



OSH BAROMETER

Greece

Country Report

Greece Country Report Index

This document contains the OSH Barometer Country Report Summary of Greece

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Introduction General information

The **development and provision of the OSH BAROMETER — Status of Occupational Safety and Health in Europe** is a long-term activity of the European Commission's Directorate-General for Employment, Social Affairs and Inclusion (**DG Employment, Social Affairs and Inclusion**) and the European Agency for Safety and Health at Work (**EU-OSHA**). It aims to provide up-to-date online information for all interested parties and stakeholders about the status of OSH in the European Union.

The overall objective of this activity is to design and develop a reliable and stable information system on OSH in Europe, based on data from the relevant national and European data providers. From 2016 to 2018, two contractors of DG Employment, Social Affairs and Inclusion (Kooperationsstelle Hamburg IFE and Eurogip) developed the structure of the system, collected data for a selected number of indicators and assessed their reliability.

EU-OSHA will contribute to the establishment and maintenance of the **OSH BAROMETER** by designing and running the data visualisation tool, ensuring data quality in cooperation with key data providers and stakeholders, and feeding in the quantitative and qualitative data in close collaboration with EU institutions and Member State Contact Points. As part of its activity '**EU OSH INFO System**', EU-OSHA will publish an analytical report, based on the collected data, every 3 years.

The **OSH BAROMETER** uses the following data sources:

- Eurostat: data on economy, sectors, population, and employment
- Eurostat: Labour Force Survey (LFS), particularly the ad hoc module from 2013: 'Accidents at work and other work-related health problems'
- Eurostat: European Union Survey on Income and Living Conditions (EU-SILC)
- Eurofound: European Working Conditions Survey (EWCS)
- EU-OSHA: European Survey of Enterprises' New and Emerging Risks (ESENER) 2014
- European Commission, DG Employment, Social Affairs and Inclusion: several reports and studies
- Senior Labour Inspectors Committee (SLIC): non-confidential country evaluations
- National contact points in Member States: national data and descriptions
- EU-OSHA focal points/EU-OSHA: descriptions of the national OSH Systems in OSHwiki
- comprehensive reports from national or European sources

This methodology contains a compilation of all references and data sources that were used to provide texts, diagrams and tables, and in some cases additional explanations.

In most cases we provide the following data:

- the indicator and diagram/table/description title
- a short description of the data evaluation and visualisation approach
- exact source with name and link
- the period of reference (year/period) and the last update
- the coverage of Member States and other countries
- filter options or selection criteria of the source
- the measuring unit
- any calculation that EU-OSHA performed based on the original data
- visualisation basics
- other useful explanations and additional comments

Generic information OSH authorities

This indicator is an overview of OSH authorities and relevant OSH institutions in the different Member States and at EU level.

For further information refer to Methodology



OSH authority

Directorate for Safety and Health at Work of the Ministry of Labour, Social Security and Social Solidarity

See more in its website and in OSHwiki

The Directorate for Safety and Health at Work, which promotes all issues related to occupational safety and health (OSH) (except the inspection and enforcement of national OSH legislation), is the principal OSH administration authority of the Ministry of Labour, Social Security and Social Solidarity. The Directorate is responsible for, among other things, the planning, organisation, implementation, monitoring and evaluation of the national OSH strategy and policies, the national OSH system and the national OSH programme, in accordance with national priorities and the running of the European Union (EU) OSH strategy. Its activities are mainly directed at the fields of OSH legislation, policy-making, decision-making, administration, information management and documentation, awareness raising, networking, education, training and research.

To implement these actions, the aforementioned directorate, with the principal operational objective of planning, monitoring and evaluating actions under the national strategy for safety and health at work, is divided into six departments:

- Department of Working Conditions;
- Department of Health Promotion, Harmful Factors, Safety and Ergonomics;
- Department of the National Focal Point for OSH Information and Documentation;
- Department for the Major Accidents (under the Seveso Directive);
- Department for OSH Training and Monitoring of Policies on OSH issues;
- Department for People with Disabilities.

Labour Inspectorate (SEPE)

See more in its website and in OSHwiki

Law 2639/1998 instituted SEPE in its current form. Its central services are located in Athens, and a number of regional services are located throughout the country. The regional services are divided into two categories: 16 regional directorates for the inspection of social matters, such as illegal occupation and lack of social security cover; and five regional directorates for the inspection of safety and health at work (formerly centres for the prevention of occupational risk — KEPEK), which are charged with the inspection of working conditions for safety, health and hygiene matters. SEPE is responsible for the inspection and application of national legislation either on social matters (work times, wages, social security, occupational legality) or on the physical conditions of work (safety and health), and also plays an important consulting role in properly informing and guiding the employers to achieve a better compliance level. Law 3996/2011 has introduced reforms to the SEPE.

To fulfil its role, inspectors of safety and health at work can enter private or public workplaces at any time without prior notice. SEPE examines the implementation of OSH legislation. In cases of violations, it can impose administrative sanctions and fines. In cases of major violations, SEPE can order the temporary or permanent closure of a section or entire company. It investigates and reports on the causes of serious and fatal accidents. It also investigates the causes of occupational diseases, takes samples, and determines physical, chemical and biological parameters. Furthermore, it intervenes to resolve disputes in the workplace.

Compensation and insurance body

Social Insurance Institute (IKA)

See more in its website and in OSHwiki

The IKA is by far the largest social security organisation in Greece. It covers salaried employees in Greece or abroad for an employer who is based in Greece, as well as those employees who offer full-time or part-time personal labour on commissioned work agreements and who are not insured with any other main insurance agency.

In Greece, the old Royal Decree 473/1961 concerning 'Contributions for Occupational Risk' is still in force. This decree obliges nearly all employers to pay an insurance contribution to the IKA amounting to 1% of total wages. Theoretically, this contribution is paid for protection against occupational risks. However, in reality the sum is not used for this purpose and is redirected to further finance the IKA's obligations (pensions, etc.). Given that occupational diseases are significantly underreported, this leads to reduced insurance cover. A continuous demand of trade unions is the establishment of a body of insurance against occupational risks under the IKA's umbrella.

Single state social security organisation (EFKA)

See more in its website and in OSHwiki

Since 1 January 2017, a single state social security organisation named EFKA has been operating as a result of the unification of the pre-existing social security institutions operating in Greece. Regulated by the Law No 4387 (FEK 85/A/12-5-2016) and with a view to ensuring decent living and social protection in terms of equality, social justice, redistribution and solidarity of generations, all state social benefits are granted within the framework of the umbrella organisation EFKA, which includes the National Health System (for health benefits), the National Social Solidarity System (for welfare benefits) and the National Social Security Funds (for insurance benefits). Everyone is now insured with EFKA; employers and employees — identified as either wage earners or self-employed — pay their contributions to EFKA, and all pensioners receive their main pension from the same organisation.

Standardisation body

Hellenic Organisation for Standardisation (ELOT)

See more in its website and in OSHwiki

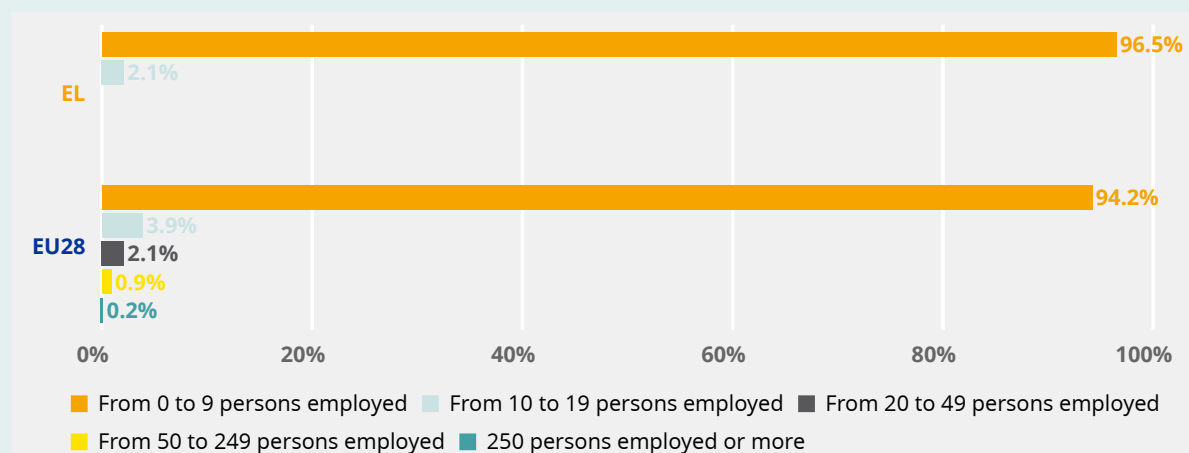
ELOT is the national body responsible for the elaboration, approval, publication and distribution of Hellenic Standards. The elaboration of standards is entrusted to ELOT's technical committees and working groups. Representatives from both the public sector and the private sector express their opinions on the different issues to achieve the maximum possible consensus among them. Technical Committee 59 (Health and Safety at Work) is responsible for the elaboration of standards on OSH issues. The Ministry of Labour, the Ministry of Development, the TEE, the EEX, the EEIEP and SEV as well as representatives from the private sector offer their expert opinions to this technical committee.

