



HELLENIC REPUBLIC

NATIONAL REFORM PROGRAMME 2023

ANNEX TABLE 4

**Reporting on the implementation of the European Pillar of Social Rights:
Description of Main Measures and Their Estimated Impact**

April 2023

**Table 4: Reporting on the implementation of the European Pillar of Social Rights:
Description of Main Measures and Their Estimated Impact**

Pillar principle	List of main contributing measures	Estimated impact of the measures (qualitative and/or quantitative)
<p>1) Education, training and life-long learning</p>	<ol style="list-style-type: none"> 1. Strengthening the Apprenticeship System. 2. With RRF funding, DYPAs are currently implementing numerous programs of training in high-demand skills (e.g. digital, "green", and "blue" skills), focused on upskilling/reskilling as a means to address the skills gap - Computer labs and pilot i-KPA shops in Athens and Thessaloniki - contracting: Q1 2023 3. Labour force skilling, reskilling and upskilling through a reformed training model (VET Reform). 4. Reform and development of the Apprenticeship system provided by the DYPAs (Apprenticeship Vocational Schools) by means of the promotional campaign of the aforementioned reform, and establishment of the role of the "Apprenticeship Ambassador" 5. Review, redesign and update of current DYPAs curricula (with the contribution of social partners and employers) to further align them with the actual labour market needs. 6. Training programmes of special interest to strengthen the skills of labour counsellors (16747.7) 7. Preparation of unemployed persons, 18-29 years old, of any educational level, registered under Public Employment Service, in a working environment of the public or private sector, with a view to their integration into the labour market 8. Pre-employment programme for 10,000 unemployed young people aged up to 29 years old in the regions of Attica and Central Macedonia 9. Work experience programme for 	<ol style="list-style-type: none"> 2. More than 500,000 people are expected to be trained in, inter alia, green and digital skills. The training programmes will be addressed to both unemployed and employed people from different educational backgrounds and age groups. 2. 15,000 unemployed persons aged 25 to 45 years (in 2 separate groups of 7,500 each) are foreseen to be trained and occupied for a six-month period so as to gain work experience in the new skills 3. Updated vocational training curricula for the DYPAs (Vocational Training Institutes), KEKs (Vocational Training Centres) and KEKs for Disabled Persons, in response to current and future labour market needs. e.g. 3.i. Updated curricula of training programmes for the DYPAs (Vocational Training Institutes)/KEKs/KEKs for Disabled Persons, ensuring that trainees can fully develop their potential to shape their future and respond to the green and digital transitions. 3.ii. Modernization of 49 existing labs and equipment. The reform is expected to support the green transition, as particular emphasis will be placed on the creation of green jobs and the demand for green skills. 4. The promotional campaign for the reform and the actions implemented within the context of the VET system in Greece will contribute to the restructuring of the Greek economy and the acceleration of the necessary changes involved in the implementation of the "Green Deal". Since the main motto is "to leave nobody behind", VET and lifelong training will play an important role in enhancing "green and digital skills". DYPAs are one of the fundamental pillars for the protection, reskilling and upskilling of the workforce. The development and mass promotion of the opportunities that DYPAs provide will allow all interested parties to get involved and contribute to it. The

<p>3,900 unemployed people aged up to 29 years old</p> <p>10. Counselling Support, Training and Certification in the Creative Industry as a modern pillar of culture for unemployed women</p> <p>11. Consulting Support, Training and Certification in Digital Marketing for unemployed people up to 29 years old in small and medium enterprises in the tourism sector</p> <p>12. Counselling, Training and Certification of unemployed 18-29 year olds in specialties of the Tourism Industry</p> <p>Integrated vocational empowerment and labour market integration intervention for people up to 29 years old in the agri-food sector</p> <p>13. 3 Integrated Interventions to enhance the knowledge and skills of unemployed graduates up to 29 years old, in dynamic sectors of the growth model of the economy</p> <p>14. Counselling Support, training, certification and promotion to employment for unemployed young people aged 25-29</p> <p>15. Counselling, Training and Certification of unemployed 18-29 year olds in specialties of the retail sector</p> <p>16. Integrated Intervention for professional empowerment and labour market integration in the Development of Digital Skills in Culture for unemployed young people 18-29 years old</p> <p>17. Integrated Vocational Development and Labour Market Integration Intervention for young people up to 29 years old</p> <p>18. Integrated Intervention for the Support of Young People aged 18-29 years, in the framework of the Action Plan "Guarantee for Youth.</p> <p>19. Reintegration into the labour</p>	<p>aforementioned promotion will focus both on the employers that will benefit from the relevant measures and the Greek society at large, especially the regions and social groups that are expected to face considerable problems, e.g. in view of the transition to new forms of energy.</p> <p>5. Following the approval of the Cooperation Agreement between DYPA and the Aristotle University of Thessaloniki regarding the review, redesign and update of current EPAS (Apprenticeship Vocational Schools), the updated curricula shall be implemented.</p> <p>6. Upgrading the skills of 1,000 Labour Counsellors - initiating in Q3 2023</p> <p>9. 734 beneficiaries up to date</p> <p>26. 80.000 certified persons - Q1 2023</p> <p>29. Selection of 7,000 beneficiaries to participate in a training/employment programme - Q3/2023</p> <p>30. Adoption of provided regulatory Acts - Q1 2023</p>
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<p>market of redundant workers in the sector: manufacture of electrical equipment (It concerns workers made redundant from BSH, NEXANS, SAMMLER, SLLER, GEMA, etc.)</p> <p>20. Integrated Human Resources Development & Unemployment Intervention in the Infrastructure and Transport Sector</p> <p>21. Integrated vocational empowerment and labour market integration intervention for people over 30 years old in the agri-food sector</p> <p>22. Counselling, Support, Training, Certification and Promotion to Employment of unemployed people aged 30-49 years old in technical skills of cutting-edge industries</p> <p>23. Integrated Human Resources Development & Unemployment Intervention in the Supply Chain (Logistics) and Export Trade sector</p> <p>24. Integrated counselling, training and certification interventions for the professional empowerment of unemployed people with low educational qualifications in unemployment fields</p> <p>25. Integrated Intervention for professional empowerment and labour market integration for unemployed people aged 30 and over in the Development of Digital Skills in Culture.</p> <p>26. Certification of skills through distance learning (e-learning) and/or face-to-face training in high-demand sectors with a focus on digital and green skills - Action 16913.2</p> <p>27. Training, skills upgrading or re-training for up to 5,000 unemployed persons registered in the DYPA register to be employed as Private Security Personnel</p> <p>28. Retraining and upgrading the skills of 1,000 DYPA teachers</p>	
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	<p>29. Social reintegration of the most vulnerable groups (RRP 16922.1a) 30. Social reintegration of the most vulnerable groups - Roma Education and Apprenticeship (RRP 16922.1b) 31. Digital Training for Older People (RRP 16922.2a) 32. Individual Skills Account 33. Eligibility Continuing VT providers:</p>	
	<ol style="list-style-type: none"> 1. New school curricula 2. Evaluation of school units – Evaluation of teachers – Evaluation of the educational system 3. Digital transformation 4. Upgrading the Vocational Education and Training (VET) System 5. Link of HEIs with the labour market 6. Enhancement of HEIs’ autonomy 7. Extroversion and internationalisation of HEIs 8. Wellbeing in schools 	<ol style="list-style-type: none"> 1. New school curricula focus on learning outcomes rather than mere transfer of knowledge, include updated material in line with cutting-edge scientific developments and bear a significant emphasis on the cultivation of students’ skills, including digital skills. 2. Evaluation, as a feedback mechanism, is a prerequisite for the improvement of the quality of the education system and, as an accountability mechanism, it is a necessary complement in the process of decentralizing responsibility and reducing bureaucracy. 3. The reform will develop a digitalised education system which will contribute to the innovation of the future society, through new scientific developments and the essential connection between theory and practice. This initiative will contribute to broad-based digital upskilling and inclusive long-term economic growth as people will develop the right skills, enabling competitiveness and innovation which are considered critical for the future challenges and global economy. 4. The reforms will upgrade the overall VET system and aims to eliminate the gap between education and the actual needs of the labour market, as there will be updated curricula and integration of sophisticated training methodologies. As a result, this initiative will improve the renovation of buildings, relevant equipment and digital tools making the transition to the digital era more efficient for all students across Greece. 5. Enhancing the link of HEIs with the labour market will have benefits not only for students (e.g. upgrading of job prospects), but also for HEIs (e.g. increase of potential funding), bearing numerous positive spill-over effects across the

