

Greek contributions on human rights impact assessments for economic reform policies

Topic 1: Reports and materials on human rights impacts on fiscal consolidation policies

1) Public Health

The economic and humanitarian crisis has caused serious consequences, both in coverage of the health needs, especially of the uninsured population of the country and in the effective operation of the Public Health System as well. For this reason, and with the provisions of Article 33 of the Law. 4368/2016 (GG 21/A'/2016) and with number A3(c)/G.P./oik. 25132 of the Joint Ministerial Decision (Government Gazette 908/8/2016) it has been established the right to free access to all public health facilities providing nursing and medical care to uninsured and vulnerable social groups, using the Social Security Number (S.S.N).

Particularly, the beneficiaries of free access to public health facilities are all the uninsured and members of their families (i.e. not directly or indirectly affiliated to any social security body, those who have lost their insurance coverage because of debts to pension funds and are not entitled to healthcare provision) as well as, vulnerable social groups.

The economic crisis has as a negative impact the mobility of health personnel - and especially the migration of health professionals (with Greece as their country of origin or provenance). However it is necessary the collection of specific data by authorities, competent for issuing the necessary documents (Directive 2005/36/EK) on the recognition of professional skills of the interested in recipient countries: EU (as well as in Australia, Canada, Arabic and African countries that follow the EU standards.

According to data from the **National Centre for Drug Documentation and Information and the European Monitoring Centre for Drugs and Drug Addiction:**

A. There is an increase in the population of users who live in particularly deteriorated conditions and burden their physical and mental health.

B. There is a gradual increase in the number of people who give up the rehabilitation program because of relapse or death, which may be due to the deterioration in their living conditions, as a result of the economic crisis in our country. Moreover the number of people under treatment - most of them comply for a long time - is getting decreased. As a result the extension of their care becomes a "protective shield" that therapists offer them in order to cope with the increased difficulty in their rehabilitation program due to the financial crisis.

C. High rates of unemployment and underemployment make employment and social inclusion of the treated ones more difficult and create the so-called revolving door phenomenon conditions.

According to the L.4368/21.02.2016 - GG 21 - Issue A', Article 59 and 60, the Rights of Recipients of Health Services are identified, such as the right of access to health services without discrimination and the right to decent health conditions. At the same time, it is established to every hospital "Rights' Protection Office of Recipients of Health Services" which is responsible for the protection of patients' rights within the hospital and examining relevant complaints from citizens. In the Gazette 662 / 02.03.2017 - Issue B' the ref no. A3d/G.P.oik.1 0976/10-2- 2017 Ministerial Decision was published, which defines the «organization and operation framework of the Rights' Protection Office of Recipients Hospitals Health Services N.H.S."

In the Government Gazette 908/04.04.2016 – Issue B' was published with the ref. no. A3 (c)/G.P./oik.25132/04.04.2016 the Joint Ministerial Decision, which is related to 'Regulations

to ensure access of uninsured in the Public Health System", in accordance to L.4368 / 2016, Article 33.

2) Gender Equality

Greece's main priorities in the field of gender equality are reflected in the new National Action Plan on Gender Equality 2016-2020 (NAPGE), prepared by the General Secretariat for Gender Equality/Ministry of Interior in cooperation with other public bodies, academia and civil society and aligned with the priorities of the European Union and United Nations on Gender Equality.

The updated NAPGE was drafted after consultation with women and men on equality issues, representatives of civil society, academia, and public administration.

The NAPGE is of national scope and the strategic objectives set for the new period 2016-2020 are as follows:

1. Social inclusion and equal treatment of women facing multiple discrimination.

Objectives:

- i) Integrating a gender perspective into legislation and public policies for vulnerable social groups.
- ii) Strengthening of the GSGE in designing targeted policies for women who suffer multiple discrimination and enhance the collection and diffusion of gender disaggregated data.
- iii) Ensure equality and non-discrimination for women who suffer multiple discrimination.

2. Combating violence against women.

Objectives:

- i) Implementation and review of the existing legislation.
- ii) Holistic and multi-sectoral support of women who are victims of gender violence and / or multiple discrimination (eg immigrants, refugees, women with disabilities, Roma, single mothers, etc.)
- iii) Awareness among the overall population and networking development.
- iv) Monitoring of gender violence.
- v) Coordination and evaluation of the implemented NAPGE 2016-2020 policies.

3. Labour market, work-family reconciliation.

Objectives:

- i) Encourage female labour market participation.
- ii) Promoting the principle of equality in enterprises.
- iii) Promotion of female entrepreneurship -social and solidarity economy.
- iv) Improving the status of women in the agricultural sector.
- v) Encouraging the use of ICTs by women.
- vi) Reconciliation of work and family life.
- vii) Collection and provision of data on gender differences in the labour market outcomes.

4. Education, training, media, culture, sports.

Objectives:

- i) Promoting gender equality in formal education, science and research.
- ii) Promoting Gender Equality in Lifelong Learning and Informal Education.
- iii) Promoting Equality through Media.
- iv) Promote gender equality in cultural creation.
- v) Promoting gender equality in sports.

5. Health.

Objectives:

- i) Integration of a gender perspective in Health care policies.
- ii) Eliminate gender stereotypes in Health and Health Services.
- iii) Health Issues for special population groups.

