

# **Contribution to the Focus chapter of the Fundamental Rights Report 2022: Social rights and equality in light of the recovery from the COVID- 19 pandemic.**

**Country: GREECE**

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**Contractor:** Centre for European Constitutional Law (in cooperation with Hellenic League for Human Rights and Antigone- Information and Documentation Centre on racism, ecology, peace and non violence)

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# 1 Measures implemented to foster social rights and equal treatment in the recovery from the pandemic

The Greek government anticipates that the proposed measures in its Recovery and Resilience plan of April 2021 will result in the creation of new and permanent jobs, and in a lasting increase of real GDP, while contributing to addressing challenges identified in the relevant Country Specific Recommendations. In this context, the plan is structured around four pillars, encompassing a total of eighteen components: (i) Green Transition (four components); (ii) Digital Transformation (three components); (iii) Employment, skills and social cohesion (four components); (iv) Private investment and transformation of the economy (seven components). The timeline for the implementation of the plan ranges from the fourth quarter of 2020 to the third quarter of 2026.<sup>1</sup>

## 1.1 Measure 1a

<b>Name of the measure in English</b>	<b>Component 3.2: Enhancement of digital capabilities in education and modernisation of vocational education and training.</b>
<b>Name of the measure in the national language(s)</b>	- Ενίσχυση των ψηφιακών δυνατοτήτων της εκπαίδευσης και εκσυγχρονισμός της επαγγελματικής εκπαίδευσης και κατάρτισης
<b>Reference document for the measure</b> <b>Include an url, where available</b>	- Greece's recovery and resilience plan, page 283 onwards - Full plan available in Greek at: <a href="https://ec.europa.eu/info/files/greeces-recovery-and-resilience-plan_en">https://ec.europa.eu/info/files/greeces-recovery-and-resilience-plan_en</a> - Core part of the plan available in English: <a href="https://greece20.gov.gr/wp-content/uploads/2021/07/NRRP_Greece_2_0_English.pdf">https://greece20.gov.gr/wp-content/uploads/2021/07/NRRP_Greece_2_0_English.pdf</a>
<b>Social rights covered by the measure</b>	- Right to education (Article 14) -

<sup>1</sup> Analysis of the recovery and resilience plan of Greece , Commission Staff Working Document, COM(2021) 328 final, Available in English at: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52021SC0155&from=EN>, p. 24

<p><b>Delete as appropriate</b></p> <p><b>Multiple answers possible, but preference should be given to measures that apply to one discrete right</b></p>	
<p><b>Population group(s) covered by the measure</b></p> <p><b>Delete as appropriate</b></p> <p><b>Multiple answers possible, but preference should be given to measures that apply to discrete population groups</b></p>	<ul style="list-style-type: none"> <li>- Always highlight if and how the measure takes into account intersectionalities between different population groups. Add a short description of how this is the case here.</li> <li>-</li> <li>- Children and youth &amp; Individuals from disadvantaged socio-economic backgrounds: unemployed individuals</li> <li>- The measure takes into account the intersectionality of young age and disadvantaged socioeconomic background by targeting young people affected by digital inequalities and unemployment as a result of this lack of digital skills.</li> <li>- Others: women and young girls.</li> <li>-</li> </ul>
<p><b>Summary description of how the measure applies to the population group(s)</b></p>	<ul style="list-style-type: none"> <li>- Focus in particular on how the measure can serve to foster the social rights of and equal treatment for members of the population group(s) of interest</li> <li>- The aim of this component of the Greek recovery and resilience plan pertaining to the right to education is to increase long term employment and productivity through reforms and investments in skills, lifelong learning, vocational education and training, research performance of universities, and digitalisation of all levels of education The proposed policies and measures are expected to contribute to bridging the digital divide and in strengthening the basic digital literacy of the entire population. Special emphasis is placed on the digital transformation of education which will enhance digital skills of students aiming to reduce the number of students aged 13-14 that have low performance in informatics and digital communications. All digital programs target the participation of women and young girls.</li> <li>- More specifically the measure entails:</li> <li>- A new strategy for modernising the national upskilling system and investing in <b>continuous training</b>. Focus on incentives both for the recipients and the providers of continuous learning. No further information is provided in relation to what is defined as the national upskilling system framework in Greece's recovery and resilience plan.</li> </ul>