Generic information Economic and sector profile

The indicator 'Economic and sector profile' displays relevant data on the economy and sectoral structure of the EU and its Member States, e.g. percentages of company size, employment per sector and information on gross domestic product. Note: Not all data is available for every country.

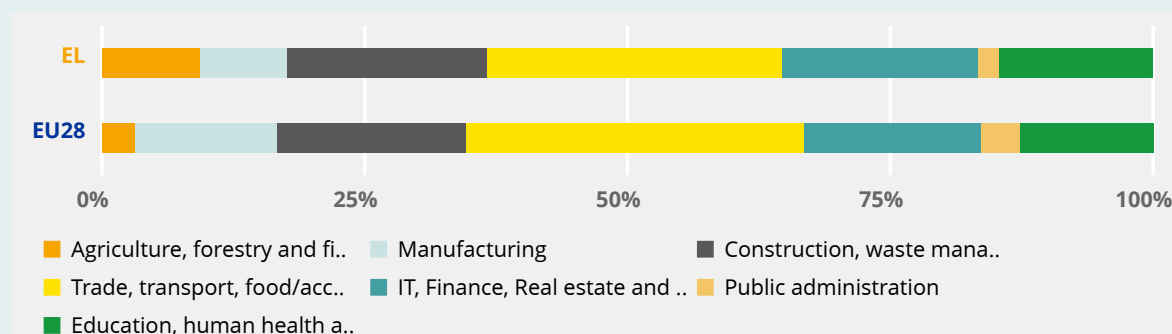
Source: EUROSTAT. For further information refer to Methodology

Company size



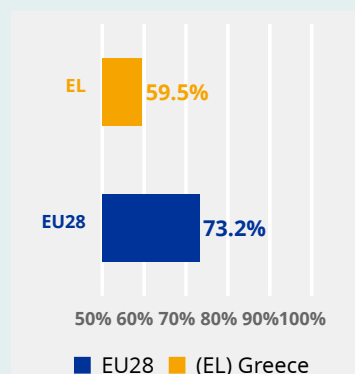
| Sector | Country | Value (%) | Country | Value (%) |
|---------------------------------|---------|-----------|---------|-----------|
| From 0 to 9 persons employed | EL | 96.5 | EU28 | 94.2 |
| From 10 to 19 persons employed | EL | 2.1 | EU28 | 3.9 |
| From 20 to 49 persons employed | EL | | EU28 | 2.1 |
| From 50 to 249 persons employed | EL | | EU28 | 0.9 |
| 250 persons employed or more | EL | | EU28 | 0.2 |

Employment per sector



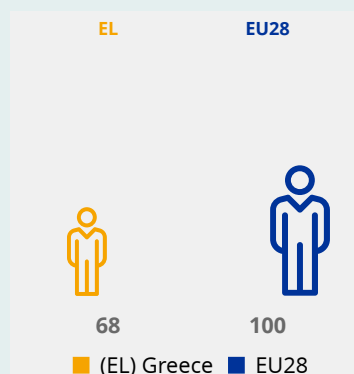
| Sector | Country | Value (%) | Country | Value (%) |
|--|---------|-----------|---------|-----------|
| Agriculture, forestry and fishing | EL | 9.4 | EU28 | 3.2 |
| Manufacturing | EL | 8.2 | EU28 | 13.5 |
| Construction, waste management, water and electricity supply | EL | 19 | EU28 | 18 |
| Trade, transport, food/accommodation and recreation activities | EL | 28.1 | EU28 | 32.1 |
| IT, Finance, Real estate and other technical scientific or personal service activities | EL | 18.6 | EU28 | 16.9 |
| Public administration | EL | 2 | EU28 | 3.7 |
| Education, human health and social work activities | EL | 14.6 | EU28 | 12.7 |

Employment rate



| Country | Value (%) |
|-------------|-----------|
| EU28 | 73.2 |
| (EL) Greece | 59.5 |

GDP per capita in relation to EU28 average



| Country | Value (%) |
|-------------|-----------|
| (EL) Greece | 68 |
| EU28 | 100 |

Income per capita



| Country | Year | Income |
|-------------|------|--------|
| (EL) Greece | 2010 | 12599 |
| (EL) Greece | 2018 | 9203 |
| EU28 | 2010 | 14841 |
| EU28 | 2018 | 17079 |

Generic information Workforce profile

This indicator includes a few key data on ageing workers and the workforce: median age, employment rate of different age groups, total and sex.

Source: EUROSTAT. For further information refer to Methodology

| | Median age of population: | Employment rate (55 - 64): | Employment rate (female): | Employment rate (male): | Employment rate (total): | Unemployment rate: |
|-------------|---------------------------|----------------------------|---------------------------|-------------------------|--------------------------|--------------------|
| EU28 | 43.3 years | 58.7 % | 67.4 % | 79 % | 73.2 % | 6.8 % |
| EL | 44.9 years | 41.1 % | 49.1 % | 70.1 % | 59.5 % | 19.3 % |

Steering of OSH National strategies

National strategies are well known as a policy instrument to enhance the effectiveness of an OSH system through the collaborative and smart use of resources. They include approaches such as priority setting, prior action defining and action plans. You will find here a short harmonised description of current national strategies based on the full mapping report of EU-OSHA on national strategies (December 2017) plus later updates as received from Member States.

For further information refer to Methodology



Greece

Structure of each National strategy

Basic information

Current strategy in greek:

Εθνική Στρατηγική για την Υγεία και Ασφάλεια στην Εργασία 2016 – 2020

Title in english: “National strategy for Health and Safety at Work 2016 – 2020”

Former OSH strategies:

“Εθνική Στρατηγική για την Ασφάλεια και Υγεία στην Εργασία 2010 – 2013»

“National strategy for Safety and Health at Work 2010 – 2013

Background

The current OSH strategy, in Chapter 1 “The current OSH situation at national level”, apart from a brief presentation of the common European OSH Strategic Framework 2014-2020, contains an extended analysis and diagnosis of the current situation at national level and the progress achieved during the former OSH strategy.

In specific:

Section 1.1 presents an “Overview of the European approach on OSH and the general OSH principles”.

Section 1.2 presents a “Brief presentation of the common European OSH Framework 2014-2020.

Section 1.3 presents the “National OSH infrastructure”, and,

Section 1.4 presents an “Analysis and diagnosis (problems-challenges-observations for the future) of the current national OSH situation”.

Based on the general conclusions of the above section 1.4, the perceived problem can be described as in the following:

“In the current programming period the Hellenic State should intensify the scope and the effectiveness of its efforts in the field of OSH, by taking into serious consideration the general socio-economic environment which creates additional barriers to the enforcement of the national institutional and legislative OSH framework across to the whole spectrum of economic activities, mainly due to the negative impacts of the crisis and of the austerity measures implemented during the last years.

In this context, it is necessary to officially establish the “**National System for Health and Safety at Work, (ESystYAE)**” by creating institutional, administrative and operational links between the main OSH stakeholders and by upgrading all the individual existing structures for OSH, into a single, coherent, multidimensional and multi-purpose mechanism.

In this way and based on the national tripartite OSH social dialogue, a new methodological and integrated strategic approach to the complexity of OSH issues will be launched, which clearly reflects the political choice of the Hellenic Ministry of Labour, Social Security and Social Solidarity to promote the protection of workers and to contribute to the creation of healthier, safer and more productive workplaces.

Characteristics and objectives

The main strategic policy objective of the Hellenic Ministry of Labour, Social Security & Social Solidarity in the field of OSH for the programming period 2016-2020 is the “**official establishment of the National System for Health and Safety at Work, ESystYAE**”.

In addition, under the vision for:

"creating safer, healthier and more productive workplaces in the private and public sector that will ensure the health and will promote the well-being of workers, while contributing in parallel to the sustainability of the enterprises and supporting the development of the economy",

the following (4) four more specific strategic objectives have been set:

1. Strengthening of policies and measures to prevent accidents at work, occupational diseases and other work-related illnesses for all workers, with emphasis to the more vulnerable groups.
2. Fostering of a participative occupational risks prevention culture through the provision of information, education and training on OSH.
3. Improving reporting procedures and systems for recording accidents at work and occupational diseases.

Establishment of an occupational risks insurance body.

