0	19,0	18,9
<i>EURO AREA (19)</i>	20,3	21,1	21,2	21,3	21,2
<i>GREECE</i>	7,6	8,3	9,2	9,3	9,7
MEN					
<i>EU (28)</i>	7,7	8,1	8,2	8,2	8,2
<i>EURO AREA (19)</i>	7,9	8,4	8,7	8,8	8,8
<i>GREECE</i>	4,6	5,3	6,5	6,6	6,9
WOMEN					
<i>EU (28)</i>	31,4	31,8	31,7	31,5	31,4
<i>EURO AREA (19)</i>	35,0	35,9	35,8	35,8	35,6
<i>GREECE</i>	11,7	12,5	12,9	13,0	13,6

Source: Labour Force Survey (LFS), (extracted on 22/02/2018)

Table 8: Involuntary part-time employment as *percentage of the total part-time employment*

	2012	2013	2014	2015	2016
TOTAL					
<i>EU (28)</i>	28,4	30,0	30,4	29,9	28,5
<i>EURO AREA (19)</i>	30,0	31,6	32,4	32,1	31,1
<i>GREECE</i>	65,5	68,6	71,7	72,9	72,3
MEN					
<i>EU (28)</i>	41,0	42,4	42,7	42,4	40,1
<i>EURO AREA (19)</i>	41,4	42,9	43,9	44,0	42,6
<i>GREECE</i>	71,3	71,5	75,3	79,0	76,8
WOMEN					
<i>EU (28)</i>	24,9	26,4	26,8	26,2	25,0
<i>EURO AREA (19)</i>	27,1	28,7	29,3	28,8	27,9
<i>GREECE</i>	62,3	66,8	69,2	68,6	69,1

Source: Labour Force Survey (LFS), (extracted on 22/02/2018)

6. Gender Pay Gap

The gender pay gap, abbreviated as GPG, refers to the difference in average wages between men and women. The unadjusted gender pay gap is calculated as the difference between the average gross hourly earnings of male and female paid employees as a percentage of average gross hourly earnings of male paid employees. As shown in the following table, according to the latest available data, the gender pay gap in Greece, showed a decrease of 2.5 percentage points from 15% in 2010 to 12.5% in 2014, and is lower than the corresponding at EU-level of the 28 Member States, where it increased slightly from 16.4% in 2010 to 16.7% in 2014, and fell to 16.3% in 2015.

As indicated in the Draft Joint Employment Report 2018, the possible reasons for the gender pay gap (EU) include differences in work experience, working time, and type of work or the employment sector, due, to a certain extent, to discrimination in the labor market.

Table 9: Gender Pay Gap (%)

	2010	2011	2012	2013	2014	2015
EU (28)	16,4	16,9	17,3	16,8	16,7	16,3
Greece	15,0	:	:	:	12,5	:

Source: a) EU (28): Eurostat¹ (Extracted on 25/01/2018), b) Greece: Hellenic Statistical Authority, Structure of Earnings Survey²

¹ The indicator is based on the four-year SES 2002, 2006, 2010 and 2014, required by the single currency regulation as well as national estimates based on national sources for the years between of SES years from the reference year of 2007 and onwards, with the same coverage as the SES.

² More information on: <http://www.statistics.gr/el/statistics/-/publication/SJO47/2010>

B. MEO DATA

According to the MEO data the number of unemployed persons in Greece increased to 879.881 thousands in December of 2017 from 864.778 thousands in November of 2017. Compared to December 2016, the jobless number was reduced by 30.587 people. The number of unemployed women is considerably higher than the number of men. More specifically, for the last month of 2017, the difference between men and women is 214.877.

Table 10: Registered Unemployed Persons (seeking for job)

2016												
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Men	347.810	355.014	353.089	334.128	316.666	310.141	310.430	326.592	322.552	329.533	343.762	346.296
Women	528.942	539.552	541.052	517.468	505.007	516.992	535.570	569.970	549.429	554.798	569.282	564.172
Total	876.752	894.566	894.141	851.596	821.673	827.133	846.000	896.562	871.981	884.331	913.044	910.468
2017												
	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	Dec
Men	356.103	359.619	350.771	327.275	306.920	297.303	295.428	292.775	288.262	300.550	321.209	332.502
Women	572.859	576.491	567.410	537.934	523.313	524.821	535.037	534.715	511.702	523.967	543.569	547.379
Total	928.962	936.110	918.181	865.209	830.233	822.124	830.465	827.490	799.964	824.517	864.778	879.881

Source: MEO

C. ERGANI INFORMATION SYSTEM

A decrease in employment in the private sector was recorded in January 2018, according to ERGANI Information System. The monthly balance (the difference between hirings and exits) is negative, in -16.542 jobs. The hiring announcements for women in reference period are 62.620, while the total exits are 69.940. A comparison of the figures for the last two years shows that the number of employees employed by a private company rose by 121.913 new jobs in 2017, or 7,16 pct higher than in 2016. Also, in the year 2017, 14.085 more businesses were registered in relation to the year 2016, thus showing an increase of 6,04 pct on an annual basis. In the period 2014 - 2017, employment rose by 293.258 jobs or 19,15 pct.

Table 11: Flows of paid employment in the private sector (January 2018)

	Hiring Announcements (E3)	Announcement of voluntary exits (E5)	Termination of Unlimited Employment Contracts (E6)	Expiration of fixed term contracts (E7)	Total Exits (E5+E6+E7)	Balance E3-(E5+E6+E7)
Men	91.246	42.028	17.642	40.808	100.478	-9.232
Women	62.630	28.304	13.064	28.572	69.940	-7.310
Total	153.876	70.332	30.706	69.380	170.418	-16.542