	<ul style="list-style-type: none"> <li>- Vocational training reform, enhancing productivity and reducing unemployment especially <b>among young people</b> by eliminating the gap between the skills possessed by the workers and the skills required in the job market. Special focus on fields like energy, IT technologies and telecommunications, health, tourism, STEM (Science, technology, engineering, and math)</li> <li>- Strengthening the apprenticeship schools of the National Employment Organisation. In this context, the syllabus and curricula of these schools will be reviewed and upgraded with the help of social partners and employers (private sector).</li> <li>- Modernisation of the vocational training offered by the National Employment Organisation and the Employment and Vocational Training Account to support the <b>unemployed population</b>. Emphasis will be given to enhancing digital skills and the skills most sought for in the job market at any given time.</li> </ul>
<p><b>Summary description of how the measure will impact (positively or negatively) social rights and equal treatment in the recovery</b></p>	<ul style="list-style-type: none"> <li>- All subprojects of this component of the Greek plan target students/trainees. The upgraded vocational education programme specifically targets young people: higher secondary education students who opt for the available vocational pathway, as well as students of Vocational Training Institutes. Following the legal reform of vocational training institutes in December 2020, the proposed reform and investment intend to boost their quality and attractiveness, as a means of enabling young people to identify their interests and activate their link to the labour market, regardless of their socioeconomic background.</li> <li>- The measure's subproject number 4 on Development and Certification of New Professional Profiles for the Sectors of Energy, Environment and Digital Economy aims at the development and certification of 200 professional profiles in the sectors of energy, environment and digital economy. The new professional profiles will be designed in a way to ensure the promotion of women's participation and leadership. It is not clarified in the relevant reform fiche how this will be achieved.</li> </ul>
<p><b>Summary description of the extent to which the measure foresees the provision of enabling social services</b></p>	<ul style="list-style-type: none"> <li>- Where available, indicate if and how the measure foresees integrated public service provision and also integrated private service provision</li> <li>-</li> <li>- Greece's plan provides for an integrated implementation of the above measures. The proposed measure <i>refers</i> to the contribution of the private sector to the delivery of the lifelong training opportunities. <i>Financial incentives will be given to private training</i></li> </ul>

	<p><i>providers in that respect.</i><sup>2</sup> Overall, the proposed reforms will redesign the existing patchwork of programs, services, funding streams and processes into a system centered on a new lifelong skilling paradigm, providing opportunities to all workers to acquire new skills and upgrade their existing skill set for better, higher-demand jobs in a constantly changing economy requiring new competencies, through incentives and rewards for new and existing providers. These include the training arms of universities, as well as non-traditional providers such as employer- and social partner-affiliated outfits, and the entry of new for-profit high-quality training providers that are held accountable for measurable results.<sup>3</sup></p>	
<b>Entity or organisation responsible to implement the measure</b>	<p>Stakeholder involvement:</p> <p><b>Stakeholder</b>  Ministry of Education and Religious Affairs  General Secretariat for Vocational Education, Training, Lifelong Learning</p> <p>National Organisation for the Certification of Qualifications and Vocational Guidance (E.O.P.P.E.P.)  Regional councils and social partners</p> <p>-</p>	<p><b>Role of the stakeholder in the Measure</b>  Management/Staff supervision, coordination and legislative preparation</p> <p>Coordination and implementation of the projects related to EOPPEP (subproject 3)</p> <p>Advisory role</p>
<b>Duration of the measure</b>	- 2021 – 2025	
<b>Budget allocated to implement the measure</b>	- € 239 million (€231 million is covered by the Recovery and Resilience Facility)	

<sup>2</sup> Greece’s recovery and resilience plan, Full plan available in Greek at: [https://ec.europa.eu/info/files/greeces-recovery-and-resilience-plan\\_en](https://ec.europa.eu/info/files/greeces-recovery-and-resilience-plan_en), p. 287

<sup>3</sup> Addendum to Greece Recovery and Resilience Plan, Component 3.2, Reform Fiche: New Strategy for Lifelong Skilling: Modernising and Upgrading Greece’s Upskilling and Reskilling System, Available in English at: <https://greece20.gov.gr/to-plires-sxedio/> p. 5

<p><b>Summary description of how any foreseen impact assessment of the measure will be carried out</b></p>	<ul style="list-style-type: none"> <li>- Impact assessment of all the proposed measures in Greece’s plan is designed to take the form of an evaluation process against the indicators described in the fourth part of the plan and by employing indicators relating to unemployment rates, income inequality and risk of poverty and social exclusion.<sup>4</sup></li> <li>-</li> <li>- Greece has already conducted a macroeconomic impact assessment of its recovery and resilience plan employing, in the context of the Dynamic Stochastic General Equilibrium model of the Bank of Greece. An additional robustness exercise has been undertaken by the Council of Economic Advisors, using the model developed by the European Commission for Greece. This assessment is limited to quantifiable data but special reference is made to the social impact of the measures proposed in the fourth part of the plan, referring to the entirety of the measures proposed. According to the plan, the overall implementation of Greece’s plan is expected to improve the social outlook and contribute towards achieving higher social cohesion, social inclusivity and social resilience. The projected and anticipated positive social impact of the NRRP is also supported by ample evidence in the academic literature, a compilation of which can be found in the plan.<sup>5</sup> The future impact assessment of the plan is linked with its monitoring and implementation for which milestones and targets are being used and are detailed in the plan mapping the Social Scorecard.</li> <li>-</li> </ul>
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## 1.2 Measure 1b

<p><b>Name of the measure in English</b></p>	<p><b>Component 3.4: Increase access to effective and inclusive social policies</b></p>
<p><b>Name of the measure in the national language(s)</b></p>	<ul style="list-style-type: none"> <li>- Αύξηση της πρόσβασης σε αποτελεσματικές και χωρίς αποκλεισμούς κοινωνικές πολιτικές</li> </ul>

<sup>4</sup> Greece’s recovery and resilience plan, Full plan available in Greek at: [https://ec.europa.eu/info/files/greeces-recovery-and-resilience-plan\\_en](https://ec.europa.eu/info/files/greeces-recovery-and-resilience-plan_en), p. 724 -733