6. Equal participation of women in decision-making positions

Objectives:

- i) Accelerating the equal participation of women in all areas of public and professional life, particularly in decision-making positions in parliament and in local / regional government.
- ii) Eliminate discrimination against women and ensuring gender equality in political and public life.
- iii) Policies for the balanced participation of women in elections.
- iv) Strengthening and developing the capacity and skills of women to actively participate in processes and decision-making and in leadership positions.

The NAPGE includes a variety of horizontal interventions in public policy and vertical specialized policies aimed at women and men in areas where inequalities are identified.

Data collection and impact assessments are foreseen during the implementation of all the objectives, through the Observatory (see below).

Furthermore, constant cooperation and synergies are required with other Ministries and relevant stakeholders. In this regard, gender is taken into account to all ministries policies.

For more details on the National Action Plan see the link:

<http://old.isotita.gr/index.php/news/3048> (in Greek).

The General Secretariat for Gender Equality has developed and is currently operating a Monitoring Mechanism (Observatory) for strengthening of gender perspective and achieving the goal of gender equality in the planned and implemented policies. The Mechanism, apart from the monitoring system of policies of all agencies of the Government and local authorities and Regions, has also a rating system of policies results regarding to gender (gender impact assessment). The follow-up and evaluation of the policies is based on statistical data and the development of gender indicators according to the UN (12 critical areas of the Beijing Platform for Action) and EU criteria.

The GSGE, in cooperation with the National Statistical Authority, publishes monthly newsletters on issues of the 12 thematic areas and raises awareness about the existing gender gaps in all fields of life. All the newsletters are available in English in the links below:

First newsletter:

<http://old.isotita.gr/en/var/uploads/2016/Observatory%20-%20First%20e-bulletin%20Women%20and%20Poverty.pdf>

Second newsletter:

http://old.isotita.gr/var/uploads/ANNOUNCEMENTS/2016/Paratiritirio_Second%20report_eng.pdf

Third newsletter:

<http://old.isotita.gr/var/uploads/ANNOUNCEMENTS/2016/Observatory%20third%20e-bulletin%20-%20Women%20and%20Health.pdf>

Fourth newsletter:

<http://old.isotita.gr/var/uploads/ANNOUNCEMENTS/2016/Observatory%20fourth%20e-bulletin%20-%20Women%20and%20Economy.pdf>

Fifth newsletter:

<http://old.isotita.gr/var/uploads/ANNOUNCEMENTS/2016/Observatory%20-%20Fifth%20e-bulletin%20-%20Women%20and%20Armed%20Conflicts.pdf>

Sixth newsletter:

http://old.isotita.gr/var/uploads/ANNOUNCEMENTS/2017/Obsevatory%20-%20Sixth%20e-bulletin%20-%20Women%20and%20Health_Jan2017.pdf

Seventh newsletter:

<http://old.isotita.gr/var/uploads/ANNOUNCEMENTS/2017/Observatory%20-%20Seventh%20e-bulletin%20-%20Violence%20against%20Women-Trafficking.pdf>

Eighth newsletter:

<http://old.isotita.gr/var/uploads/ANNOUNCEMENTS/2017/Observatory%208th%20e-bulletin%20-%20Women%20and%20Health.pdf>

The Research Centre for Gender Equality (KETHI- founded in 1994 and supervised by the Ministry of Interior), has a dual focus both on conducting social research on gender equality issues and on using this knowledge to propose and implement specific policies, practices and actions to promote gender equality. Unfortunately not all the studies are translated into English. For more details see link:

Topic 2: Mapping of social and human rights impact assessment tools and standards

A) Social welfare/social security and pension reports

The following changes have been made to the Greek social security system:

Establishment of the Unified Social Security Fund (EFKA)

Following the provisions of Law 4387/2016 (O.G.A/85/12-5-2016), the Greek social security system is redesigned as a Single Social Security System based on the general principles of ensuring decent living and social protection in terms of equality, social justice, redistribution and intergenerational solidarity. The aim was to achieve equality, by establishing uniform rules for all, old and new insured (before and after 1.1.1993), employees in the private and public sectors, employed and self-employed, as well as social justice for precarious social groups through the national pension and the high replacement rate intended for precarious social groups.

A basic innovation of the new social security system is the establishment of the Single Unified Social Security Fund (EFKA), which started operating from 1-1-2017. It consolidated the Main Social Insurance Institutions, in order to cover the insured persons for risks provided by relevant legislation and granted in accordance with the mentioned law:

monthly main pension, old-age, invalidity, survivor's provided to the insured person and/or the members of his/her family,

early retirement benefit,

sickness benefits in cash (benefits in kind are provided by the EOPYY),

special welfare benefits, and

any other benefit in cash or service under the competence of EFKA (Article 53).

The Social Security Funds that are integrated into EFKA are:

1. Social Insurance Institute - Unified Insurance Fund for Employees (IKA - ETAM)
2. Insurance Fund for Mass Media Employees (ETAP - MME)
3. Insurance Fund for Independent Professionals (ETAA)
4. Social Security Organisation for the Self-Employed (OAEE)
5. Agricultural Insurance Organisation (OGA)
6. Mariners' Insurance Fund (NAT)

7. Insurance Fund of Bank Employees and Public Utilities Services (TAYTEKO)
8. Unified Insurance Fund for Bank Employees (ETAT)
9. Also, integrated into EFKA are pensions that fall under the competence of the Directorate-General for the Administration of Pensions of the Public Sector of the General Secretariat for Financial Policy of the Ministry of Finance (special system for civil servants, public servants and military personnel).

It should be noted that NAT and OGA continue to have independent legal personality for the exercise of their non-insurance competences after their accession.