Details and activity

Specific **tasks** or **activities** in the form of **measures** to be implemented during each one year of the period 2016-2020 have been included in the following **(12) twelve priority axes**, consisting the official multi-annual programming document “**National OSH Operational Action Plan**“ of the National OSH Strategy 2016-2020:

Priority axes

Axis 1st. Official establishment of the National System for Health and Safety at Work.

Axis 2nd. Simplifying and improving the legislative framework on OSH.

Axis 3rd. Strengthening the implementation of the OSH legislation.

Axis 4th. Strengthening prevention and improving the reporting procedures and systems for recording accidents at work and occupational diseases.

Axis 5th. Supporting micro, small and medium-sized companies.

Axis 6th. Fostering and promoting of an OSH risks prevention culture.

Axis 7th. Mainstreaming OSH into education and vocational training.

Axis 8th. Provision of training to the OSH stakeholders.

Axis 9th. Workplace health promotion and tackling of the demographic change.

Axis 10th. Encouraging scientific progress and research on OSH- Tackling of new and emerging risks.

Axis 11th. Strengthening the role of the OSH social partners and of the workers participation.

Axis 12th. Networking and development of synergies on OSH.

More details for the planned measures/activities under each specific axis of priority are provided through the full text of the National OSH Strategy and the National OSH Operational Action Plan 2016-2020.

Actors and stakeholders

- Directorate for Safety and Health at Work, Ministry of Labour Social Security and Social Solidarity.
- Labour Inspectorate, Ministry of Labour Social Security and Social Solidarity.
- Public authorities, organizations and associations represented and participating as official members to the National Council for the Health and Safety of Workers (S.Y.A.E.).
- OSH governmental authorities at regional level.
- Other governmental authorities and organizations involved, at national and regional level.
- OSH social partners organizations and institutions operating at national, regional and sectoral level.
- OSH scientific associations.
- OSH professional associations.
- OSH external services providers.
- National OSH Information Network members.
- National Focal Point of EU-OSHA.

Resources and timeframe

Budget:

Any effort will be paid to exploit the opportunities offered by the running European and national financial resources programmes, to implement the Operational Programme of the National OSH Strategy 2014-2020 to the fullest extent possible. The “Partnership and Cooperation Agreement” 2014-2020 programme (the new National strategic Reference Framework, ESPA), -which is consisting of (5) five sectoral operational programmes and (13) thirteen regional operational programmes- has been identified as the main source of funding at national level (especially the sectoral operational programme “Competitiveness, Entrepreneurship and Innovation”, EPAnEK).

Staff:

The staff of Directorate for Health and Safety at Work, the competent OSH administrative authority of the Ministry of Labour, Social Security and Social Solidarity, will be actively involved to the planning, coordination, monitoring and evaluation phases of the current OSH strategy implementation.

Timeframe:

The implementation of the measures and activities included in the current National OSH Strategy has started by the year 2016 and will cover the period till the year 2020.

The National OSH Strategy 2016-2020 has been officially approved with the ministerial decision (M.D.48416/2564/2017) published in the official gazette (FEK B' 3757/25.10.2017) by the Minister of Labour, Social Security and Social Solidarity.

In a previous phase, the strategy had been approved by the members of the National Council for the Health and Safety of Workers (S.Y.A.E.), following a two years period of preparation, elaboration and tripartite dialogue upon a draft document submitted by the Directorate for Health and Safety at Work (the competent OSH administrative authority of the Ministry of Labour, Social Security and Social Solidarity) and an ad-hoc committee which was formed by a specific number of SYAE members (representing OSH governmental agencies, OSH social partners organizations and OSH scientific associations).

Evaluation

Evaluation:

Monitoring and evaluation of the strategy implementation will be carried out under the responsibility of the competent OSH administrative authority of the Ministry of Labour, Social Security and Social Solidarity, which has also undertaken the responsibilities related to the Central Coordination Unit of the Occupational Health and Safety System, ESystYAE.

The evaluation of the National OSH Strategy will cover three areas: a) the implementation level of the planned actions/measures, b) the strategy's functionality and c) the degree of achievement of the identified strategic objectives.

In order to optimize the implementation of the National OSH Strategy, its implementation process will be evaluated at regular through a monitoring system with specific qualitative and quantitative indicators to be determined by the competent OSH administrative authority of the Ministry of Labour, Social Security and Social Solidarity.

Ex ante indicators for the years 2012 to 2020

A mid-term evaluation exercises has been planned to be executed within 2018. The gathered information and the conclusions will be used to update the activities/measures included in the multi-annual programming document "Operational Programme" on annual basis and/or of the National OSH Strategy 2016-2020 (if it will proved that it is necessary).

Lessons learned:

The former OSH strategy 2010-2013 was post-evaluated and the general observations and conclusions were taken into consideration in the process of developing the current OSH strategy 2016-2020.

Relation to EU Strategic Framework

The current National OSH Strategy 2016-2020 has been developed to effectively tackle the national needs and priorities and in parallel is in compliance with the challenges and priorities of the existing European OSH Strategic Framework 2014-2020. There are direct relations to almost all aspects of the European OSH Strategic Framework, as it is represented by the following examples:

- The main strategic policy objective of the "Official establishment of the National System for Health and Safety at Work" supported mainly by the planned measures under the Axis 1. as well as from all the other Axes of priority, is directly related to key strategic objectives 1., 3., 5., and 6. of the European OSH Strategic Framework.
- The provision of practical support (e.g. e-knowledge platform for MSEs and SMEs or new OiRA tools) and guidance (e.g. practical guide to manage OSH) to micro, small and medium size enterprises, to help them to comply with the national OSH legislation requirements (Axis 5.) and to develop an OSH prevention culture (Axis 6.) are related to the challenge 1. and the key strategic objective 2. of the European OSH Strategic Framework.
- The efforts for simplifying OSH (e.g. e-guide to the national OSH legislation, e-guide for the enterprises under the Seveso directive) and for improving the legislative framework on OSH (Axis 2.) are related to the challenge 1. and the key strategic objectives 3. and 4. of the European OSH Strategic Framework.
- The better enforcement (Axis 3.) of the national OSH legislation (e.g. special focus on the public sector and the organizations of the 2nd & 1st level of Regional and Local Administration, strengthening of the Safety and Health at Work inspection services of the Labour Inspectorate), is related to the key strategic objective 3. of the European OSH Strategic Framework.

- The initiatives and measures for improving the reporting procedures and systems for recording accidents at work and especially, for the occupational diseases (Axis 4.) are related to the key strategic objective 6. of the European OSH Strategic Framework.
- Measures under the Axis 9. “Workplace health promotion and tackling of the demographic change” and Axis 10. “Encouraging scientific progress and research on OSH- Tackling of new and emerging risks” are related to challenges 2. and 3. as well as to the key strategic objectives 5. and 6. of the European OSH Strategic Framework.

Response of national strategies to EU challenges

Implementation record

Strategic Objective :

- Strengthening of policies and measures to prevent accidents at work, occupational diseases and other work-related illnesses for all workers, with emphasis to the more vulnerable groups.

Axis:

- Official establishment of the National System for Health and Safety at Work
- Simplifying and improving the legislative framework on OSH.
- Strengthening the implementation of the OSH legislation.
- Supporting micro, small and medium-sized companies

Prevention of work-related diseases

Strategic Objectives:

- Strengthening of policies and measures to prevent accidents at work, occupational diseases and other work-related illnesses for all workers, with emphasis to the more vulnerable groups
- Improving reporting procedures and systems for recording accidents at work and occupational diseases
- Establishment of an occupational risks insurance body

Axis:

- Official establishment of the National System for Health and Safety at Work
- Strengthening prevention and improving the reporting procedures and systems for recording accidents at work and occupational diseases.
- Encouraging scientific progress and research on OSH-Tackling of new and emerging risks

Tackling demographic change

Strategic Objective:

- Strengthening of policies and measures to prevent accidents at work, occupational diseases and other work-related illnesses for all workers, with emphasis to the more vulnerable groups

Axis:

- Workplace health promotion and tackling of the demographic change.