<sup>5</sup> Greece’s recovery and resilience plan in English, p. 729, available in English at: [https://greece20.gov.gr/wp-content/uploads/2021/07/NRRP\\_Greece\\_2\\_0\\_English.pdf](https://greece20.gov.gr/wp-content/uploads/2021/07/NRRP_Greece_2_0_English.pdf)

<p><b>Reference document for the measure</b></p> <p><b>Include an url, where available</b></p>	<ul style="list-style-type: none"> <li>- Greece's recovery and resilience plan, page 321 onwards</li> <li>- Available in Greek at: <a href="https://ec.europa.eu/info/files/greeces-recovery-and-resilience-plan_en">https://ec.europa.eu/info/files/greeces-recovery-and-resilience-plan_en</a></li> <li>-</li> <li>- Core part of the plan available in English: <a href="https://greece20.gov.gr/wp-content/uploads/2021/07/NRRP_Greece_2_0_English.pdf">https://greece20.gov.gr/wp-content/uploads/2021/07/NRRP_Greece_2_0_English.pdf</a></li> </ul>
<p><b>Social rights covered by the measure</b></p> <p><b>Delete as appropriate</b></p> <p><b>Multiple answers possible, but preference should be given to measures that apply to one discrete right</b></p>	<ul style="list-style-type: none"> <li>- equality between women and men (Article 23),</li> <li>- integration of persons with disabilities (Article 26),</li> <li>- right to social security and social assistance (Article 34)</li> </ul>
<p><b>Population group(s) covered by the measure</b></p> <p><b>Delete as appropriate</b></p> <p><b>Multiple answers possible, but preference should be given to measures that apply to discrete population groups</b></p>	<ul style="list-style-type: none"> <li>- Always highlight if and how the measure takes into account intersectionalities between different population groups. Add a short description of how this is the case here.</li> <li>- Children and youth;</li> <li>- Individuals from disadvantaged socio-economic backgrounds: guaranteed minimum income beneficiaries</li> <li>- Homeless people</li> <li>- LGBTIQ people;</li> <li>- Members of ethnic minority groups;</li> <li>- Older people;</li> <li>- People with a migrant background : refugees</li> <li>- Persons with disabilities;</li> <li>- Women in situations of vulnerability (e.g., Roma women, migrant women, older women, women with disabilities): specify the population to which the measure applies</li> <li>- Others: Roma people</li> <li>- Unspecified: vulnerable people</li> </ul>



<p><b>Summary description of how the measure applies to the population group(s)</b></p>	<ul style="list-style-type: none"> <li>- Focus in particular on how the measure can serve to foster the social rights of and equal treatment for members of the population group(s) of interest</li> <li>- The measures in this component of Greece’s recovery and resilience plan (Increase access to effective and inclusive social policies) pertain to active inclusion of vulnerable population groups, supporting early childhood education and care, and combating discrimination.</li> <li>-</li> <li>- The main paths through which the objectives of the component will be achieved include: (a) optimising the public benefits system; (b) reforming pre-school for early childhood education, including special interventions for children with disabilities, cognitive and developmental disorders; (c) enhancement of structures providing social services and the promotion of actions targeted towards the (re)integration of the most vulnerable population groups to the labour market; (d) digital transformation of the social protection system; and (e) diversity training in both the public and the private sector to fight discrimination of all forms; (e) enhancement of structures that can actively support the participation of women in the work force</li> <li>-</li> <li>- Guaranteed Minimum Income beneficiaries, Roma and homeless people, the elderly and other vulnerable groups<sup>6</sup></li> <li>- The proposed actions include: <ul style="list-style-type: none"> <li>a) Combined training, language skill acquisition, digital training programmes and job subsidy programmes, customized to each beneficiary’s skills and education level.</li> <li>b) Combined training and subsidy programmes leading to certificates of professional competence/professional licenses.</li> <li>c) Expansion of the National Employment Organisation 2nd professional opportunity programme to host self-employed and firm owners who were deprived of their work (evolution attributed to the COVID-19 pandemic) with an obligatory quota. The quota refers to the mandatory inclusion of self-employed individuals and business owners who lost their jobs as a result of the pandemic.</li> </ul> </li> </ul>
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<sup>6</sup> Addendum to Greece Recovery and Resilience Plan, Component 3.4, Investment Fiche: Social Inclusion, ID: 16922, p. 5, Available in English at: <https://greece20.gov.gr/to-plires-sxedio/>