It should also be noted that the provisions of the Law 4387/2016 keep in force the general, special and statutory provisions of the social security institutions which provide for the obligatory insurance with their fund.

Pension (retirement) benefits

Second major change is the new design of the pension, which is, starting with 13-5-2016 two-part pension. It means that the old age, invalidity and survivor's pensions are going to be constituted from the national pension and the contributory part of the pension, the sum of which is the new main pension.

The national pension is not funded by insurance contributions but directly from the state budget. Its full amount is set at € 384 per month and it is paid in full if two requirements are reached the same time: at least 20 years of contributions and 40 years of residence in Greece. The amount of the national pension is reduced by 2% for each year needed to complete the 20 years, provided however, that at least 15 years of insurance have been completed. It should be noted that if the insured person has not completed at least 20 years of insurance, or in case that the insured does not complete a full year of insurance, the national pension shall be the sum corresponding to the whole year, while for the remaining months or days of insurance a proportionate amount shall be paid (Article 7 of the Law 4387/2016). If the insured did not complete 40 years of residence in Greece, the final amount of national pension again decreases proportionally.

The invalidity pensioners are excluded from the condition of residence in the country, as well as persons retired according to the provisions of Law 612/1977 (blind, paraplegic, etc.) or other provisions referring to those. The mentioned groups are required to complete only 15 years of legal and permanent residence.

The contributory part of the pension is calculated on the basis of pensionable earnings, overall insurance period and annual replacement rates. For the calculation of the contributory part of the insured person's pension, the average monthly salary, the lifetime income (Articles 8 and 28), and in particular the income from the period from 1st of January 2002 until the date of the retirement application are taken into account.

It should be mentioned in addition, that the following provisions of the Law 3886/2010 were abolished:

articles 1 to 4 of Law 3886/2010 (which established the main pension as a sum of two parts, the basic and the proportional pension, that should have been paid starting with from 1-1-2015), as well as

the article 3 par. 3 of Law 3886/2010 (art. 28 par. 4 of Law 4387/2016), concerning the minimum amount of the sum of the basic and proportional old age pension in case of 15 years of contributions.

For the insured, whose calculation of the old-age pension is made under the new legislative framework of Law 4387/2016 (main pension is the sum of two parts of the national and the contributory pension), there are no thresholds.

There is an exception to this is provided for pensioners who receive the invalidity pension due to an accident at work, or an occupational disease (under Article 31 of Law 4387/2016). In such cases, the pension may not be lower than the amount corresponding to the double National Pension granted after twenty years of insurance ($384 \times 2 = 768$ €).

Maximum pension amount

A maximum pension amount that can be paid is introduced for the persons who became pensioners according to the legislation prior to the Law 4387/2016. Until 31-12-2018, the amount paid for each individual monthly pension may not exceed EUR 2,000 and the payment of more than EUR 2,000 is suspended until 31-12-2018. Where a pensioner is entitled to two or more pensions from the State, the Public Entity or any other primary or supplementary insurance institution, the sum of the net amount may not exceed € 3,000. On the other hand, for the pensioners who will receive their pension based on the new method of calculation (national and contributory) there is no maximum pension set by the law (Article 13).

Employment of Pensioners

The provisions concerning the employment of pensioners have been amended and under the new regime pensioners who receive pension based on their own contributions (not the survivor's pension) and take up employment or become self-employed from 13-5-2016 onwards, for as long as they are active, receive the gross pensions, both main and supplementary reduced by 60%. For those who had taken up work before or on 12-5-2016, the provisions of Art. 63 of Law 2676/1999 are applied as in force after their amendment by the Law 3863/2010.

The pensioners are obliged to declare to EFKA and ETEAP (Unified Fund for Supplementary Insurance and Lump sum Benefits) that they are about to take up an employment. Failure to do so entails imputing to the pensioner the amount to be withheld during the period of his work increased by an annual interest rate of 4.65%. The amount charged is withheld from future pensions, so it does not exceed ¼ of the amount of the monthly pension (Article 20).

Parallel insurance

The provisions on parallel insurance were also amended. It is established that the insured persons, irrespectively of their initial affiliation with a social security institution, who were compulsorily insured with one or more social security institutions or insurance sectors, based on general, specific or statutory provisions, as in force until the entry into force of the Law 4387/2016, which now fall under the competence of EFKA, pay for each occupation the prescribed insurance contributions as determined.

In particular, for the pursuit of activities for which (under the provisions in force on 12-5-2016) the insured person was subject to the insurance of more than one fund, sector or branch of insurance belonging to EFKA, contributions are paid for each and every occupational activity undertaken and the obligation to pay the minimum contributions for any new economic activity is not anymore in force.

In the case of dependent employment and self-employment of persons in activities that belong to the social security fund, sector or branch in the competence of EFKA (under the provisions in force on 12-5-2016), the monthly social security contribution is based on the income of the employee or the self-employed.

In the case where an employee who, under the provisions in force on 12-5-2016, was subject to two or more funds, sectors or branches belonging to EFKA, he / she pays a monthly contribution as an employed person (Article 36).

Employers' insurance contributions

Uniform social security contributions are established for employees insured with EFKA and their employers and the ceiling for their insurable earnings is regulated for the purpose of calculation of the social security contributions of the employees of the main insurance institutions that are integrated into EFKA from 1-1-2017.