Steering of OSH Social dialogue

This indicator consists of text-based descriptions of the social dialogue plus quantitative data, e.g. responses to ESENER 2019 questions. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology



Greece

16 %

Joint consultative,
employment forum
or similar

12 %

Trade union
representation

26 %

Health and safety
representative

16 %

Health and safety
committee



EU27_2020

24 %

Joint consultative,
employment forum
or similar

19 %

Trade union
representation

57 %

Health and safety
representative

23 %

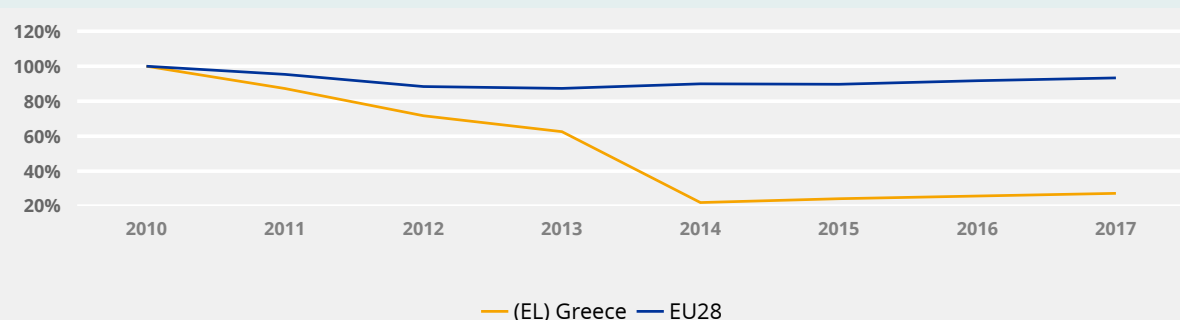
Health and safety
committee

OSH outcomes and working conditions **Work accidents**

This indicator consists of two data sets: trends in non-fatal work accidents from 2010, and fatal work accidents (Eurostat data).

For further information refer to Methodology

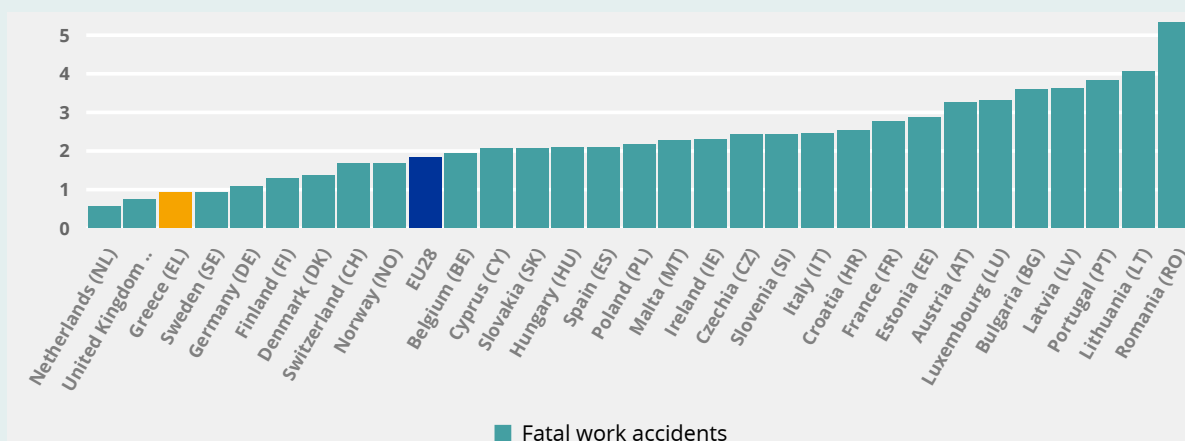
Non-fatal work accidents



The diagram shows the development of non-fatal work accidents between 2010 until the latest available year. The year 2010 has been set as baseline (2010 = 100). The country lines and the EU line (dark blue) show the trend as percentage of the value of this base year.

| Country | Year | Value (%) | Country | Year | Value (%) |
|-------------|------|-----------|---------|------|-----------|
| (EL) Greece | 2010 | 100 | EU28 | 2010 | 100 |
| (EL) Greece | 2011 | 87.3 | EU28 | 2011 | 95.3 |
| (EL) Greece | 2012 | 71.7 | EU28 | 2012 | 88.4 |
| (EL) Greece | 2013 | 62.6 | EU28 | 2013 | 87.3 |
| (EL) Greece | 2014 | 22.1 | EU28 | 2014 | 89.9 |
| (EL) Greece | 2015 | 24.2 | EU28 | 2015 | 89.7 |
| (EL) Greece | 2016 | 25.8 | EU28 | 2016 | 91.7 |
| (EL) Greece | 2017 | 27.3 | EU28 | 2017 | 93.3 |

Fatal work accidents



This diagram shows the number of fatal accidents for every Member State per 100,000 employees. The EU average was 1,85 accidents per 100,000 employees in the period 2010-2017. The source of the data is the incidence rate as published by Eurostat.

| Country | Value (accidents) |
|-------------|-------------------|
| Greece (EL) | 0.9 |
| EU28 | 1.9 |

OSH outcomes and working conditions

Health perception of the workers

This indicator contains six data sets based on responses in the European Working Conditions Survey (EWCS) 2015 from Eurofound and the Labour Force Survey 2013 from Eurostat. Every 8 years this survey has an ad hoc module on OSH-related questions. All data are from the latest OSH ad hoc module. Note: When no data is available for the indicator displayed, '-' will appear.

For further information refer to Methodology



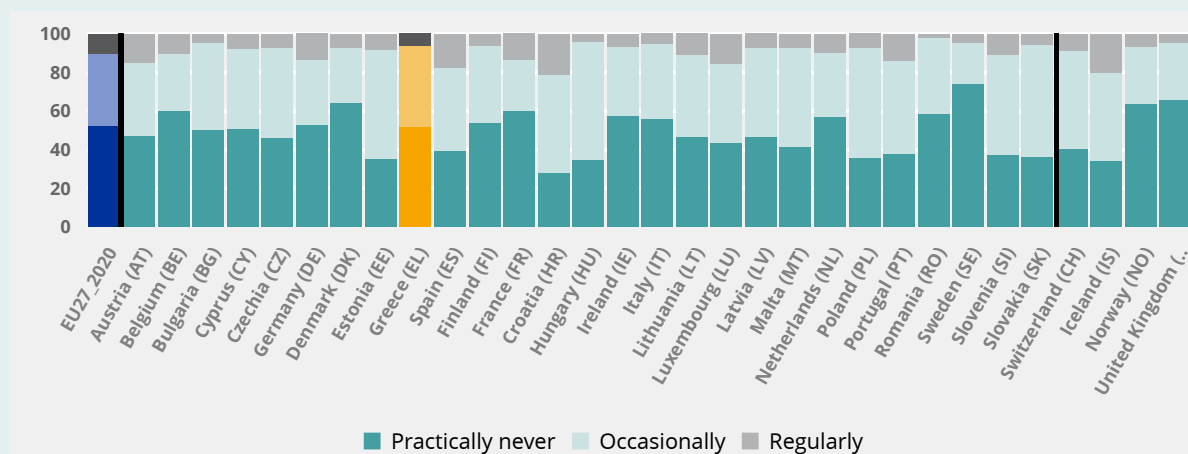
OSH outcomes and working conditions

OSH culture and health awareness

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

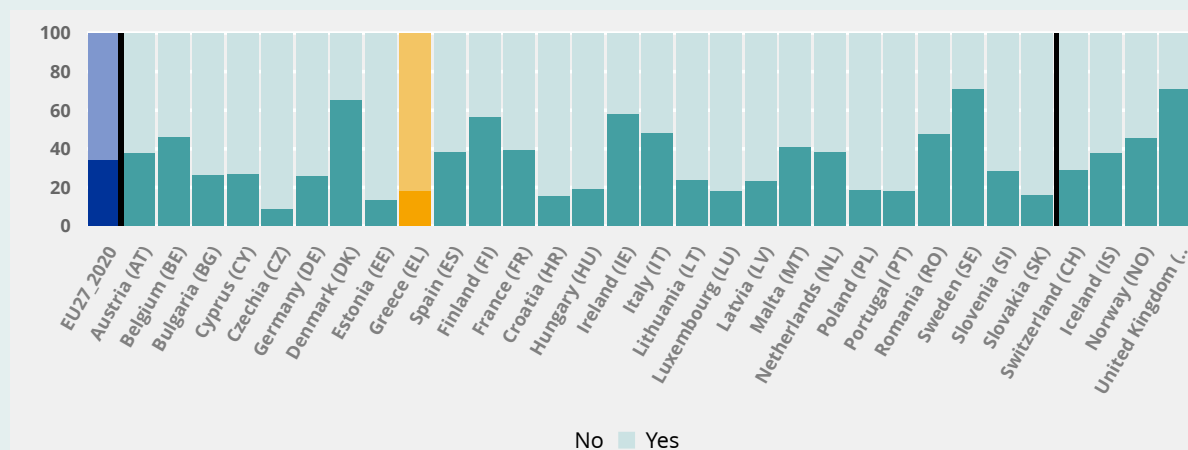
Health and safety discussed



The diagram presents the responses in the ESENER 2019 Survey to the question: “How often is health and safety discussed between employee representatives and the management? Do such discussions take place regularly, only when particular health and safety issues arise or not at all?”

| Country | Practically never (%) | Occasionally (%) | Regularly (%) |
|-------------|-----------------------|------------------|---------------|
| EU27_2020 | 10 | 37.5 | 52.4 |
| Greece (EL) | 6.2 | 41.6 | 52.2 |