	<p>d) Non-wage labour cost subsidies for 12 months for the recruitment of GMI (Guaranteed Minimum Income) beneficiaries and homeless people.</p> <ul style="list-style-type: none"> <li>- The programme for Roma will include the following parts in order to respond to the target group's needs and profile: <ul style="list-style-type: none"> <li>a) Combined training and job subsidy programmes content-adjusted to the beneficiaries' skills and education level</li> <li>b) Combined vocational training programmes and subsidies for obtaining professional competence certificates in technical professions and/or digital skills.</li> <li>c) Development of technical and job-related skills / apprenticeship scheme</li> <li>d) Awareness Campaign to combat antigypsyism among private sector firms.</li> </ul> </li> <li>-</li> <li>- Children</li> <li>- Measures in this component of the recovery and resilience plan of Greece are designed with a special focus on (a) new-borns, infants and toddlers, (b) adolescents and (c) minors with severe disabilities and/or severe mental disorders. The measures namely include: <ul style="list-style-type: none"> <li>- 1) 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</li> <li>- 2) Placement of minors, with severe disability (over 67%) and / or severe mental disorders, in the care of professional foster carers</li> <li>- 3) Transfer of adolescents from Child Protection Units (CPUs) to Supported Independent Living apartments (SILs) with the aim of deinstitutionalization, development of self-sustaining abilities, skills' building and improvement of employability capacity</li> <li>- 4) Subsidise 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)</li> <li>- 5) Establish Centres of Creative Activities through Technology - STEM (Science, technology, engineering, and math) Centres for Children.</li> </ul> </li> <li>-</li> <li>- Persons with disabilities:</li> </ul>
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	<p>The measure includes two sub-projects aiming to enhance social inclusion, independent living, employability and early childhood intervention for persons, including children with disabilities. These actions are aligned with a series of relevant recommendations of the U.N Convention on the Rights of Persons with Disabilities (UNCRPD) and target social welfare. The submitted proposals are strongly connected with Ministerial priorities and policies correlated with the National Action plan for the Rights of Person with Disabilities and the National Strategy on Deinstitutionalization in Greece. In more specific the project consists of two sub-projects:</p> <ol style="list-style-type: none"> <li>1) Enhancement of independent living for people with disabilities <ul style="list-style-type: none"> <li>- Accessibility and support infrastructure for people with mobility and sensory impairments</li> <li>- Independent living assistance for persons with disabilities. (pilot program)</li> </ul> </li> <li>2) Support social inclusion of people with autism spectrum disorders (ASD) &amp; Early Childhood Intervention (pilot program) <ul style="list-style-type: none"> <li>-</li> <li>- Refugees:</li> </ul> </li> </ol> <p>Special focus is being given to the inclusion of the <b>refugee population</b> residing in Greece in the labour market. The main objective is to promote integration of the refugee population into the labour market, by: a) further developing and sustaining a lasting, effective, flexible and tailored to the needs of beneficiaries and enterprises, mechanism of job integration, and b) by implementing complementary and interconnected activities regarding both appropriate preparation of refugees and structured cooperation with firms and other stakeholders. The project will be totally aligned with the draft Partnership Agreement (2021 – 2027) and will be used complementary with other EU funds and projects.<sup>7</sup></p>
<p><b>Summary description of how the measure will impact (positively or negatively) social rights and equal treatment in the recovery</b></p>	<p>The component’s overarching aim is to ensure equal opportunities regardless of gender, ethnicity, sexual orientation, age, disability, and other characteristics. To achieve that, the following impact is pursued:</p> <ol style="list-style-type: none"> <li>1) Ensure the social inclusion of vulnerable groups by means of (a) promoting economic activation through the provision of training, education, and apprenticeship opportunities; and (b) ensuring access to effective and high-quality social services.</li> </ol>

<sup>7</sup> Addendum to Greece Recovery and Resilience Plan, Component 3.4, Investment Fiche: Promote integration of the refugee population into the labour market , Available in English at: <https://greece20.gov.gr/to-plires-sxedio/>

	<p>2) Reduce poverty, inequality, and the risk of social and economic exclusion through the provision of effective safety nets, comprising of new and updated quality social services</p> <p>3) Put in place early childhood interventions to secure children’s and young families’ potential and economic/social prospects.</p> <ul style="list-style-type: none"> <li>- 4) Mitigate the risk of female unemployment due to the shortage of childcare options for working parents and especially working mothers.</li> <li>-</li> <li>- The measures proposed for the inclusion of persons with disabilities are viewed as elements enhancing the disability policy for the upcoming years and are expected to shape attitudes, fight stereotypes and eliminate barriers towards inclusiveness and equality for all.<sup>8</sup> According to the relevant Reform Fiche<sup>9</sup> the measures targeting children will have a positive impact on cognitive and mental development of the children and successfully address stigma and discrimination whilst enhancing their living in a supported independent scheme or under foster care.</li> <li>- The measures proposed in favour of Roma people factor in as a fact that this social group is hugely impacted from chronic spatial and social exclusion associated with early school leaving, resulting in limited access to the labour market. The process of social inclusion, in accordance with the National Strategy and the European Framework, includes the development of targeted actions in the field of Employment with a view to employability. In this direction, the proposed programme will be addressed to Roma people who are interested in acquiring knowledge in technical professions through fast paced training in auxiliary specialties such as cooking, sewing, plumbing, automation.</li> </ul>
<p><b>Summary description of the extent to which the measure foresees the provision of enabling social services</b></p>	<ul style="list-style-type: none"> <li>- Where available, indicate if and how the measure foresees integrated public service provision and also integrated private service provision</li> </ul>
<p><b>Entity or organisation responsible to implement the measure</b></p>	<ul style="list-style-type: none"> <li>- Measures in relation to the social inclusion</li> <li>• Directorate for the Fight Against Poverty: Coordination of the project</li> </ul>