In particular, the highest amount of insurable earnings taken into account for the calculation of the monthly social security contributions of employees and of employers is consisted of ten times the amount of the basic minimum wage of an unmarried employee, and ten times the amount corresponding to the basic salary of a unmarried person over 25 years of age, as foreseen by the provisions in force. Pursuant to the provisions of Article One paragraph 3 subparagraph IA.11 of Law 4093/2012, the minimum basic salary of an unmarried person

over 25 years of age is set to € 586.08. Consequently, the maximum amount of insurable earnings for the calculation of the monthly social security contribution of employees and employers amounts to € 5,860.80.

The above ceiling also applies to multiple salaries or amounts paid based on a contract, but only to the insured person's contribution (Article 38).

The social security contributions of the employees for healthcare are set at 7.10%, for all the types of remunerations, and according to the paragraph 2 of the same article, the contribution of 6.95% is set on the insurable income from the activity, as a contribution for the healthcare care for the independent professionals and the self-employed.

Insurance contributions of self-employed and farmers

From 1/1/2017, the monthly contributions of the insured with the OAEE (Social Security Organization for the Self-Employed), ETAA (Unified Insurance Fund for Independent Professionals) and OGA (Agricultural Insurance Organisation) will be calculated based on the income earned from the professional activity during the previous tax year.

The amount of the above income may not be lower than the minimum basic salary of an unmarried employee older than 25 years (currently €586) and may not exceed the ten times amount of the mentioned salary (currently €5.860). In particular, for the insured with OGA, the monthly income may not exceed 70% of the minimum basic salary for an unemployed person older than 25 (currently €410.00).

The social security contribution amounts to 20% for the OAEE and the ETAA. For the OGA it is gradually increased to 20% from 1 January 2022 and afterwards, in order for the insured not to be suddenly overburdened.

Also, the social security contribution for healthcare of farmers and independent professionals, under the article 40 of Law 4387/2016, who are insured with OGA, is gradually increased and shaped as follows:

- a) from 1/1/2016 to 31/12/2016 from 2.50% to 3.61% of the insurance categories existing at the time of the entry into force of the Law 4387/2016 and
- b) from 1/1/2017, the insurance contribution for the healthcare of the self-employed persons is set at 6, 95% of the insurable income from the professional activity.

Healthcare contributions of pensioners

A uniform way for calculation of the healthcare contribution of pensioners covered for the healthcare benefits by EOPYY (National Organization for Healthcare Services Provisions), (Article 44), has been defined and set as follows:

- a) from 1/7/2016 at 6% of the amount paid for the main pension, with the deduction of the amount corresponding to the Pensioners' Solidarity Contribution, and
- b) from 1/1/2016 at 6% of the amount paid for the supplementary pension, with the deduction of the amounts corresponding to the Special Contributions for Pensioners of Supplementary Insurance. The pensioners granted the non-residential care benefits are excluded from the obligation to pay the above contribution.

B) Labor market reform

Statistics

- Employment Rate

The employment rate (the percentage of employed population aged 20-64 on the total population of the same age) in Greece reached 56,2% in 2016 and increased compared to 2015, according to the Labour Force Survey. The employment rate of women in Greece was 46,8% in 2016, that is 19 percentage points behind that of men (65,8%). Data on the evolution of the employment rate (total, male and female) in the European Union (EU-28 Member States), in the Eurozone (19 Member States) and in Greece are presented in Table 1.1. In the EU-28 and Eurozone there is an increase in the employment rate (total and gender) from 2009 to 2016, as opposed to our country where the employment rate has sharply fallen (9,4 percentage points in the total population aged 20-64) from 2009 to 2016, with the decrease in

men reaching 12.7 and in women 6.1 percentage points respectively. Nevertheless, in Greece there is a fall of the employment rate from 2009 to 2013, while from 2014 and onwards an increase has been observed. The most recently published data of Labour Force Survey for the 1st quarter of 2017, also show an increase in the employment rate compared to the employment rate of the 1st quarter of the previous years (table 1.2).

Table 1.1: Employment rate (%) 20-64 years

	2009	2010	2011	2012	2013	2014	2015	2016
Total								
EU (28)	69,0	68,6	68,6	68,4	68,4	69,2	70,0	71,0
Eurozone (19)	68,8	68,4	68,4	68,0	67,7	68,1	68,9	69,9
Greece	65,6	63,8	59,6	55,0	52,9	53,3	54,9	56,2
Men								
EU (28)	75,7	75,1	75,0	74,6	74,3	75,0	75,8	76,8
Eurozone (19)	75,7	75,0	74,9	74,1	73,4	73,7	74,5	75,5
Greece	78,5	76,0	70,8	65,0	62,7	62,6	64,0	65,8
Women								
EU (28)	62,3	62,1	62,2	62,4	62,6	63,4	64,3	65,3
Eurozone (19)	61,9	61,8	62,0	62,0	62,0	62,6	63,3	64,3
Greece	52,9	51,8	48,7	45,2	43,3	44,3	46,0	46,8

Source: Eurostat, Labour Force Survey, Data Extracted on 13/07/2017

Table 1.2: Employment rate of 1st quarter (%) 20-64 years

	2009 1stQ	2010 1stQ	2011 1stQ	2012 1stQ	2013 1stQ	2014 1stQ	2015 1stQ	2016 1stQ	2017 1stQ
Total									
EU (28)	69,0	68,0	68,1	67,9	67,7	68,3	69,1	70,2	71,2