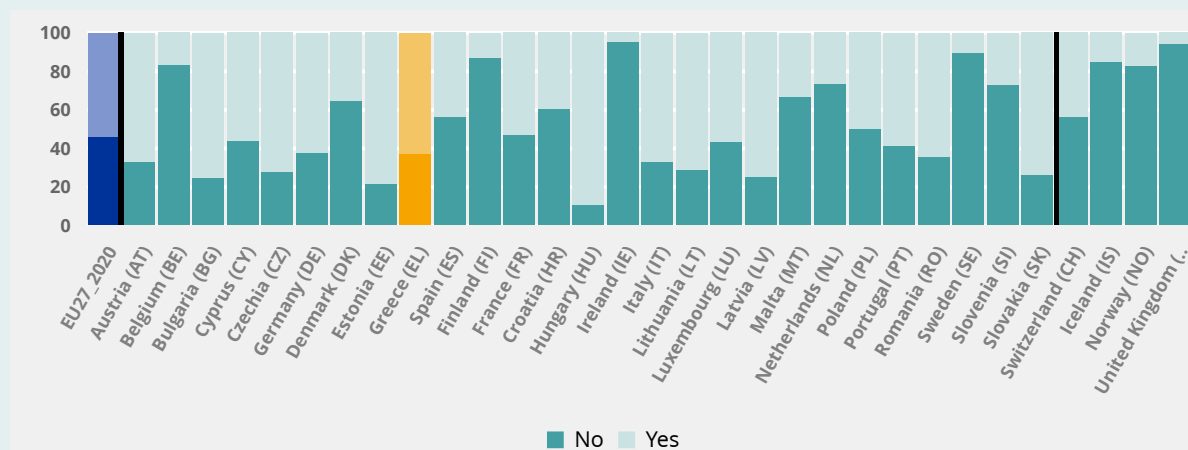
Action plan to prevent stress



The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

| Country | Yes (%) | No (%) |
|-------------|---------|--------|
| EU27_2020 | 34.6 | 65.4 |
| Greece (EL) | 18.6 | 81.4 |

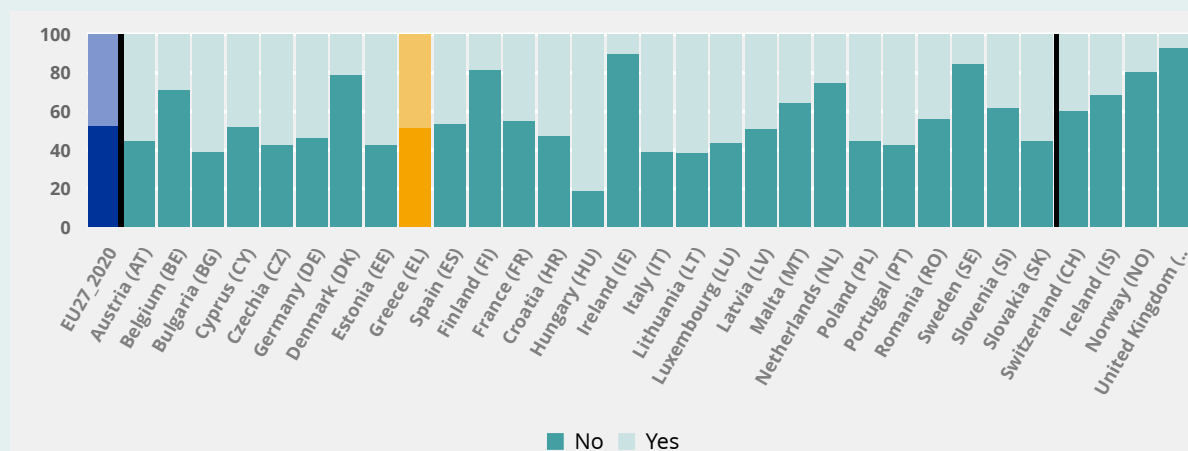
Procedure against bullying



The diagram presents the responses in the ESENER 2019 Survey to the question: “Does your establishment have an action plan to prevent work-related stress?”

| Country | Yes (%) | No (%) |
|-------------|---------|--------|
| EU27_2020 | 46.3 | 53.7 |
| Greece (EL) | 37.4 | 62.6 |

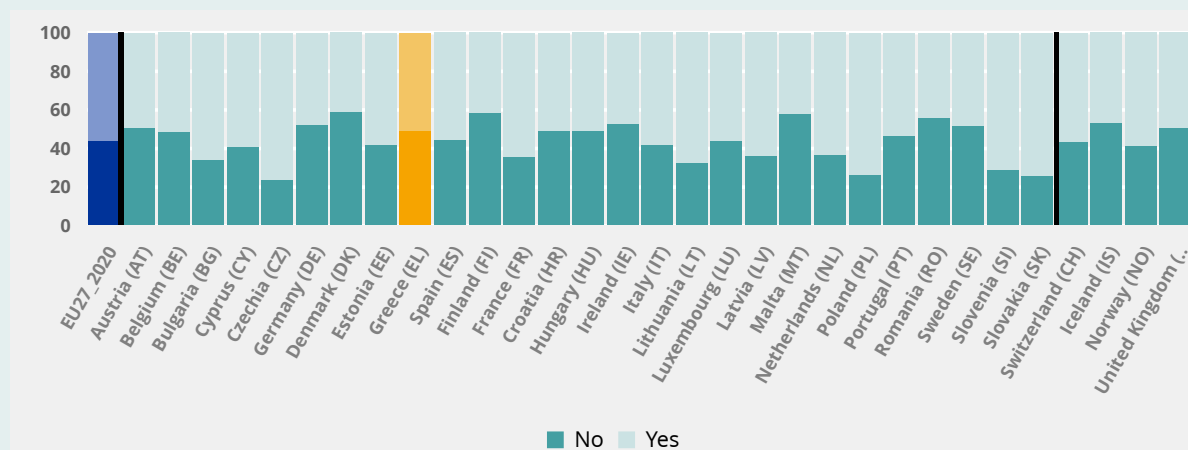
Procedures to deal with threats



The diagram presents the responses in the ESENER 2019 Survey to the question: “Is there a procedure in place to deal with possible cases of bullying or harassment?”

| Country | Yes (%) | No (%) |
|-------------|---------|--------|
| EU27_2020 | 52.6 | 47.4 |
| Greece (EL) | 51.8 | 48.2 |

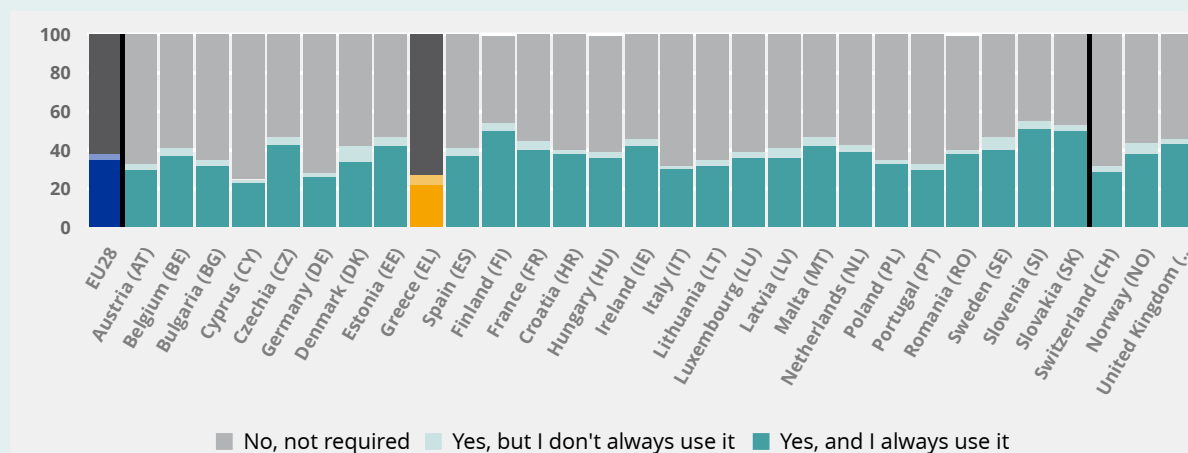
Measures to reduce work pressure



The diagram presents the responses in the ESENER 2019 Survey to the question: "Is there a procedure to deal with possible cases of threats, abuse or assaults by clients, patients pupils or members in public?"

| Country | Yes (%) | No (%) |
|-------------|---------|--------|
| EU27_2020 | 44.1 | 55.9 |
| Greece (EL) | 49.3 | 50.7 |