<sup>8</sup> Addendum to Greece Recovery and Resilience Plan, Component 3.4, Reform Fiche on Disability, Available in English at: <https://greece20.gov.gr/to-plires-sxedio/>, p. 1

<sup>9</sup> Addendum to Greece Recovery and Resilience Plan, Component 3.4, Reform Fiche on Child Protection, Available in English at: <https://greece20.gov.gr/to-plires-sxedio/>

	<ul style="list-style-type: none"> <li>• National Employment Organisation (OAED): Design of the combined training and subsidy programmes</li> <li>• Local Offices of OAED (KPA): KPA Counsellors will provide all relevant information to the beneficiaries so as to match them with training and employment programmes</li> <li>• Community Centres and Social Services of the municipalities: Reaching out to, supporting and notifying beneficiaries upon programme rules and participation</li> <li>• E-governance for social security (IDIKA): Providing data on unemployed work able Guaranteed Minimum Income beneficiaries</li> </ul> <p>-</p> <ul style="list-style-type: none"> <li>- Particularly in relation to measures in favour of Roma populations:</li> <li>- The General Secretariat of Social Solidarity and Fight against Poverty (Ministry of Labor and Social Affairs) as the National Contact Point for the Roma social Inclusion will be the Coordinator</li> <li>- Community Centers/Roma Branches and Social Services of the municipalities: Reaching out to, supporting and notifying beneficiaries upon programmes rules and participation;</li> <li>- National Employment Organisation (OAED): Design of the combined training and subsidy programmes;</li> <li>- Local Offices of OAED (KPA): KPA Counselors will provide all relevant information to the beneficiaries so as to match them with training and employment programmes;</li> <li>- Private sector, Employers' associations for the anti-Gypsy awareness campaign (The Hellenic Confederation of Professionals, Craftsmen &amp; Merchants (GSEVEE etc)</li> <li>- Association of Greek Roma mediators and their associates to help disseminate the information for the programme to Roma community</li> <li>- Directorate for policies of persons with disabilities: Coordination of the reform, responsible for policies for the elderly and persons with disabilities</li> <li>- Community Centres and Social Services of the municipalities: Reaching out to, supporting and notifying beneficiaries upon programme rules and participation;</li> <li>- Municipalities: Responsible for implementing digital retraining of the elderly and adults with disabilities</li> <li>- Center for Training and Rehabilitation of the Blind ("K.E.AT."): Responsible for implementing digital retraining of adults with vision impairments</li> <li>- National Foundation for the Deaf (EIK): Responsible for implementing digital retraining of adults with hearing impairments</li> </ul>
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	<ul style="list-style-type: none"> <li>- Bodies and Associations of persons with disabilities: Responsible for implementing digital retraining of adults with hearing impairments</li> <li>- Directorate for the Fight Against Poverty: Coordination of the project</li> <li>- Municipalities of Athens and Thessaloniki: Implementing partners</li> <li>- Community Centers and Social Services of the above municipalities: Reaching out to and supporting beneficiaries throughout the programme</li> <li>- The Ministry of Finance regarding tax incentives to homeowners</li> <li>- The Ministry of the Environment regarding renovation incentives to homeowners and relevant procedures</li> <li>- The Hellenic Property Federation (ΠΟΜΙΔΑ) regarding incentives to homeowners and outreach strategy</li> <li>- Experts in the field of housing (to be determined) providing expertise for the development and the evaluation of the programme</li> <li>-</li> <li>- Measures relating to disability policies: Ministry of Labor and Social Affairs (main), Municipal Social Services/Community Centers (Social Centers), Ministry of Interior, Ministry of Transports &amp; Infrastructures, Ministry of Education and Religious Affairs, National Confederation of Persons with disability, OPEKA, EKKA, Regions, Ministry of Labor and Social Affairs (main), National Employment Organization (OAED), Municipal Social Services/Community Centers Ministry of Interior, private entities providing social care services, certified lifelong learning providers.</li> <li>-</li> <li>- Measures relating to the inclusion of the refugee population in the labour market:<sup>10</sup></li> <li>- These measures concern recognised refugees and beneficiaries of subsidiary protection whilst no mention is being made to asylum seekers. For this proposed project the main objective is to separate the sub projects of vocational training and apprenticeship under specific actions related to sectoral categories of professions. This separation will include primary sector professions (stock farming, stock breeding etc.), secondary sector professions (processing units, tailoring etc.) and also services sector professions (tourism, manual labors, dining etc.) and manufacturing. Relevant stakeholders such as</li> </ul>
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<sup>10</sup> Addendum to Greece Recovery and Resilience Plan, Component 3.4, Investment Fiche, Unique ID: 16688: Promote integration of the refugee population into the labour market , Available in English at: <https://greece20.gov.gr/to-plires-sxedio/>