		<p>Greek economy and society. The reforms will upgrade the educational system through the promotion of research and innovative projects, which will contribute to the development of a future skilled workforce while being able to adapt to future challenges and changes in an efficient way. In addition, a strong collaboration between universities and companies during the implementation of the reform will enhance the attraction and retention rates of youth especially by companies in emerging sectors of the labour market.</p> <p>6. Enhancing the HEIs' autonomy and eliminating red tape will enhance the performance and quality of HEIs, by optimizing decision-making processes and thus, leading to better decisions and more functional HEIs.</p> <p>7. The internationalisation of HEIs is a key priority of the Ministry's reformist agenda to render HEIs better connected to the global education community and broaden their scientific horizons.</p> <p>8. The wellbeing of all members of the educational community is of the utmost importance for the Ministry of Education and Religious Affairs, creating supportive communities for students, teachers, and parents, thereby allowing them to thrive and enabling the learning process.</p>
2) Gender equality	<ol style="list-style-type: none"> 1. Greek National Action Plan for Gender Equality 2021-2025 2. Ratification of the ILO Convention 190 "concerning the elimination of violence and harassment in the world of work" (Law 4808/2021) 3. R&I PEERS - Pilot experiences for improving gender equality in research organizations 4. Gender mainstreaming in public policy and budget processes (Gender Budgeting) - Completion of the inventory of existing situation/needs - Q2 2023 5. SHARE Project 6. Women victims of gender based or domestic violence are eligible for the job subsidy programme of DYPA for 	<ol style="list-style-type: none"> 1. See attached document "Estimated impact of the NAPGE implementation for the years 2021-2025" 5. Issuance of a Ministerial Decision for an Equality Label - Q3 2022

	<p>vulnerable groups.</p> <p>7. Implementation of the Istanbul Convention: Results of a quantitative survey of existing treatment programmes for perpetrators of domestic violence - Q2 2023</p> <p>8. Innovation Centre for Women (#GIL4W): Health has Gender: Strengthening Health Literacy in Primary & Secondary Education as a Tool for Promoting Equality - Q3 2023</p> <p>9. 24-hour SOS telephone line (15900), providing counselling and information on violence issues by psychologists and social workers</p> <p>10. Supporting working mothers with the provision of home-based childcare services for infants (from 2 months to 2.5 years) by carers</p> <p>11. Setting up and equipping childcare facilities on the premises of 120 companies (50 childcare facilities in companies with more than 100 employees and 70 childcare facilities in companies with more than 250 employees)</p> <p>12. Training of medical staff, social workers, staff of the structures of the General Directorate of Social Welfare and the police on methods of dealing with violence against women who are persons with disabilities</p> <p>13. Awareness campaign for women and girls with disabilities, their families and caregivers on prevention, identification and reporting of gender-based violence and existing support services</p>	
3] Equal opportunities	<p>1. Diversity Awareness (RRP)</p> <p>2. New National Roma Integration Strategy and Action Plan 2021-2030</p> <p>3. Business initiative subsidy programme aimed at supporting new entrepreneurs aged 20-44 from marginalized social groups, such as Roma, funded by the Greek state and the ESF within the framework of the</p>	11. 120 companies to be reinforced - Q2 2023