Eurozone (19)	68,8	67,9	68,0	67,7	67,1	67,4	68,1	69,1	69,9
Greece	65,4	64,3	61,0	56,1	52,6	52,5	53,1	55,1	56,2
Men									
EU (28)	75,9	74,3	74,5	73,9	73,4	73,9	74,7	75,8	76,8
Eurozone (19)	75,9	74,4	74,4	73,7	72,7	72,8	73,5	74,6	75,4
Greece	78,4	76,9	72,5	66,4	62,3	61,9	62,0	64,5	65,8
Women									
EU (28)	62,1	61,7	61,9	62,0	62,0	62,8	63,5	64,6	65,6
Eurozone (19)	61,8	61,5	61,6	61,8	61,6	62,0	62,7	63,6	64,5
Greece	52,5	51,9	49,7	46,0	43,3	43,4	44,3	45,8	46,8

Source: Eurostat, Labour Force Survey, Data Extracted on 13/07/2017

The employment rate of the young persons aged 15-24 years old has also decreased since 2009 (from 22,8% in 2009 to 13,0% in 2016) as presented in Table 1.3, although there was an increase by 1,5 percentage points in 2014 compared to 2013 (table 1.3). Recent data for the 1st quarter of 2017 show that there is an increase in the employment of young persons compared to the employment rate of the 1st quarter of the previous year, both in young males and young females.

Table 1.3: Employment rate (%) 15-24 years

	2009	2010	2011	2012	2013	2014	2015	2016
Total								
EU (28)	34,8	33,8	33,3	32,5	32,1	32,4	33,0	33,7
Eurozone (19)	34,7	33,3	32,9	31,6	30,9	30,6	30,7	31,2
Greece	22,8	20,1	16,1	13,0	11,8	13,3	13,0	13,0
Men								
EU (28)	36,8	35,9	35,3	34,4	33,9	34,2	34,8	35,4
Eurozone (19)	36,7	35,4	34,9	33,5	32,7	32,3	32,3	32,8
Greece	27,3	24,2	19,4	16,1	14,6	15,8	15,2	14,7
Women								
EU (28)	32,8	31,6	31,2	30,5	30,2	30,5	31,2	32,0
Eurozone (19)	32,6	31,2	30,8	29,6	29,1	28,8	29,0	29,5
Greece	18,3	16,1	12,9	10,0	9,1	10,9	10,9	11,3

Source: Eurostat, Labour Force Survey, Data Extracted on 13/07/2017

Table 1.4: Employment rate 1st Quarters (%) 15-24 years

	2009 1stQ	2010 1stQ	2011 1stQ	2012 1stQ	2013 1stQ	2014 1stQ	2015 1stQ	2016 1stQ	2017 1stQ
Total									
EU (28)	35,0	33,1	32,5	31,7	31,3	31,2	32,2	32,7	33,4
Eurozone (19)	34,8	32,8	32,3	31,2	30,4	29,7	30,2	30,2	31,0
Greece	23,1	20,9	17,4	13,8	11,5	11,9	12,9	11,8	13,5

Men									
EU (28)	37,0	34,8	34,6	33,5	32,9	33,0	33,8	34,4	34,9
Eurozone (19)	37,0	34,6	34,5	33,2	31,9	31,4	31,8	31,7	32,4
Greece	27,5	25,1	20,8	16,9	14,3	14,1	15,3	13,7	15,1
Women									
EU (28)	32,9	31,3	30,4	29,9	29,6	29,3	30,5	30,9	31,8
Eurozone (19)	32,7	30,9	30,1	29,2	28,8	27,8	28,5	28,5	29,4
Greece	18,7	16,8	14,1	10,8	8,7	9,8	10,6	9,8	11,8

Source: Eurostat, Labour Force Survey, Data Extracted on 13/07/2017

- Part-time employment

Part-time employment is not high in Greece compared to other countries in the European Union (table 2.1). According to the Labour Force Survey, for 2016, part-time employment was 9,7% of total employment (people aged 20-64 years old), showing an ascending trend since 2009 (4 percentage points increase). More recent data for the 1st quarter of 2017 also indicate this trend for the current year (table 2.2). Analysing the involuntary part-time employment, it is observed that for 2016, 72,3% of the people (aged 20-64 years old) who worked part time, chose part-time employment because they could not find a full-time job, bringing Greece in the first rank within the European Union having involuntary part-time employment, when 28,5% of the people who worked part-time in the EU-28 answered that they could not find full-time work (table 2.3).

Table 2.1: Part-time employment (%) of total employment (20-64 years)

	2009	2010	2011	2012	2013	2014	2015	2016
Total								
EU (28)	17,4	17,9	18,2	18,6	19,0	19,0	19,0	18,9
Eurozone (19)	18,9	19,4	19,8	20,3	21,1	21,2	21,3	21,2
Greece	5,7	6,1	6,6	7,6	8,3	9,2	9,3	9,7
Men								
EU (28)	6,7	7,1	7,4	7,7	8,1	8,2	8,3	8,2
Eurozone (19)	6,7	7,1	7,5	7,9	8,4	8,7	8,8	8,8
Greece	2,7	3,3	4,1	4,6	5,3	6,5	6,6	6,9
Women								
EU (28)	30,2	30,8	31,0	31,4	31,9	31,7	31,5	31,4
Eurozone (19)	33,6	34,1	34,4	35,0	35,9	35,8	35,7	35,6
Greece	10,0	10,1	10,0	11,7	12,5	12,9	13,0	13,6