	<p>Chambers of commerce, trade associations, local authorities, farming associations etc. will contribute in forming the training properly, in designing it specifically for each profession, in certifying it and in connecting with local businesses that already expressed the need and the will to hire migrants and refugees, within the framework of the new Strategy for Life-Long Learning</p> <ul style="list-style-type: none"> <li>-</li> <li>- Measures relating to children</li> <li>- Ministry of Labor and Social Affairs, Ministry of Finance, Ministry of Digital Governance, Ministry of Interior, Ministry of Education and Religious Affairs, public and private childcare centres.</li> </ul>
<b>Duration of the measure</b>	- 2021 - 2027
<b>Budget allocated to implement the measure</b>	- € 611 million (100% covered by the Recovery and Resilience Facility)
<b>Summary description of how any foreseen impact assessment of the measure will be carried out</b>	<ul style="list-style-type: none"> <li>- Impact assessment of all the proposed measures in Greece's plan is designed to take the form of an evaluation process against the indicators described in the fourth part of the plan and by employing indices relating to unemployment rates, income inequality and risk of poverty and social exclusion.<sup>11</sup></li> <li>- Greece has already conducted a macroeconomic impact assessment of its recovery and resilience plan employing, in the context of the Dynamic Stochastic General Equilibrium model of the Bank of Greece. An additional robustness exercise has been undertaken by the Council of Economic Advisors, using the model developed by the European Commission for Greece. This assessment is limited to quantifiable data but special reference is made to the social impact of the measures proposed in the fourth part of the plan, referring to the entirety of the measures proposed. According to the plan, the overall implementation of Greece's plan is expected to improve the social outlook and contribute towards achieving higher social cohesion, social inclusivity and social resilience. The positive social impact of the NRRP is also supported by ample evidence in the academic literature. The future impact assessment of the plan is linked with its monitoring and implementation for which milestones and targets are being used and are detailed in the plan mapping the Social Scorecard.</li> </ul>

<sup>11</sup> Greece's recovery and resilience plan, Full plan available in Greek at: [https://ec.europa.eu/info/files/greeces-recovery-and-resilience-plan\\_en](https://ec.europa.eu/info/files/greeces-recovery-and-resilience-plan_en), p. 724 -733

## 2 Tools or mechanisms to monitor the effectiveness of national schemes to foster social rights and equal treatment in the recovery from the pandemic

<b>Name of the monitoring tool or mechanism in English</b>	<b>Recovery and Resilience Facility Coordination Agency</b>
<b>Name of the monitoring tool or mechanism in the national language(s)</b>	- Ειδική Υπηρεσία Συντονισμού Ταμείου Ανάκαμψης (ΕΥΣΤΑ)
<b>Reference document for the monitoring tool or mechanism</b> <b>Include an url, where available</b>	- Greece's recovery and resilience plan - Available in Greek at: <a href="https://ec.europa.eu/info/files/greeces-recovery-and-resilience-plan_en">https://ec.europa.eu/info/files/greeces-recovery-and-resilience-plan_en</a> - - Core part of the plan available in English: <a href="https://greece20.gov.gr/wp-content/uploads/2021/07/NRRP_Greece_2_0_English.pdf">https://greece20.gov.gr/wp-content/uploads/2021/07/NRRP_Greece_2_0_English.pdf</a>



<p><b>Organisation(s) involved in the monitoring tool or mechanism</b></p> <p><b>Delete as appropriate</b></p> <p><b>Multiple answers possible</b></p>	<ul style="list-style-type: none"> <li>- <b>Equality bodies:</b> None on record</li> <li>- Organisation(s) of persons with disabilities: Centre for Training and Rehabilitation of the Blind – Κέντρο Εκπαίδευσης και Αποκατάστασης Τυφλών (“Κ.Ε.ΑΤ”), National Foundation for the Deaf – Εθνικό Ίδρυμα Κωφών (“ΕΙΚ”), other unspecified Bodies and Associations of persons with disabilities</li> <li>- National authority/authorities (e.g., National Roma Contact Point, etc.): The General Secretariat of Social Solidarity and Fight against Poverty (Ministry of Labor and Social Affairs) as the National Contact Point for the Roma social Inclusion will be the Coordinator – Γενική Διεύθυνση Κοινωνικής Αλληλεγγύης και Καταπολέμησης της Φτώχειας, Community Centers/Roma Branches and Social Services of the municipalities, Directorate for policies of persons with disabilities - Διεύθυνση Πολιτικών Ατόμων με Αναπηρία (ΑμεΑ)<sup>12</sup></li> <li>-</li> <li>- Other (e.g., trade union/s, labour inspectorate/s, etc.): Employers' associations for the anti-Gypsyism awareness campaign (The Hellenic Confederation of Professionals, Craftsmen &amp; Merchants – Γενική Συνομοσπονδία Επαγγελματιών Βιοτεχνών Εμπόρων Ελλάδας (“ΓΣΕΒΕΕ”))</li> <li>- Civil society: Association of Greek Roma mediators and their associates,</li> <li>- Community Centres and Social Services of the municipalities</li> <li>-</li> </ul>
<p><b>Summary description of how these organisation(s) are involved in the monitoring tool or mechanism</b></p>	<ul style="list-style-type: none"> <li>- The Recovery and Resilience Facility Coordination Agency (RRF Coordination Agency), an agency embedded within the Ministry of Finance, is the lead national body tasked with the general coordination and monitoring of Greece’s recovery and resilience plan. Monitoring is envisaged to be performed against the milestones and targets as set out in the plan. The recovery and resilience plan’s components fall, to a large extent, under the competency of a Ministry that will then appoint relevant implementing bodies depending on the scope of the measures included under the specific component. However, the measures under some broader components, involve multiple Ministries.</li> <li>-</li> </ul>