	<p>Regional Operational Programmes.</p> <p>4. DYPA-UNICEF – Child Guarantee: “Support adolescents and youth at risk for better employment opportunities</p> <p>5. Modernising the legal framework for the transfer of third-country national workers - Q3 2023</p> <p>6. Setting up and equipping childcare facilities on the premises of 120 companies (50 childcare facilities in companies with more than 100 employees and 70 childcare facilities in companies with more than 250 employees)</p> <p>7. Integrated intervention, on a pilot level, for the benefit of one thousand (1,000) recognized refugees. The Action includes a wide range of interrelated activities, such as language and intercultural training, personal profiling, individual and group counselling, guidance and vocational orientation, internships, job placement, etc.</p> <p>8. National-level interventions to combat violence against women</p> <p>9. Integration of persons from certain special categories into employment/Law 2643/1998</p>	
	<ol style="list-style-type: none"> 1. Digital transformation 2. Upgrading the Vocational Education and Training System 3. Link of HEIs with the labour market 4. Wellbeing in schools 	<ol style="list-style-type: none"> 1. The policy framework contributes to the development of digital skills for all students and educators which are considered critical for the future challenges in the global economy, allowing students and educators to be competitive candidates in the job market and grow professionally, in line with the needs of the digital market. 2. Relevant policies will allow people to have access to a better and more well-linked to the labour market needs, vocational education and training, thus equipping trainees with the necessary skills to grow and actively take part in the labour market. They will incorporate into VET modern digital technologies and the required infrastructure to render the digital transition in VET truly inclusive.

		<p>3. The reform will improve the higher education system and its relevance to the labour market, contributing to higher employment, less skills mismatch and a competitive new workforce.</p> <p>4. Relevant policies enable all students to feel supported and improve their performance in school, by reducing incidents of bullying and equipping staff with the tools to better assist them.</p>
<p>4] Active support to employment</p>	<ol style="list-style-type: none"> 1. New Legislative Framework for the Public Employment Service (Bill “Δουλείες Ξανά”) 2. Reform of Active Labour Market Policies (RRP 16747) {Comprehensive upskill/reskill & short-term employment programme for unemployed individuals (ages 25-45)} 3. 16747.1: Employment action for 15.000 unemployed people aged 25-45 4. 16747.2: Targeted employment programme in critical areas of long-term unemployment (aged 45 and over) 5. A grant from the DYPA for the implementation of the project: "Programme of grants to enterprises for the employment of 10,000 unemployed persons facing obstacles to their integration or reintegration into the labour market" (16747.3) 6. Pre-employment programme for unemployed young people aged 18-30 (16747.4) 7. Grant programme for enterprises to employ 5,000 unemployed people in the green economy sectors, with emphasis on women 16747.8) 8. Special business grant programme for the employment of unemployed former employees of companies affected by the de-lignification process 9. Grants to businesses to create new jobs for unemployed 55-67 10. Promoting employment and 	

	<p>entrepreneurship for a total of 599 unemployed people belonging to marginalised communities, such as the Roma</p> <p>11. Business subsidy programme aimed at hiring 5000 unemployed people in green economy sectors, with particular emphasis on women</p> <p>12. Business initiative subsidy programme for the employment of young entrepreneurs aged 18-29 with particular emphasis on women</p> <p>13. Employment action for 15.000 unemployed people aged 25-45 (2nd half of 2022).</p> <p>14. Employment subsidy programme aimed at hiring 8 500 long-term unemployed people aged 55-6</p> <p>15. Development of an artificial intelligence (chatbot) digital advisor application for the improvement and automation of NYPA's advisory services to job seekers - Q4 2023</p> <p>16. PROTO ENSIMO</p> <p>17. Open Programme of 150,000 new subsidized jobs</p>	
	<ol style="list-style-type: none"> 1. Upgrading the Vocational Education and Training System 2. Link of HEIs with the labour market 3. Wellbeing in schools 	<ol style="list-style-type: none"> 1. By upgrading VET, we aim to increase the productivity and economic growth and, at the same time, to reduce the unemployment rate, especially that of young people – since CEDEFOP's 2030 forecasts for Vocational Education and Training show that 2/3 of the jobs will require medium and low qualifications, i.e. levels 3, 4 and 5. 2. The Reform aims to foster productivity, competitiveness and improve potential growth. It aims to enhance the research performance of Greek universities and the quality of education offered to students in terms of skills development and relevance to the labour market. Achieving these targets will have numerous positive spill-over effects across the Greek economy and society, by means of building a dynamic ecosystem of innovation, attracting qualified and distinguished academic staff and researchers and boosting economic

		<p>competitiveness and growth. Moreover, it will contribute to the international competitiveness, positioning and visibility of Greek universities, thus contributing towards turning Greece into an international education hub, enhancing the graduates' employment prospects, both within Greece but also within the European market.</p> <p>3. The extension of the all-day school supports working parents, by more closely aligning the school schedule with their working hours.</p>
<p>5] Secure and adaptable employment</p>	<p>1. Digital Transformation of Labour Market Support Systems (RRP 16750) [Subproject 1: Second phase of IT system for the Labour Market Monitoring ARIADNE, Issuing of necessary Ministerial Decisions, as provided under art.79 of L4808/2021 [Q4 2023] - (1.1.1)</p> <p>2. IIS ERGANI II</p> <p>3. L.4808/2021: It introduced for the first time provisions specifically about Modern Forms of work (Telework, Digital Platforms, the contractual relation between the digital platform with the service providers, union rights attached to the physical person-provider of the service). It provided for the upgrade and development of existing IS into ERGANI II IS, the implementation of the Digital Work Card via the obligation for an electronic system to record, register and notify of the actual working hours of salaried staff. The upgrade of IT system ERGANI has been completed (2022), in order to allow for the pilot (as of July 2022) and then staggering/gradual roll-out of the Digital Work Card (as of February 2023). The DWC ensures the observance of working hours, informs competent authorities (the MoLSA, e-EFKA, Labour Inspectorate) timely and accurate data, reduces undeclared and undeclared work, thus improving the effectiveness of</p>	<p>3. Unemployment rate dropped to 10.8 % in January 2023, from 17.5 % in 2019. Digital Work Card Pilot Phase (July 2022 end December 2022) 54 Employers (Large Enterprises and Super Markets with > 250 workers) and ca 123.000 workers were the first active users of the Digital Work Card platform. To the above have been added, as of February 2023, security and insurance companies. Currently, the required consultations at technical level are on-going for the expansion of the DWC in other sectors of the economy as well.</p>