Source: Eurostat, Labour Force Survey, Data Extracted on 13/07/2017

Table 2.2 Part-time employment (%) of total employment 1st Quarters (20-64 years)

	2009 1stQ	2010 1stQ	2011 1stQ	2012 1stQ	2013 1stQ	2014 1stQ	2015 1stQ	2016 1stQ	2017 1stQ
Total									
EU (28)	17,2	17,9	18,3	18,6	19,2	19,2	19,3	19,2	19,0
Eurozone (19)	18,7	19,4	19,9	20,4	21,2	21,4	21,5	21,5	21,4

Greece	5,8	6,1	6,6	7,0	8,6	8,9	9,8	9,6	10,3
Men									
EU (28)	6,5	7,0	7,4	7,7	8,1	8,3	8,3	8,3	8,2
Eurozone (19)	6,5	6,9	7,5	7,8	8,4	8,7	8,9	8,9	8,9
Greece	2,7	3,1	4,1	4,3	5,2	5,9	7,2	6,7	7,2
Women									
EU (28)	30,1	30,9	31,3	31,6	32,2	32,0	32,0	31,9	31,5
Eurozone (19)	33,6	34,3	34,6	35,1	36,1	36,2	36,1	36,1	35,9
Greece	10,4	10,4	10,1	10,8	13,3	13,1	13,4	13,5	14,7

Source: Eurostat, Labour Force Survey, Data Extracted on 13/07/2017

Table 2.3: Involuntary part-time employment (%) 20-64 years

	2009	2010	2011	2012	2013	2014	2015	2016
Total								
EU (28)	26,2	27,6	26,9	28,4	30,0	30,4	29,9	28,5
Eurozone (19)	27,4	28,7	28,3	30,0	31,6	32,4	32,1	31,1
Greece	50,9	55,0	60,6	65,5	68,6	71,7	72,9	72,3
Men								
EU (28)	36,9	38,7	39,1	41,0	42,4	42,7	42,4	40,1
Eurozone (19)	37,9	39,1	39,6	41,4	42,9	43,9	44,0	42,6
Greece	60,1	66,6	69,2	71,3	71,5	75,3	79,0	76,8
Women								
EU (28)	23,5	24,7	23,6	24,9	26,4	26,8	26,2	25,0
Eurozone (19)	25,0	26,2	25,6	27,1	28,7	29,3	28,8	27,9
Greece	47,2	49,5	55,5	62,3	66,8	69,2	68,6	69,1

Source: Eurostat, Labour Force Survey, Data Extracted on 13/07/2017

Activity Rate

The activity rate (the percentage of economically active population¹ aged 20-64 on the total population of the same age) in Greece reached 73,5% in 2016 and it was increased compared to that of 2015. The activity rate for women (65,1%) was lower than that of men (81,9%). Data on the year to year evolution of the activity rate (total, male and female) in the European Union (EU-28 Member States and Eurozone – 19 Member States) and in Greece are presented in Table 3.1. For Greece as well as for the EU-28 and for the Eurozone there is an increase in the activity rate from 2009 to 2016. Nevertheless, 1st quarter data (table 3.2), show a small decrease in the activity rate in Greece, due to the female activity rate decrease.

Table 3.1: Activity rate (%) 20-64 years

	2009	2010	2011	2012	2013	2014	2015	2016
Total								
EU (28)	75,4	75,5	75,6	76,2	76,5	76,8	77,1	77,5
Eurozone	75,8	75,8	75,9	76,5	76,7	76,9	77,2	77,6

¹ The economically active population (also called labour force) is the sum of employed and unemployed persons. Inactive persons are those who, during the reference week, were neither employed nor unemployed.

(19)								
Greece	72,5	73,0	72,5	72,6	72,7	72,5	73,1	73,5
Men								
EU (28)	82,8	82,7	82,6	82,9	83,0	83,2	83,4	83,7
Eurozone (19)	83,3	83,1	83,0	83,2	83,2	83,2	83,3	83,5
Greece	84,4	84,4	83,3	82,8	82,8	81,8	81,7	81,9
Women								
EU (28)	68,1	68,4	68,7	69,5	70,0	70,5	70,8	71,4
Eurozone (19)	68,3	68,6	69,0	69,9	70,3	70,8	71,1	71,6
Greece	60,9	61,8	61,8	62,7	62,9	63,3	64,7	65,1

Source: Eurostat, Labour Force Survey, Data Extracted on 13/07/2017

Table 3.2: Activity rate 1st Quarters (%) 20-64 years

	2009 1stQ	2010 1stQ	2011 1stQ	2012 1stQ	2013 1stQ	2014 1stQ	2015 1stQ	2016 1stQ	2017 1stQ
Total									
EU (28)	75,2	75,3	75,3	75,7	76,2	76,6	76,8	77,1	77,5
Eurozone (19)	75,7	75,8	75,7	76,2	76,6	76,8	76,9	77,3	77,5
Greece	72,2	73,0	72,6	72,5	72,5	72,6	72,4	73,3	73,2
Men									
EU (28)	82,8	82,5	82,4	82,4	82,7	82,9	83,0	83,3	83,5
Eurozone (19)	83,3	83,1	82,8	82,9	83,0	83,0	83,1	83,2	83,3
Greece	84,1	84,7	83,8	82,8	82,7	82,3	81,1	81,7	81,9
Women									
EU (28)	67,8	68,2	68,4	69,1	69,7	70,3	70,6	71,0	71,5
Eurozone (19)	68,2	68,6	68,7	69,6	70,3	70,6	70,9	71,4	71,7
Greece	60,3	61,5	61,8	62,5	62,6	63,1	63,8	65,1	64,7

Source: Eurostat, Labour Force Survey, Data Extracted on 13/07/2017

The activity rate of the young people 15-24 years old in Greece (table 3.3) has fallen from 2009 to 2016 by 6.1 percentage points, showing that the young people are economically more inactive than in the past, although 1st quarter data show an increase in the activity rate of young people in 2017, mainly regarding women, compared to the relevant data of the previous year (table 3.4).