<sup>12</sup> The Directorate for policies of persons with disabilities is an organisational unit of the Ministry of Labor and Social Affairs and falls under the General Secretariat of Social Solidarity. This Directorate does not fulfil the criteria of an NHRI or an independent human rights organisation. More information on the organisational structure of the Directorate for policies of persons with disabilities in Greek at: <https://ypergasias.gov.gr/ypourgeio/organotiki-domi/>

	<ul style="list-style-type: none"> <li>- As a second layer, the responsibility for monitoring the effectiveness of the proposed measures will also lie with the respective implementing agencies, the competent Ministries for the most part.</li> <li>-</li> <li>- Third, as all measures in the plan are to be implemented by national bodies ("implementation bodies") with delegated powers, these will also be responsible for the achievement of the agreed milestones and targets as well as the reporting of all data and documentation to the RRF Coordination Agency through the management information system to be established for the Recovery and Resilience Facility. The implementation bodies will apply control systems that ensure compliance with EU and national law, and the effective use of the Recovery and Resilience Facility funds, which will be further validated by an independent certified auditor. In cases of material delays, the implementing bodies are expected to provide justification and a remediation action plan(s) to the RRF Coordination Agency.</li> <li>-</li> <li>- Finally, the continuous evaluation of the achievement of the designated milestones is delegated to an external independent certified auditor, appointed using the pool of professionals within the Register of the Hellenic Accounting and Auditing Standards Oversight Board. This new body is the Financial Audit Committee (EDEL). This Committee, part of the General Secretariat for Fiscal Policy (State General Accounting Office) of the Ministry of Finance, is tasked with the compliance with sound financial management principles for programmes co-financed by the EU (e.g. European Structural and Investment Funds).</li> <li>- Greece's plan also refers to other bodies that, whilst not foreseen to assume a formal role in the management and control system to be established for the Recovery and Resilience Facility, are expected to contribute in the monitoring of the plan. These bodies include the General Directorate of Financial Services in each Ministry, the General Directorate of Public Investments and National Strategic Reference Framework (part of the Ministry of Development and Investments), the Hellenic Court of Audit, the National Transparency Authority, the Central State Aid Unit (part of the Ministry of Finance) and the Authority for the Examination of Preliminary Appeals.</li> <li>-</li> <li>- With regards to the reforms set out in the plan, the monitoring role is assigned to the General Secretariat for Coordination. The General Secretariat for Coordination (part of the Presidency of the Government) is assigned (Law 4622/2019) the mandate to monitor</li> </ul>
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	<p>the implementation of all government's reforms in general. Greece's recovery and resilience plan stipulated that this Secretariat will have the responsibility to sign off the successful completion of all reforms and relevant milestones and is tasked with communicating this information to the RRF Coordination Agency through regular and/or exceptional reporting. While the recovery and resilience plan indicates that the General Secretariat for Coordination is not formally part of the bodies forming the management and control system of the plan, it does not contain details on how the General Secretariat for Coordination is expected to engage with the implementing bodies or whether it falls upon the General Secretariat for Coordination or the RRF Coordination Agency to suggest ways of solving problems that may arise during the implementation of specific measures of the recovery and resilience plan.<sup>13</sup></p>
<p><b>Summary description of the functioning of the tool or mechanism used to monitor the effectiveness of schemes adopted to foster social rights and equal treatment in the recovery</b></p>	<ul style="list-style-type: none"> <li>- For example, include information on how the monitoring will be done; on the periodicity of meetings and evaluations; etc.</li> </ul> <p>The management and control system of Greece's plan includes a monitoring phase covering the entire lifecycle of the measures. This phase provides for analytical processes enabling the implementing bodies to update the RRF Coordination Agency on a regular basis on the progress made in achieving the milestones and targets. Greece's recovery and resilience plan does not make reference to record keeping.<sup>14</sup></p> <ul style="list-style-type: none"> <li>- Greece's recovery and resilience plan sets out that the RRF Coordination Agency will be staffed with 40 posts and that all posts are expected to be filled before end of 2021. While the plan provides some details on staff profiles, including that the majority will have a university degree, it does not provide details on how the resources needs were assessed or assurances that the allocated resources will be sufficient for the RRF Coordination Agency to successfully carry out its mandate. The legal mandate of the RRF Coordination Agency is already in place, and the recovery and resilience plan states that the mandate</li> </ul>

<sup>13</sup> Analysis of the recovery and resilience plan of Greece , Commission Staff Working Document, COM(2021) 328 final, Available in English at: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52021SC0155&from=EN> , pp 80, 81

<sup>14</sup> Analysis of the recovery and resilience plan of Greece , Commission Staff Working Document, COM(2021) 328 final, Available in English at: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52021SC0155&from=EN> , p 82