	<p>labour market monitoring mechanisms, protects healthy businesses from unfair competition, ensures overtime payments, provides workers with access to their digital work card records.</p> <p>4. SYN-ERGASIA Mechanism</p> <p>5. Employment Suspensions Floods Crete</p> <p>6. Employment Suspensions For Industry</p>	
	<p>1. Upgrading the Vocational Education and Training System</p> <p>2. Link of HEIs with the labour market</p>	<p>1. The relevant Reform and Investment will incorporate digital skills and competencies into the curricula of VET, further supporting the transition to the digital economy and the successful integration of VET's trainees to this new paradigm.</p> <p>2. Enhancing the link of HEIs with the labour market will have benefits not only for students (e.g. upgrading of job prospects), but also for HEIs (e.g. increase of potential funding), bearing numerous positive spill-over effects across the Greek economy and society.</p>
<p>6) Wages</p>	<p>1. Minimum Wage Increase of 7,5% compared to the Jan-2022 standards, following Ministerial Decision Prot.No38866/21-04-22 (official gazette 2030/B'/21-04-22)</p> <p>As of April 1st 2023, a new statutory minimum wage increase of 9,4% for 2023 has been recently announced by P.M. (17-3-23), following provisions of recent Law 5013/2023/art.39 (O.G12/A/19-01-2023 and consultation with the Bank of Greece and all social partners. Following this progress, minimum wage has been raised to EUR 780 (x 14 wages annually) (from EUR 713) or EUR 910 (from EUR 831) (x 12 wages annually).</p> <p>2. Digital mechanism for the minimum wage data collection (Part of RRP 16750.3).</p> <p>3. Transposition of the EU Directive on AMW (2022/2041)</p> <p>Preparatory process has been</p>	<p>1. The number of workers paid with the MW is 585.000 individuals reduced by 60.000 as compared to 2021.</p> <p>The MW increase brings about an increase of the unemployment benefit at EUR 479 (from EUR 438) Furthermore, it also has an impact on the increase of other provision benefits and furloughs calculated on the basis of the MW (inter alia, maternity benefit, subsidisation of programmes for the creation of new jobs, special aid to seasonal workers)</p>

	initiated with the nomination of MoLSA national representatives at the COREPER experts group (March 2023)	
7) Information about employment conditions and protection in case of dismissals	<p>1. Law 4808/2021 Rationalises redundancy litigation. Legal provisions to protect against redundancies on grounds of discrimination, sexual harassment, work-life balance, pregnancy and parenthood, unionism. : re-employment, and reversal of the burden of proof.</p> <p>Abolishment of the distinction between blue and white collar workers, as regards severance payment.</p> <p>Protection against dismissal also for the father of the newborn.</p> <p>More adequate compensation for blue-collar workers, with the abolishment of the distinction between blue and white collar workers, as regards severance payment.</p> <p>2. Transposition of Directive (EU) 2019/1152 on Transparent and Predictable Working Conditions in the EU. The adoption of the Directive in Greek domestic law is expected imminently.</p> <p>3. Operational modernisation of the Mediation and Arbitration Agency and strengthening the skills and capacities of Conciliators and Mediators</p> <p>Training needs' assessment; on line survey as well as interviews; Conducting a thematic webinar on Mediation and Reconciliation of Labour Disputes, as well as thematic training programme with emphasis on practical experience (face-to-face) - (1.2.2)</p>	
8) Social dialogue and involvement of workers	<p>1. Organisation for Mediation and Arbitration OMED</p> <p>"Support to the modernisation of</p>	

<p>OMED" Technical Assistance Project (DG Reform - ILO) Project started in November 2022, and is currently in implementation at the level of OMED (independent agency). Project completion by end of 2023. Project Scope to enhance the operational functioning of OMED and consequent effectiveness in mediation and arbitration.</p> <p>2. Minimum Wage setting process The Social Partners - via submission of informed documentation and scientific research - are consulted in the annual process leading to the MW setting, in accordance with the national statutory practice. "Strengthening social dialogue in the European Union" Commission Proposal. Currently, the MoLSA competent Directorates are participating in the consultation process following the Council Proposal for Recommendation and the Communication from the Commission. Following the adoption of L. 4808/2021 and subsequent enacting decisions for the launch of e-Registries for Trade Union organisations and Employers' Organisations, transparency at the level of capacity of representation has been enhanced. In 2022, 397 TU organisations have been registered with the TU e-Registry, and 92 in 2023 so far. Also, 28 Employers' Organisations have been registered with the Employers' Organisations e-Registry in 2022, and 3 in 2023 so far.</p> <p>3. Collective Bargaining The number of Sectoral collective agreements in force has been increased (from 13 in 2020 to 51 in 2023) The number of national and local Occupational agreements in force has</p>	
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	<p>been increased (from 2 and 3 in 2020, to 13 and 17 in 2023, respectively) The number of Firm-Level agreements in force has been increased (from 174 in 2020 to 679 in 2023)</p>	
	<p>1. Upgrading the Vocational Education and Training System</p>	<p>1. The implementation of the relevant RRP Reform and Investment, i.e. the design and development of Thematic and Experimental Vocational Training Institutes (IEK), as well as Model Vocational High Schools (Model EPAL) takes place within synergies with social partners. The substantive participation of social partners is a crucial factor for the effective link of VET to the labour market, as the true needs of the labour market can be diagnosed at the local and national level, and the curricula and training can be adapted accordingly.</p>
<p>9) Work-life balance</p>	<p>1. Creation of childcare units within large companies (RRP) 2. Neighbourhood Nannies 3. Transposition of EU Directive 2019/1158 on Work Life Balance (Law 4808/2021). It provides for individual rights related to the following: paternity, parental and carers' leave, flexible working arrangements for parents and carers, protection from dismissal and burden of proof, protection against adverse treatment. A whole chapter of provisions is dedicated to the protection of the family, thus, having a positive impact on bridging the gender gap in employment. Protection from dismissal and reversal of the burden of proof which lies with the employer, for workers who are parents and carers.</p>	
<p>10) Healthy, safe and well-adapted work environment and data protection</p>	<p>1. Adoption of the National Strategy on Health and Safety at Work (2022-2027), by Ministerial Decision, in Aug 2022, also making specific reference and taking into consideration the EU strategic framework. Corresponding to the above Strategy, is the implementation of the annual</p>	<p>11. Temporary relocation of 56 Roma families (approximately 330 persons) to a new settlement and the provision of accompanying social support services - Q4 2023</p>