Table 3.3: Activity rate (%) 15-24 years

	2009	2010	2011	2012	2013	2014	2015	2016
Total								
EU (28)	43,5	42,8	42,5	42,3	42,0	41,7	41,5	41,5
Eurozone (19)	43,3	42,1	41,7	41,3	40,8	40,1	39,6	39,5
Greece	30,7	30,0	29,1	29,1	28,4	28,0	26,0	24,6
Men								
EU (28)	46,6	45,9	45,4	45,2	44,8	44,4	44,1	44,0

Eurozone (19)	46,4	45,0	44,4	44,0	43,3	42,6	41,9	41,8
Greece	33,9	33,0	31,7	31,2	31,6	30,0	27,7	26,4
Women								
EU (28)	40,2	39,6	39,4	39,3	39,2	38,8	38,7	38,9
Eurozone (19)	40,2	39,1	39,0	38,5	38,2	37,5	37,1	37,1
Greece	27,4	27,1	26,6	27,0	25,3	26,1	24,3	22,9

Source: Eurostat, Labour Force Survey, Data Extracted on 13/07/2017

Table 3.4: Activity rate 1st Quarters (%) 15-24 years

	2009 1stQ	2010 1stQ	2011 1stQ	2012 1stQ	2013 1stQ	2014 1stQ	2015 1stQ	2016 1stQ	2017 1stQ
Total									
EU (28)	43,2	42,2	41,6	41,3	41,4	40,9	41,0	40,6	40,6
Eurozone (19)	43,2	41,8	41,2	40,6	40,5	39,6	39,4	38,6	38,7
Greece	30,9	30,1	29,0	29,3	28,7	27,6	26,9	23,9	25,3
Men									
EU (28)	46,3	45,4	44,6	44,2	44,1	43,7	43,6	43,2	42,9
Eurozone (19)	46,3	45,0	44,1	43,4	43,1	42,2	41,8	41,1	40,9
Greece	34,3	33,1	31,6	31,4	31,8	29,7	29,2	26,1	26,3
Women									
EU (28)	40,0	39,0	38,5	38,3	38,6	38,0	38,3	37,9	38,2
Eurozone (19)	39,9	38,6	38,2	37,8	37,9	36,9	36,9	36,1	36,3
Greece	27,5	27,2	26,5	27,1	25,6	25,5	24,7	21,8	24,3

Source: Eurostat, Labour Force Survey, Data Extracted on 13/07/2017

Unemployment rate

The unemployment rate (unemployed aged over 15 years old in the total workforce) in Greece reached 23,6% in 2016 and decreased compared to 2015 (24,9%). The unemployment rate for women (28,1%) is significantly higher than that of men (19,9%). Data on the year to year evolution of the unemployment rate (total, male and female) in the European Union (EU-28 Member States) the Eurozone area (19 Member States) and in Greece are presented in Table 4.1. In our country the unemployment rate has sharply increased (14 percentage points in the population as a whole) from 2009 to 2016. Nevertheless, since 2014 the unemployment rate in Greece has been falling. The descending trend is also indicated by the 1st quarter data (table 4.2).

Table 4.1: Unemployment rate (%) 15+

Source: Eurostat, Labour Force Survey, Data Extracted on 13/07/2017

	2009	2010	2011	2012	2013	2014	2015	2016
Total								
EU (28)	8,9	9,5	9,6	10,4	10,8	10,2	9,4	8,6
Eurozone (19)	9,5	10,1	10,1	11,3	12,0	11,6	10,9	10,0
Greece	9,6	12,7	17,9	24,5	27,5	26,5	24,9	23,6
Men								
EU (28)	8,9	9,6	9,5	10,4	10,8	10,1	9,3	8,4
Eurozone (19)	9,4	10,0	10,0	11,2	11,9	11,5	10,7	9,7
Greece	7,0	10,1	15,2	21,6	24,5	23,7	21,8	19,9
Women								
EU (28)	8,8	9,5	9,7	10,5	10,9	10,3	9,5	8,7
Eurozone (19)	9,6	10,2	10,4	11,5	12,1	11,8	11,0	10,4
Greece	13,3	16,4	21,5	28,2	31,4	30,2	28,9	28,1

Table 4.2: Unemployment rate 1st Quarters (%) 15+

	2009 1stQ	2010 1stQ	2011 1stQ	2012 1stQ	2013 1stQ	2014 1stQ	2015 1stQ	2016 1stQ	2017 1stQ
Total									
EU (28)	8,7	10,0	9,8	10,6	11,4	11,0	10,2	9,2	8,3
Eurozone (19)	9,3	10,6	10,4	11,4	12,5	12,4	11,7	10,7	9,9
Greece	9,5	11,9	16,1	22,9	27,6	27,9	26,7	24,9	23,4
Men									
EU (28)	8,7	10,3	9,9	10,7	11,5	11,1	10,2	9,1	8,2
Eurozone (19)	9,2	10,6	10,3	11,3	12,6	12,4	11,6	10,5	9,6
Greece	6,9	9,2	13,5	19,9	24,9	25,0	23,5	21,2	19,8
Women									
EU (28)	8,7	9,7	9,8	10,5	11,3	10,9	10,1	9,3	8,5
Eurozone (19)	9,5	10,5	10,6	11,4	12,5	12,3	11,7	10,9	10,2
Greece	13,1	15,7	19,7	26,7	31,2	31,5	30,6	29,5	27,8