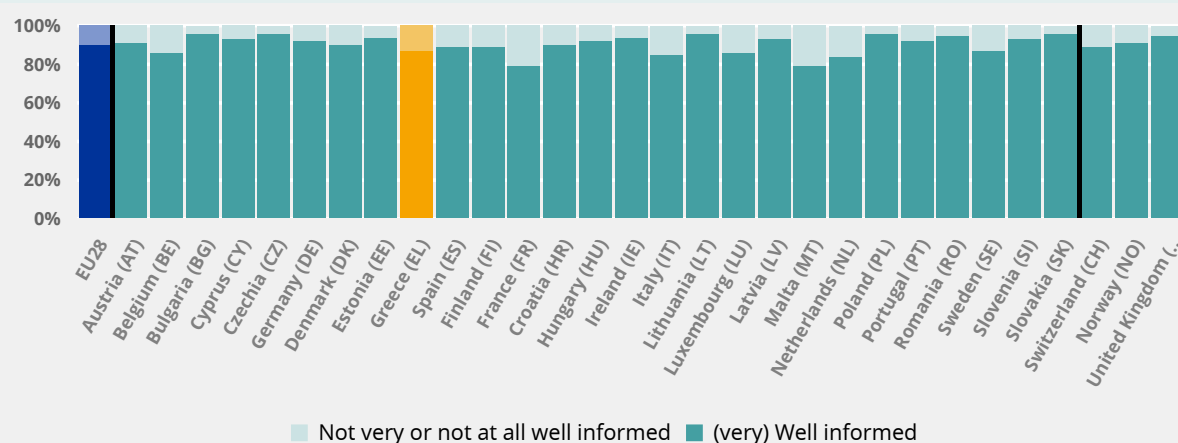
Use of personal protective equipment



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "In the last 3 years, has your establishment used any of the following measures to prevent psychosocial risks?" The diagram shows the response to the following answer option: "Reorganisation of work in order to reduce job demands and work pressure"

| Country | No, not required (%) | Yes, but not required (%) | Yes and always (%) |
|-------------|----------------------|---------------------------|--------------------|
| EU28 | 62 | 3 | 35 |
| Greece (EL) | 73 | 5 | 22 |

Information about risks



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question : “Does your job ever require that you wear personal protective equipment and do you use it?”

| Country | Yes (%) | No (%) |
|-------------|---------|--------|
| EU28 | 90 | 10 |
| Greece (EL) | 87 | 13 |

OSH outcomes and working conditions

Working conditions

This indicator provides data on typical aspects of OSH culture and health awareness such as sickness absence analysis, existence of prevention plans, or the implementation of measures for better safety and health. Note: Percentages might not total 100% because of rounding.

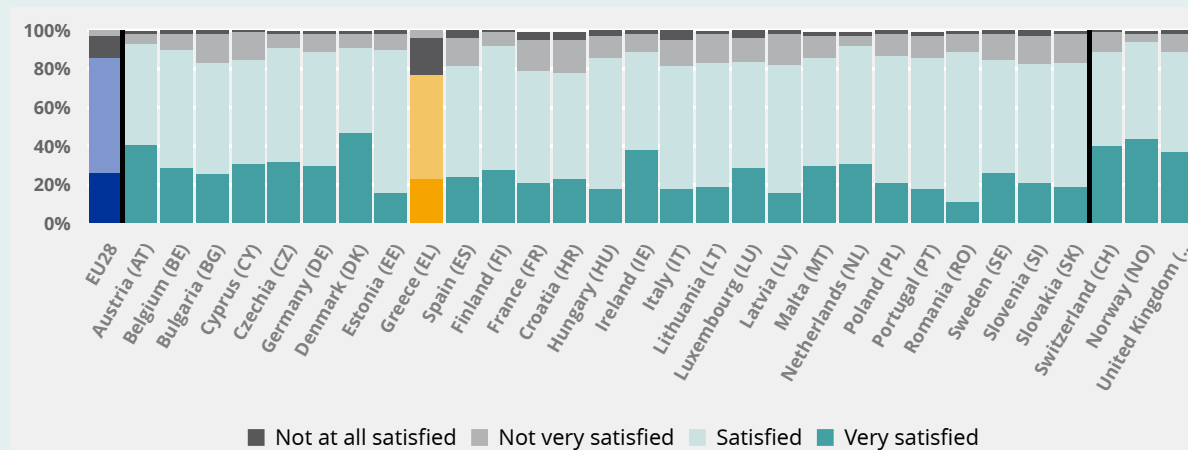
Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

Overall opinion

This topic displays data on the workers' overall general assessment of risks and their overall satisfaction with working conditions. Note: Percentages might not total 100% because of rounding.

Source: European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

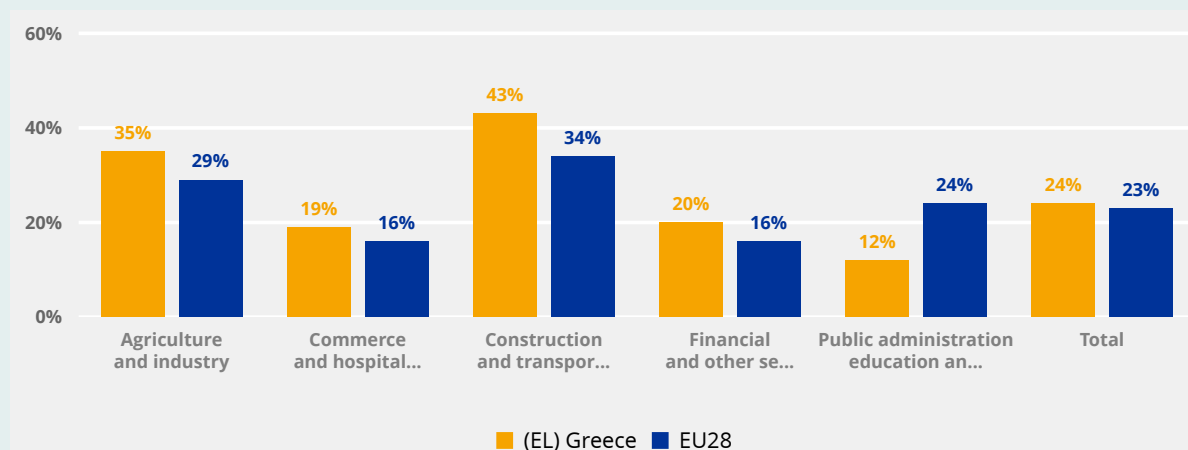
How satisfied are you with working conditions in your main paid job?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How satisfied are you with working conditions in your main paid job?"

| Country | Not at all satisfied (%) | Not very satisfied (%) | Satisfied (%) | Very satisfied (%) |
|-------------|--------------------------|------------------------|---------------|--------------------|
| EU28 | 3 | 11 | 60 | 26 |
| Greece (EL) | 4 | 19 | 54 | 23 |

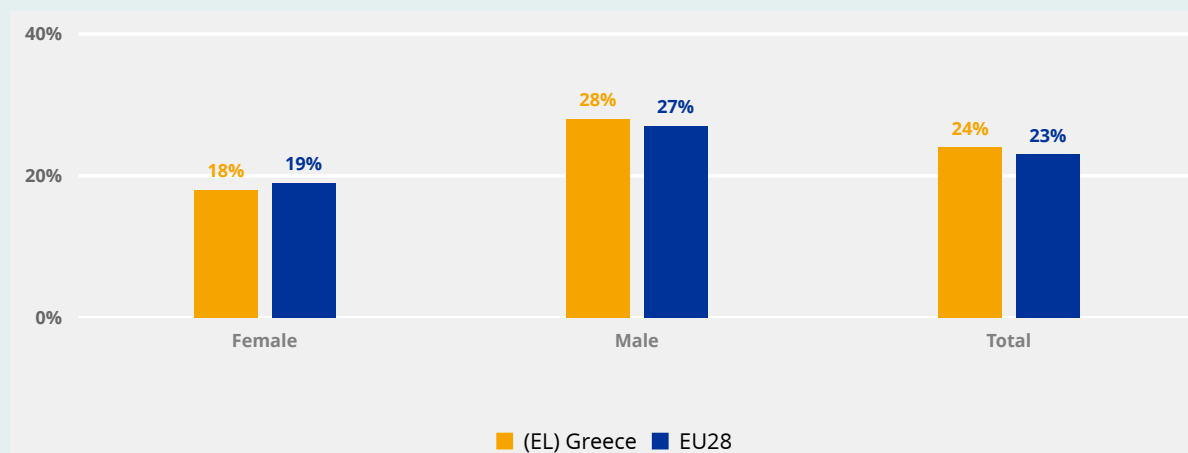
Do you think your health or safety is at risk because of your work?