<p>national programme on health and safety at work.</p> <p>2. Law 4808 ratified ILO Convention 187 on the "Framework to promote Occupational Safety and Health" In this frame, MoLSA currently updating/drafting the annual National Strategy for Health and Safety at Work with a vision to have a safe and healthy work environment for every worker. Implementation of the Annual National Programme for healthy and safe work environment - Training and promotion of a prevention mindset - Networking, partnerships and social dialogue Completing the development of 14 new digital tools ("OiRA" - EU-OSHA) for health and safety at work</p> <p>Law 4808 also ratified ILO Convention 190 on the "Elimination of Violence and Harassment in the world of work", including gender-based violence/harassment.</p> <p>Law 4808 also provides for obligations from the employer side, specific policies within the business, increased role for the occupational doctor, establishment of a stand-alone unit within the Labour Inspectorate etc</p> <p>3. National Council on OSH, established under the Supreme Labour Council (ASE) holding meetings on a regular basis, chaired by the Secretary General. Taking into account national priorities, and the EU strategic framework on OSH, the MoLSA (Gen. Secr. for Labour) is preparing an Annual OSH Strategy, in order to develop a national OSH governance system, and to modernise and update the legislative framework on OSH, bearing in mind the new risks and challenges in the world of work.</p> <p>4. Development of an IIS specific to OSH (HERIDANOS). The project is estimated to be contracted before the</p>	
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	<p>end of Q1 2023. Technical specifications of the OSS are to be conducted and officially submitted by Q2 2023.</p> <p>5. The new independent Labour Inspection Authority, as established in 2022, is to become fully operational in 2023.</p> <p>6. Publication of an amendment to the Code of Laws on Health and Safety at Work (CYSSE) no. 3850/2010 -[Q4/2023].</p> <p>7. Harmonisation of Greek legislation with Directive 2022/431/EU amending Directive 2004/37/EC (carcinogens or mutagens at work) - [Q2 2023].</p> <p>8. Cooperation with HELLENIC INSTITUTE FOR OCCUPATIONAL HEALTH AND SAFETY in accordance with Art.128/n. 4808/2021 - a Memorandum of Understanding has been signed [Q1 2023]</p> <p>9. Ratification of the 2014 Protocol on Forced Labour of the ILO is foreseen to be submitted to ILO in order to be validated, after being approved by the Parliament, by Q2 2023.</p> <p>10. Cyber-security of the Information Systems of DYPA: integrated security solutions for citizens' personal data (contracting in Q2 2023)</p> <p>11. Temporary relocation of a Roma settlement in the area of Peleka of the Municipality of Katerini in the standards of social housing.</p>	
<p>11) Childcare and support to children</p>	<p>1. Implementation of the Child Guarantee Recommendation [Ensuring access of children in need to basic services: Nomination of EKKA as the National Coordinator - Appointment of the links with co-competent - Ministries - Submission of the National Action Plan (September 2022 (broad consultation, children included): Identification of “children in need”, Network of relevant stakeholders,</p>	<p>5. Issuance of Joint Ministerial Decision - Q1 2023 De-institutionalization of 200 adolescents - Q4 2023</p> <p>10. Issuance of the Joint Ministerial Decision under article 12 of Law No. 4837/2021 (A178), as amended by Article 66 of Law No. 4921/2022 (A75) - Q1 2023</p>

<p>Current policies, Planned key services and actions, Monitoring and Evaluation Framework]</p> <p>Implementation of the Child Guarantee pilot program (development of methodology, guidelines, protocols and tools for the professionals on: early identification of vulnerable families, diagnostic assessment of families at-risk, emergency intervention for family reunification / foster, care/SIL placement)</p> <p>Development of action plans for the transition of institutions into places to support families, foster families and children in need)</p> <p>2. Development of a comprehensive curriculum and program for schools aiming at the cognitive development of infants from 3 months to 4 years to prepare them for a smooth integration into primary education (RRP 16919 – Reform 1)</p> <p>3. Subsidize the starting/creation of new early childcare centres or of new places in existent childcare centres for babies starting from 2 months until 2,5 years old (baby centres) (RRP 16919- Investment 2)</p> <p>4. Providing services to 1,450 very young children (0-6 years old) with disabilities and developmental disorders and their families</p> <p>5. Semi-independent living for 200 adolescents aged fifteen and above and adults from shelters in apartments with the accompaniment and support of a social worker</p> <p>6. Joint Ministerial Decision O.G.1085/B/28-2-2023 has been published for the extension of the fostering and adoption system</p> <p>7. Development of a holistic educational programme for infants from 2 months to 4 years of age for nurseries, crèches and kindergartens</p>	
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(and the early diagnosis and treatment of intellectual and neurological disabilities through recreational and other activities and screening by professionals)

8. Subsidy for opening/creation of new childcare centres or new places in existing childcare centres for infants from 2 months to 2.5 years old. The goal is to create 50,000 new places with RRP funds covering 50% of the budget required

9. It concerns the creation of creative activity centres (CACs) through technology - STEM centres for children aged 12-15

10. National system for recording and monitoring reports of child abuse (adoption of a Joint Ministerial Decision)

11. Commencement of the sanctioning powers of the Ministry of the Interior in respect of child abuse

12. Promotion of DI-strengthening of Foster care and Adoption (Major reform in foster care and adoption: Law 4538/2018 + amendments (national electronic registries, digital connection process, financial support for foster parents, expansion of the age limits of foster parents) & other Measures (awareness raising campaign to promote foster care, Action plan to promote foster care of Ums, Training programs for social workers of the public sector)

13. Prevention of child abuse (Establishment of a requirement for employees of CPUs not to have Criminal Record/Establishment of the obligation for the appointment of a Protection Officer per structure/Development of a National Recording and Monitoring System under EKKK (National Centre for Social Solidarity)/Strengthening the role of the Social Counselor and