Source: Eurostat, Labour Force Survey, Data Extracted on 13/07/2017

As far as the unemployment rate of people 15-24 years old is concerned, this was 47,3% in 2016 (table 4.3), showing a significant increase since 2009. More than half of the females aged 15-24 years were unemployed in 2016, since the unemployment rate for women was 50,7%. Nevertheless a decrease has been remarked since 2014 (52,4%) and this downward trend is also shown by the 1st quarter data (table 4.4).

Table 4.3: Unemployment rate (%) 15-24 years

	2009	2010	2011	2012	2013	2014	2015	2016
Total								

EU (28)	19,9	21,0	21,7	23,2	23,7	22,2	20,3	18,7
Eurozone (19)	20,0	20,9	21,2	23,4	24,2	23,8	22,4	20,9
Greece	25,7	33,0	44,7	55,3	58,3	52,4	49,8	47,3
Men								
EU (28)	21,0	21,8	22,3	23,9	24,3	22,9	21,0	19,4
Eurozone (19)	20,9	21,5	21,5	23,8	24,6	24,2	23,0	21,4
Greece	19,5	26,8	38,8	48,5	53,8	47,4	45,2	44,3
Women								
EU (28)	18,6	20,2	21,0	22,4	22,9	21,4	19,5	17,9
Eurozone (19)	19,0	20,2	20,9	23,0	23,8	23,2	21,7	20,4
Greece	33,3	40,3	51,6	63,1	63,8	58,1	55,0	50,7

Source: Eurostat, Labour Force Survey, Data Extracted on 13/07/2017

Table 4.4: Unemployment rate 1st Quarters (%) 15-24 years

	2009 1stQ	2010 1stQ	2011 1stQ	2012 1stQ	2013 1stQ	2014 1stQ	2015 1stQ	2016 1stQ	2017 1stQ
Total									
EU (28)	19,0	21,6	21,8	23,3	24,5	23,8	21,5	19,6	17,7
Eurozone (19)	19,3	21,6	21,6	23,1	25,1	25,0	23,3	21,9	19,9
Greece	25,3	30,6	39,9	52,8	60,0	56,7	51,9	50,9	46,8
Men									
EU (28)	20,1	23,3	22,5	24,2	25,4	24,4	22,4	20,4	18,5
Eurozone (19)	20,2	23,1	21,9	23,6	26,1	25,5	24,0	22,7	20,7
Greece	19,9	24,2	34,2	46,2	55,1	52,6	47,5	47,4	42,6
Women									
EU (28)	17,7	19,7	21,0	22,1	23,3	22,9	20,4	18,6	16,7
Eurozone (19)	18,2	20,0	21,3	22,6	24,0	24,5	22,6	21,0	19,0
Greece	32,0	38,2	46,7	60,3	66,1	61,5	57,0	55,1	51,4

Source: Eurostat, Labour Force Survey, Data Extracted on 13/07/2017

Topic 5: “Proposals in relation to content and structure of the guidelines/guidance”:

Public health matters

With a view to reducing addictions and managing them effectively, it is necessary to emphasize and prioritize in interconnection, complementarity and avoidance of overlapping of drug rehabilitation services for the benefit of the user while evaluating the national network for addressing addictions. By this way, it is improved the access of addicts to services as well as, ensures the continuity of their care and the greatest possible synergy of the competent authorities at a regional level, making best use of any available resources. The four main priorities consist of the geographical coverage across the country to improve access to services that deal with addictions in the region, enhancing the possibility of full

rehabilitation, social reintegration of the people that have already been treated through training programmes, their promotion to the labor market and strengthening the social entrepreneurship as a mean of enhancing the therapeutic effect and preventing relapse as well as, care for people at risk such as homeless, pregnant, young and people with psychiatric comorbidity.

In addition, the functional interconnection of rehabilitation services is envisaged, both among them and with public / mental health and primary care services, taking distance from the strict therapeutic logic and enhancing prevention, health promotion and public health.

Investing in Primary Health Care and in Public Health is an investment in quality of life and human well-being as well as in the sustainability of health systems.

With this planning the demand-reduction system does not collapse although more intensive effort is required to mobilize, integrate, and keep users in treatment.

Furthermore, is necessary to investigate the needs at the local level by studying and updating epidemiological profiles per region.

The publications and announcements of the project's annual reports on drug addiction authorities, their central websites, their monthly electronic newsletters, their social media pages and their online posting of their administrative acts through a special program are examples of transparency, accountability and public's contribution to designing policies in order to address addictions, taking into account the impact of the financial crisis on the attempt to rehabilitate addicts while respecting the dignity of the treated ones.

Table of contents

- Topic 1: Reports and materials on human rights impacts on fiscal consolidation policies.....Pages 1-4
- Topic 2: Mapping of social and human rights impact assessment tools and standards.....Pages 4-15
- Topic 5: Proposals in relation to content and structure of the guidelines/guidance.....Page 16