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and sector - to the question : "Do you think your health or safety is at risk because of your work?"

| Sector | Country | Value (%) | Country | Value (%) |
|--|-------------|-----------|---------|-----------|
| Agriculture and industry | (EL) Greece | 35 | EU28 | 29 |
| Commerce and hospitality | (EL) Greece | 19 | EU28 | 16 |
| Construction and transport | (EL) Greece | 43 | EU28 | 34 |
| Financial and other services | (EL) Greece | 20 | EU28 | 16 |
| Public administration education and health | (EL) Greece | 12 | EU28 | 24 |
| Total | (EL) Greece | 24 | EU28 | 23 |

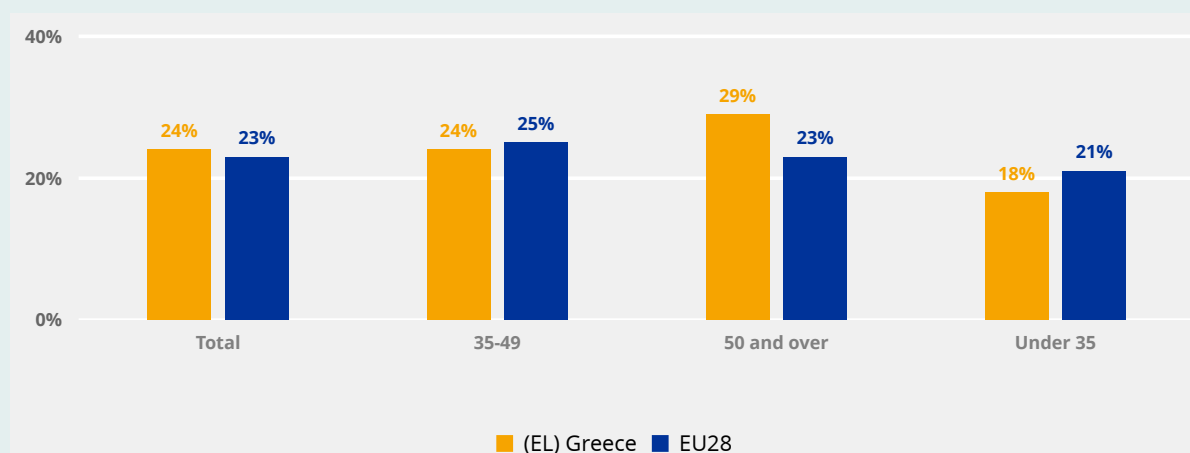
Do you think your health or safety is at risk because of your work?



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and gender- to the question: "Do you think your health or safety is at risk because of your work?"

| Gender | Country | Value (%) | Country | Value (%) |
|--------|-------------|-----------|---------|-----------|
| Female | (EL) Greece | 18 | EU28 | 19 |
| Male | (EL) Greece | 28 | EU28 | 27 |
| Total | (EL) Greece | 24 | EU28 | 23 |

Do you think your health or safety is at risk because of your work?



The diagram presents the 'yes' responses in the European Working Conditions Survey 2015 (EWCS) - by Member State and age - to the question : "Do you think your health or safety is at risk because of your work?"

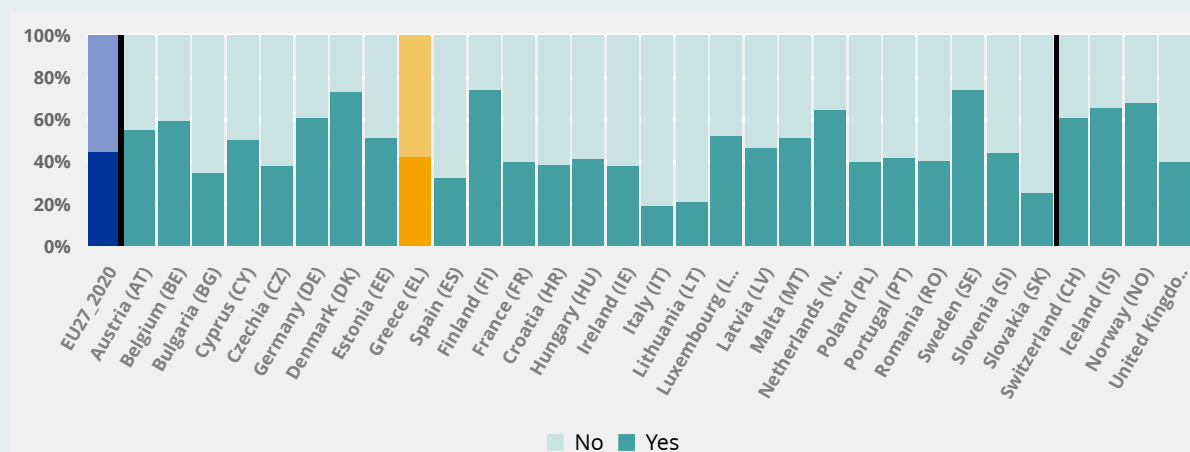
| Age | Country | Value (%) | Country | Value (%) |
|-------------|-------------|-----------|---------|-----------|
| Total | (EL) Greece | 24 | EU28 | 23 |
| 35-49 | (EL) Greece | 24 | EU28 | 25 |
| 50 and over | (EL) Greece | 29 | EU28 | 23 |
| Under 35 | (EL) Greece | 18 | EU28 | 21 |

Mental risk

This topic displays data from surveys on certain important aspects of mental risks such as time pressure, poor communication or cooperation, employees' lack of influence, job insecurity, difficult customers or clients, long or irregular working hours and discrimination. Note: Percentages might not total 100% because of rounding.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

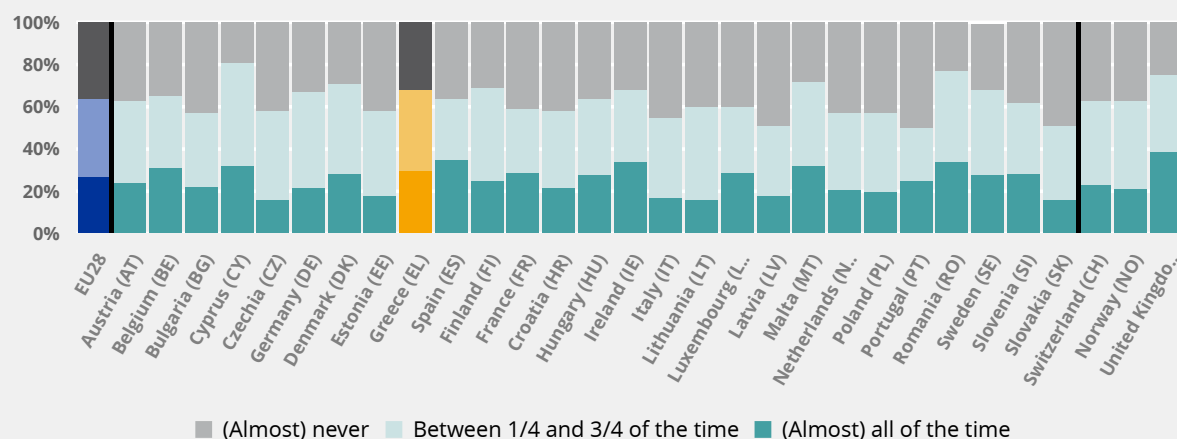
Please tell me for each of the following risks whether or not it is present in the establishment? Time pressure



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Time pressure".

| Country | Yes (%) | No (%) |
|-------------|---------|--------|
| EU27_2020 | 45.1 | 54.9 |
| Greece (EL) | 42.3 | 57.7 |

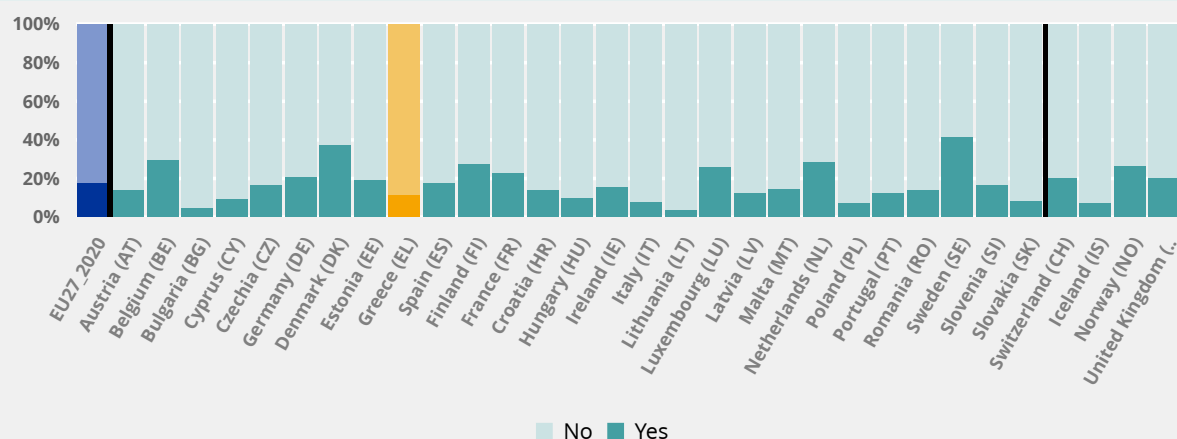
Does your job involve working to tight deadlines?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your job involve working to tight deadlines?"