	<p>enhancing supervision of the child protection units</p> <p>14. Rules and procedures for the operation of Child Protection Units, Child care centers and nurseries (Establishment of strict specifications and criteria for the operation of the child protection Units)</p> <p>15. Reforms in the field of Child Protection funded by the RRF [Program for Semi-Independent Living in Apartments for young persons (>15 years of age)who live in CPUs (pilot program)/ Professional foster care for minors with disability (>67%) and/or severe mental disorders / New nurseries or additional places in existing structures for children over 2 months old/ New Creative Activity Centers with STEM activities (pilot program)/ Early Childhood Intervention Program for children aged 0-6 years old on the basis of a family-centered model (pilot program)]</p> <p>16. .Services and benefits for children and families (Child allowance/Childbirth benefit/Financial Support for every child placed in foster care/Access to nursery schools/Creative Activity Centers for children and for children with disabilities (KDAP – KDAPmeA)/State camp program/School meals/Mountain and Disabled Areas Allowance)</p>	
12) Social protection	<ol style="list-style-type: none"> 1. Social Integration Investment - Social Reintegration of the Most Vulnerable Groups 2. New National Strategy for Social Inclusion and Poverty Reduction 3. Digital Transformation of the social support system (RRP 16925) 4. Special checks for granting welfare benefits to non-permanent residents of the country (16726) 5. Supporting the family, promoting 	<ol style="list-style-type: none"> 3. Delivery of 80,000 "disability-cards" - Q4 2023 8. Introduction of prepaid cards for the payment of social benefits of OPEKA and DYPA [Q4/2023]

	<p>active ageing and encouraging intergenerational solidarity</p> <p>6. Improving accessibility for people with disabilities to digital entitlement, benefit and information services</p> <p>7. Improving the capacity of the National Centre for Social Solidarity (EKKA) in the management of unaccompanied minors through the effective operation of the National Child Protection Line</p> <p>8. Payment of the majority of social benefits via prepaid cards (RRP 16726)</p> <p>9. Special controls on the granting of welfare benefits to non-residents (RRP 16726)</p>	
13) Unemployment benefits	<p>1. New Legislative Framework for the Public Employment Service (Bill "Δουλειές Ξανά")</p> <p>2. Reform of Passive Labour Market Policies (DYPA)</p> <p>3. Strengthening the long-term unemployed allowance, by changing the amount granted and the way it is paid, but also by changing the eligibility criteria, in order to widen the circle of beneficiaries, to make the support to them more effective and adequate and to accelerate their integration into the labour market</p> <p>4. Strengthening the long-term unemployed allowance for existing and new beneficiaries of the benefit (16746.5 & 16746.6)</p> <p>5. Establishment of a System of Mutual Obligations between Jobseekers and the Public Employment Service, DYPA.</p> <p>6. Consolidation and rationalization of unemployment insurance benefits and other benefits.</p> <p>7. Removal of disincentives for upskilling and reskilling.</p>	<p>1. New institutional framework for lifelong skills development: Enactment of Law 4921 (Government Gazette A75/18.04.2022) "Δουλειές ξανά": Reorganization of the Public Employment Service ("DYPA") and digitalization of its services, upgrading workforce skills and labour needs diagnosis and other provisions"</p> <p>3. Issuing of regulatory Acts provided - Q3 2023</p> <p>4. Law coming into force - Q4 2023</p>
14) Minimum income	<p>1. Nationwide implementation of the third pillar of the GMI* programme in cooperation with all</p>	

	<p>the relevant authorities: local PES offices, community centres and local authority social services. GMI recipients, during their application, are automatically referred to DYPA and receive personalised counselling services by the end of the month following their application. It combines three pillars: (a) income support, (b) complementary social services and (c) activation services. For the implementation of the 3rd pillar, funding through the Recovery Resilience Facility and the European Structured Funds has been ensured. The target is to enrich the supply-side services on behalf of the Manpower Employment Organization by offering tailor made training and employment programs to the beneficiaries</p> <p>2. Social Integration Investment - Social Reintegration of the Most Vulnerable Groups (part of the RRP - The action's target group includes GMI beneficiaries)</p> <p>* The GMI income support programme is ongoing</p> <p>3. Implementation of the 2022/2041 Directive on adequate minimum wages in the European Union: Completion and transmission of periodic updates of the Integration Report - Q1 2023</p> <p>4. Creating a Digital Mechanism to collect all necessary data to ensure that the minimum wage is in line with the real progress of the economy, to support and improve the competitiveness of businesses: Receipt of a preparatory study on a matrix of factors to be taken into account in the statutory minimum wage - Q2 2023</p>	
15) Old age income	1. Law 4826/2021 (7-9-2021)	3. Reduce pensioners' poverty.

and pensions	<p>"Insurance Reform for the New Generation: Introduction of a capitalization system of predefined contributions in supplementary insurance, establishment, organization and operation of the Fund for Capitalization Supplementary Insurance and other urgent regulations":</p> <ul style="list-style-type: none"> - Recruiting staff & staff secondments for the new Fund (TEKA): Q4 2023 - Adoption of the Fund's Operating Regulations - Q4 2023 <p>2. Digital training of the elderly and of persons with disabilities (RRP 16922 sub.2a)</p> <p>3. Increase disposable income of pensioners in order to accommodate inflation which led to purchasing power decrease. Pensions have been increased for the first time after 12 years, while also two seasonal monetary aids for low pensioners have been granted.</p>	<ul style="list-style-type: none"> - A 7.75% increase in the pensions from January 2023, for those without the so called 'personal difference' in their pensions. - Two monetary seasonal aids (€250 and €200) for low pensioners
16) Health care	<ol style="list-style-type: none"> 1. Reform of the Primary Health Care System (PHC) 2. Implementation of the National Public Health Prevention Program "Spyros Doxiadis" 3. Reform in the fields of mental health and addictions 	<ol style="list-style-type: none"> 1. The Law 4931/2022 (Government Gazette A'94/13.05.2022) entitled "Doctor for all, equal and quality access to the services of the EOPYY and Primary Health Care and other urgent provisions", introduced the institution of personal doctor into the public health system. Until now more than 50% of the population has registered with a personal doctor and by the end of 2023, the percentage is expected to increase. Moreover, with the support of the RRF, the reform aims to upgrade the infrastructure and medical equipment of health centers and reorganise their structure by retraining staff to act effectively as first-line care. All the above will contribute to building a strong primary health care system and improve the quality of services provided and reduce social inequalities in health, ensuring equal access to citizens. 2. The "Spyros Doxiadis" National Strategic Health Prevention Program has already started with the "Fofi Gennimata" program for the population screening of breast cancer. More