	<p>of other bodies involved in the implementation and monitoring of the implementation will be established through a dedicated national legal act.<sup>15</sup></p> <p>-</p>
<p><b>Summary description of the obligations, standards and benchmarks against which the effectiveness will be evaluated</b></p>	<ul style="list-style-type: none"> <li>- Where available, indicate if and how the tool or mechanism references relevant EU instruments (e.g. European Pillar of Social Rights, Social Scoreboard, Child Guarantee, Youth Guarantee, EU Roma Strategic Framework, etc.). Always specify if and how the tool or mechanism references the UN Convention on the Rights of Persons with Disabilities. Where available always indicate what type of indicators or benchmarks will be used to monitor the implementation of the measures</li> <li>-</li> <li>- The overall approach taken by Greece in defining milestones and targets over the life-cycle of investments and reforms is as follows: (i) 10 investments are designated as “top investments” based on value and maturity criteria; (ii) 8 reforms are designated as “key reforms” based on impact and maturity criteria; and (iii) all remaining measures are categorised in 28 groups based on their area of focus and aiming to have one Ministry assigned the overall responsibility of each group. Greece’s recovery and resilience plan defines milestones/targets for each investment and reform included in the plan</li> <li>-</li> <li>- The implementation of structural reforms included in Greece’s plan, are expected to substantially increase the output of the economy and create 180,000 to 200,000 new permanent jobs.<sup>16</sup> These effects are expected to improve Greece’s economy. This improved state of the economy is expected to arrive with more employment opportunities, increased salaries and lower poverty rates. A key objective of the plan is to enhance the economic and social cohesion and resilience, through a number of targeted policies. According to Greece’s plan, these policies are in line with the European Pillar of Social Rights. A detailed description of how the measures proposed in the plan fulfil the Social Scorecard’s thresholds is provided in the plan. Tables mapping a range of</li> </ul>

<sup>15</sup> Analysis of the recovery and resilience plan of Greece , Commission Staff Working Document, COM(2021) 328 final, Available in English at: <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52021SC0155&from=EN> , p 82

<sup>16</sup> Greece’s recovery and resilience plan, Available in English at: [https://greece20.gov.gr/wp-content/uploads/2021/07/NRRP\\_Greece\\_2\\_0\\_English.pdf](https://greece20.gov.gr/wp-content/uploads/2021/07/NRRP_Greece_2_0_English.pdf) p. 723

	<p>components and actions included in Greece's plan and linking them with the corresponding areas of the Social Scoreboard of the European Pillar of Social Rights are provided in the 4<sup>th</sup> section of the plan. On the basis of the alignment of the policy initiatives and priorities included in the the Greek plan with the EU targets, guidelines and recommendations as well as international best practices and high quality empirical evidence, the overall implementation of the plan is expected to improve the social outlook and contribute towards achieving higher social cohesion, social inclusivity and social resilience</p> <ul style="list-style-type: none"> <li>- Key indicators per area: <ul style="list-style-type: none"> <li>- Area 01: Education, skills and lifelong learning</li> <li>- Indicator: Adult participation in learning</li> <li>- Area 02: Gender equality in the labour market</li> <li>- Indicator: Gender Employment gap</li> <li>- Indicator: Gender pay gap in unadjusted form</li> <li>-</li> <li>- Area 03: Income Inequality</li> <li>- Indicator: Income Inequality</li> <li>-</li> <li>- Area 04: Living Conditions and poverty</li> <li>- Indicator: At-risk-of-poverty or social exclusion rate (AROPE)</li> <li>-</li> <li>- Area 05: Youth</li> <li>- Indicator: Young people neither in employment nor in education and training, age group 15-24</li> <li>-</li> <li>- Area 09: Impact of public policies on reducing poverty</li> <li>- Indicator: Impact of social transfers (other than pensions) on poverty reduction</li> <li>- Indicator: General government expenditure in social protection</li> <li>- Indicator: General government expenditure in health</li> <li>- Indicator: General government expenditure in education</li> <li>-</li> </ul> </li> </ul>
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	<ul style="list-style-type: none"> <li>- Impact assessment of the Greek recovery and resilience plan also employs academic findings and scientific papers, especially in the area of employment, equal participation of women in the labour market and how to achieve it. <sup>17</sup></li> <li>-</li> </ul>
<p><b>Summary description of what the tool or mechanism foresees when non-compliance with obligations and standards is identified, with a particular emphasis on enforcement and remedial action</b></p>	<ul style="list-style-type: none"> <li>- The Management and Control System states the procedures that are in place to ensure compliance to applicable Union and national law, throughout the implementation of all measures. Furthermore, it clearly addresses all serious irregularities (fraud, corruption, conflict of interest) and potential double funding by allowing for controls and audits to be implemented in separate and distinctive levels. In particular, during the first level, independent certified auditors will implement audits on behalf of the implementing bodies to verify i) the fulfilment of the agreed milestones and targets that are associated with Recovery and Resilience Facility funding requests, ii) the compliance with EU and national law and iii) the avoidance of serious irregularities and double funding. On top of the above and upon discretion, Recovery and Resilience Facility Coordination Agency may entrust to external auditors to perform verification of milestones and targets achievement, on its behalf. Moreover, EDEL will carry out the second level audits, as part of its mandate/authority to exercise such tasks.</li> </ul>

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<sup>17</sup> Greece's recovery and resilience plan, Available in English at: [https://greece20.gov.gr/wp-content/uploads/2021/07/NRRP\\_Greece\\_2\\_0\\_English.pdf](https://greece20.gov.gr/wp-content/uploads/2021/07/NRRP_Greece_2_0_English.pdf) p. 730