		<p>than 100,000 free mammograms have already been performed. Within 2023, the following are expected: a) the Cervical Cancer Prevention Program with the participation of 2.5 million women (21-65 years old), b) the Preventive Children's Dental Care Program "Dentist Pass", which aims to improve the dental health of school-age children (6-12 years old), c) the National Childhood Obesity Prevention Program and the National Adult Obesity Prevention Program, d) the Cardiovascular Disease Prevention Program with the participation of 5.5 million men and women (30-70 years old), e) the Colorectal Cancer Prevention Program which includes 3.8 million men and women (50-70 years old). The reform is expected to bring about a structural change in the improvement of the level of health and the upgrading of the quality of life of the population in the country, as the improvement of the health of the population is related to the prevention, treatment of health problems and the reduction or elimination of risk factors for public health.</p> <p>3. The National Mental Health Action Plan (2021-2030), which includes policies and interventions to promote, protect and strengthen mental health for all and especially for vulnerable groups, has already been completed as of the Q1 2023. In addition, aiming to ensure equal access to mental health services and with the support of RRF, 56 mental health units are already operational in 2022 and 50 additional units are expected to be operational by the end of 2023. The reform aims to strengthen mental health framework of operation, so as to provide comprehensive, integrated and responsive services in community-based settings, ensuing access to all population.</p>
<p>17) Inclusion of people with disabilities</p>	<p>1. National Portal of disability benefits and establishment of the Disability Card.(RRP 16925) 2. "Personal Assistant" reform (Law 4837/2021, Min. Decision 28458/23-3-2022) complimented by a comprehensive pilot program (5817/30-3-2022 call) aiming to</p>	<p>2. The pilot will be implemented in two phases, each one concerning 1.000 beneficiaries. Pilot program in the Region of Attica is underway (Q4 2023) Call for interested Personal Assistants remains open 300 beneficiaries of Personal Assistants up to date</p>

<p>provide personal assistance to people with disabilities (RRP 16904). Pilot for the RRF funded Programme "Personal assistant for Persons with disabilities" launched in April 2022. This programme aims to enhance and promote independent living for persons with disabilities as well as their inclusion in the community. Moreover, it will attempt to regulate a so far unregulated market by creating a new profession, while at the same time it will help the disabled persons' family members reintegrate into the labour market.</p> <p>3. Professional foster care for kids with disability (RRP 16919)</p> <p>4. Independent living apartments for deinstitutionalization of adolescents (RRP 16919)</p> <p>5. Employment programme for unemployed people facing labour market (re-)integration barriers, such as persons with disabilities, with RRF funding - DYPA (16922)</p> <p>6. Programme for the deinstitutionalisation of people with disabilities: The basic choice for achieving deinstitutionalisation is the creation and operation of Supported Living Homes (SYD). SYD are the spaces available for the permanent living/accommodation of people with disabilities, i.e. people with any kind of motor, mental or sensory disability, congenital or acquired, followed or not by secondary diseases and disorders, who cannot live independently</p> <p>7. Creation of Social Cooperative Enterprises (SCEs) for the employment and integration of people with disabilities in the labour market</p> <p>8. Supported employment for up to 200 people with autism spectrum</p>	<p>6. According to the available data collected by the Directorate of Policies for Persons with Disabilities of the Ministry of Labour and Social Affairs, in February 2023 a total number of 117 SYD were in operation within the Greek territory. In the case of Lechena, one of the branches of the two Social Welfare Centres involved in the deinstitutionalisation programme, the relocation of 8 adult residents with severe disabilities to 2 SYD, which are now fully operational, took place in October 2022. Besides, in July 2022, the Directorate of Policies for Persons with Disabilities granted feasibility approvals to 2 more SYD for the purposes of the deinstitutionalisation programme.</p> <p>8. 200 persons to be employed - Q4 2023</p>
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	<p>disorders and to cover the cost of the professional guidance and counselling required for this target population</p> <p>9. Funding accessibility infrastructure for people with mobility and sensory disabilities</p> <p>10. Subsidy for certified agencies to provide supported employment for people with autism spectrum disorders</p> <p>11. Doctors of the health boards and the administrative staff</p> <p>12. Integration of persons from certain special categories into employment/Law 2643/1998</p>	
	<ol style="list-style-type: none"> 1. Digital transformation 2. Link of HEIs with the labour market 3. Wellbeing in schools 	<ol style="list-style-type: none"> 1. The RRP Investment's Subproject 6 specifically envisions the provision of technological tools specially designed to meet the individual needs of students with disabilities and/or special educational needs. In this context, this subproject, which includes Technical Assistance for its smooth implementation, aims to provide a) IT support devices (e.g. computer peripheral equipment) as well as assistive technology software for accessing internet content and digital courses, b) Laptops and printers for students. 2. Subproject 6 of the RRP Reform 'Strategy for Excellence in Universities & Innovation' specifically focuses on providing access to educational material for people with disabilities, via audio and e-books, to be disseminated through the National Hellenic Libraries Network. 3. The relevant policies aim to tackle all forms of bullying, including on the grounds of disability and/or special educational needs.
<p>18) Long-term care</p>	<ol style="list-style-type: none"> 1. Development and implementation of a National Strategy for Long Term Care according to the institutional /regulatory obligations generated by European policies. 2. Appointment of the Secretary General for Social Solidarity and Fight against Poverty Mr G. Stamatis as National Co-ordinator for the 	

	<p>implementation of the Council Recommendation on access to affordable and high-quality Long Term Care.</p> <p>3. Elaboration of a National Action Plan and Strategy for healthy ageing taking into account the "Green Paper on Ageing".</p> <p>4. The Greek Ministry of Labour and Social Affairs (MoLSA) has formally requested technical support from DG REFORM to adequately design</p>	
<p>19) Housing and assistance for the homeless</p>	<p>1. Law 4921/2022/art.43 & 44: It entitles DYPA to acquire built and unbuilt properties in order to enter into partnerships with public or private entities for the construction of buildings, aimed at the workforce's housing protection.</p> <p>2. Law 5006/2022: It established Programmes: "My Home" (ΣΠΙΤΙ ΜΟΥ) and "Cover" (ΚΑΛΥΨΗ). It also defines the notion of Project "Social Contribution" (ΚΟΙΝΩΝΙΚΗ ΑΝΤΙΠΑΡΟΧΗ).</p> <p>3. Social Housing for the most Vulnerable Groups</p> <p>4. "Housing and Work" Programme for unemployed persons</p> <p>5. New National Roma Integration Strategy and Action Plan 2021-2030 (Regarding Roma housing policies)</p> <p>6. DYPA Social Housing Policy</p> <p>7. Provision of interest-free or low-interest mortgage loans to young people and young couples aged 25-39</p> <p>8. Massive renovation of 4,000 properties that have been vacant for a long time and will be leased by owners for 5+ years. These properties will be made available at low rent to benefiting young people. Beneficiaries: 10,000 young people and couples aged 25-39</p> <p>9. "Refurbish - rent" (ΑΝΑΚΑΙΝΙΣΤΟ-ΕΝΟΙΚΙΑΣΤΟ): The project aims to increase the number of homes</p>	<p>8. Completion of housing renovations (where needed) - Q4/2023</p> <p>9. Completion of the repair of the apartments that will eventually participate in the action (where necessary) and start housing beneficiaries - Q3/2023</p> <p>11a: Rent subsidy for a period of 24 months, as well as coverage of expenses for household furniture and other operational needs of the household - Q4 2023</p> <p>11b: Provision of psychosocial support services and linkage with complementary social benefits and services - Q1 2023</p> <p>11c: Activation, training and work promotion services, including work subsidies, coverage of non-wage costs, subsidies for setting up a business, vocational training and skills acquisition, points for participation in community work programmes and job counselling by the D.I.S.A., integration in Second Chance Schools - Q4 2023</p> <p>12. The number of households receiving the Housing Benefit for 2022 was on average 279.893 per month, with the total number of beneficiaries reaching 699.732 persons.</p>

<p>available for rent and involves subsidising the cost of refurbishment for empty homes to be rented</p> <p>10. Free or very low rent to young people and young couples - Project "Coverage" (ΚΑΛΥΨΗ)</p> <p>11. "Housing and Work for the Homeless" project was established by article 15 of Law 4756/2020 and aims to enhance the social reintegration of 600 households/800 beneficiaries living in homelessness. It is a housing-first inspired program for persons and families experiencing homelessness which provides a. rent subsidy in the private rental market for a period of two years, b. one off allowance for household bills, c. work subsidy for a period of 1 year and subsidy for non-salary costs for another 1 year, d. social support services. It is being implemented every two years with a total budget of 10 million euros (state budget funding).</p> <p>12. The Housing Benefit is a separate social assistance scheme aiming to help low income households who live in rented primary residences to meet their housing costs. Beneficiaries must fulfil cumulatively, certain criteria on income, assets and permanent residence. The rent subsidy is set at €70 per month for a single-person household, while for each additional household member (adult or child) this amount is increased by €35 per month. The total amount of the rent subsidy cannot exceed €210 per month, irrespective of the composition of the household. The program is centrally organised and financed by the state budget (402.000.000 annually).</p> <p>13. Preventing and addressing the housing exclusion of vulnerable groups of the population threatened or experiencing homelessness</p>	
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	<p>through the integration of part of the dormant private and public housing stock into a scheme of affordable rental housing</p> <p>14. Building 2,500 houses for 5,000 beneficiary young people up to 39 years of age and making them available as affordable housing, using either rent to own, buy to let or rent to own as the delivery model - Project "Social Contribution A" (ΚΟΙΝΩΝΙΚΗ ΑΝΤΙΠΑΡΟΧΗ Α')</p> <p>15. Upgrading and making available 40 properties of the Ministry of Labour for about 80 beneficiaries and making them available as social housing for young couples and young people up to 39 years old - Project "Social Contribution B" (ΚΟΙΝΩΝΙΚΗ ΑΝΤΙΠΑΡΟΧΗ Β')</p>	
<p>20) Access to essential services</p>	<p>As regards Roma social inclusion and access to essential services the new National Strategy and Action Plan for Roma Social Inclusion (2021-2030) is structured in four Pillars on one which provides for the enhancement of equal access of Roma to basic services and goods, namely education, employment, health, social care and housing. To this end, a number of measures are included in the Action Plan, such as a new programme, currently running in cooperation with the National Employment Service for granting entrepreneurship employment ideas for Roma young freelancers (aged 20-44). The programme will be implemented in eight regions of Greece, starting from Attica. As regards housing, Roma people as Greek citizens are entitled to all housing policies and programmes addressed to the general population and to the vulnerable groups, namely:</p> <ul style="list-style-type: none"> - The Housing and Work programme providing for housing, social support 	

	<p>and work reintegration of homeless people. It is a public policy based on the “housing first” principle, it is implemented every two years and funded by the state budget.</p> <p>- Kalypsi (Coverage)" Program, which aims to utilize the existing stock of apartments of the ESTIA program for the implementation of a social housing program.</p>	
	<p>1. Digital transformation</p>	<p>1. The COVID-19 pandemic has highlighted the importance of digital skills for individuals to navigate through life and professional transitions. Moreover, it has accentuated the unequal challenges that learners and workers face in attaining such skills, as the obstacles to the achievement of digital upskilling are not distributed uniformly across society, but they affect individuals from disadvantaged socioeconomic backgrounds disproportionately, and this inequality begins at school. Investing in digital skills can help bridge the productivity gap with euro area countries, and do so in a way that promotes social cohesion and social mobility. The RRP Investment, and particularly its Subprojects 3b and 4 on the provision of a voucher for the purchase of digital equipment, allows students in socioeconomically disadvantaged families and teachers to acquire the equipment that they need in order to reap the benefits of a digitally transformed education system.</p>