| Country | Never (%) | ¼ and ¾ of the time (%) | All the time (%) |
|-------------|-----------|-------------------------|------------------|
| EU28 | 36 | 37 | 27 |
| Greece (EL) | 32 | 38 | 30 |

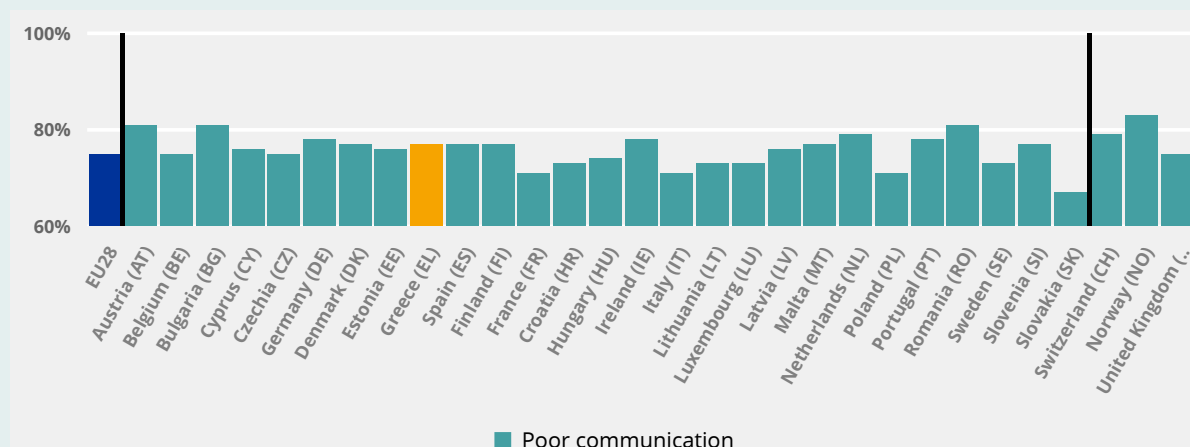
Please tell me for each of the following risks whether or not it is present in the establishment? Poor communication



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Poor communication or cooperation."

| Country | Yes (%) | No (%) |
|-------------|---------|--------|
| EU27_2020 | 17.9 | 82.1 |
| Greece (EL) | 11.9 | 88.1 |

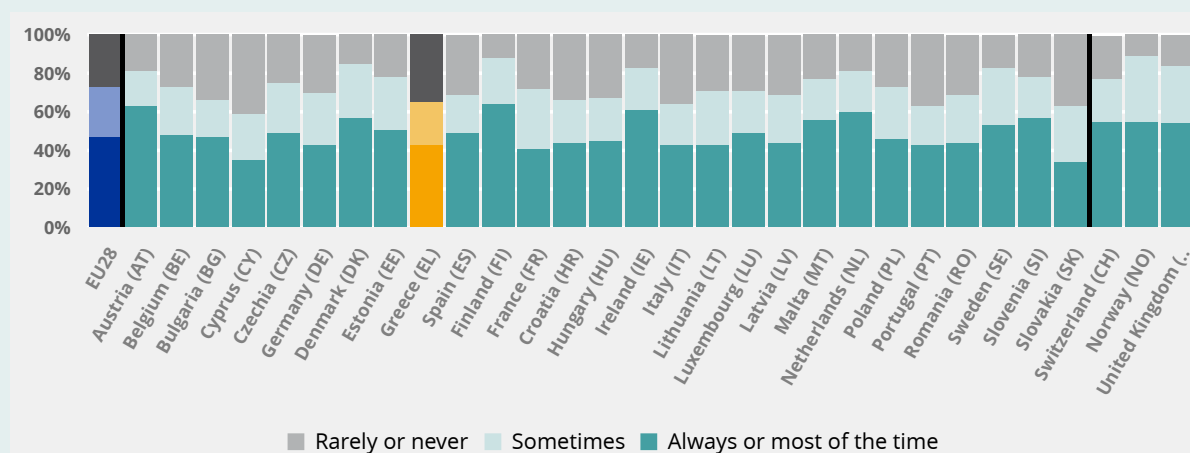
Level of fairness, cooperation and trust



The diagram presents a composite indicator “Level of fairness, cooperation and trust” based on responses to a number of questions in the European Working Conditions Survey 2015 (EWCS).

| Country | Value (%) |
|-------------|-----------|
| EU28 | 75 |
| Greece (EL) | 77 |

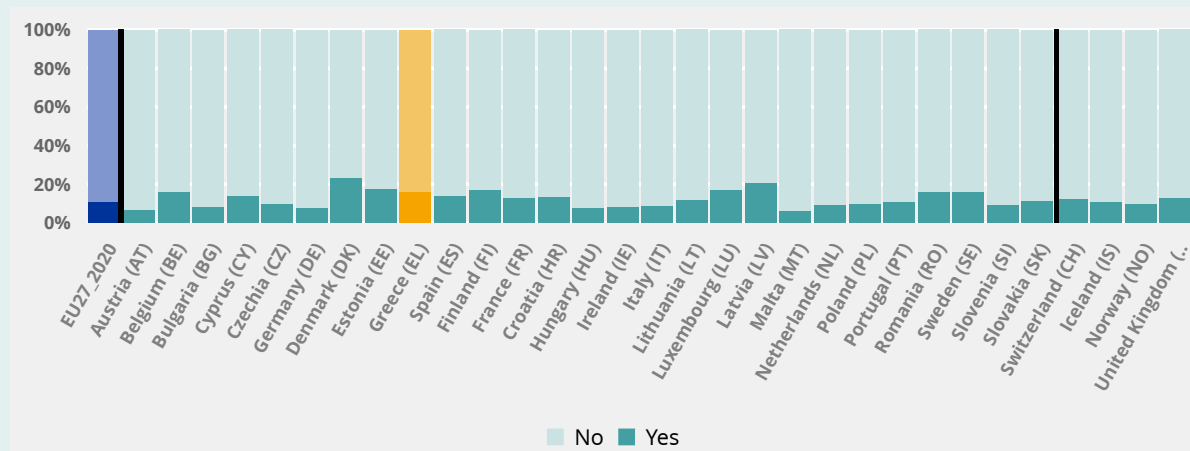
Can you influence decisions that are important for your work?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Can you influence decisions that are important for your work?”

| Country | Rarely or never (%) | Sometimes (%) | Always or most of the time (%) |
|-------------|---------------------|---------------|--------------------------------|
| EU28 | 27 | 26 | 47 |
| Greece (EL) | 35 | 22 | 43 |

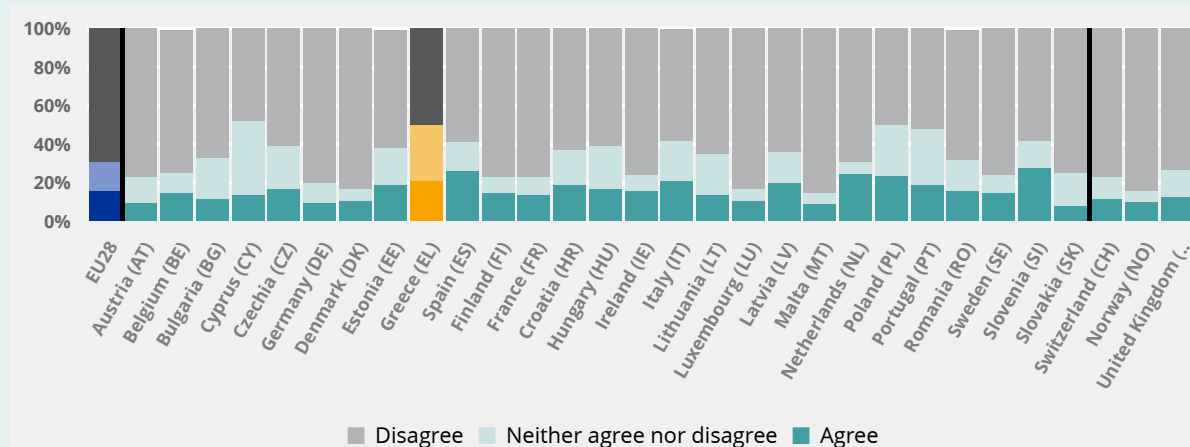
Please tell me for each of the following risks whether or not it is present in the establishment? Fear of job loss



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Fear of job loss."

| Country | Yes (%) | No (%) |
|-------------|---------|--------|
| EU27_2020 | 11.1 | 88.9 |
| Greece (EL) | 16.2 | 83.8 |

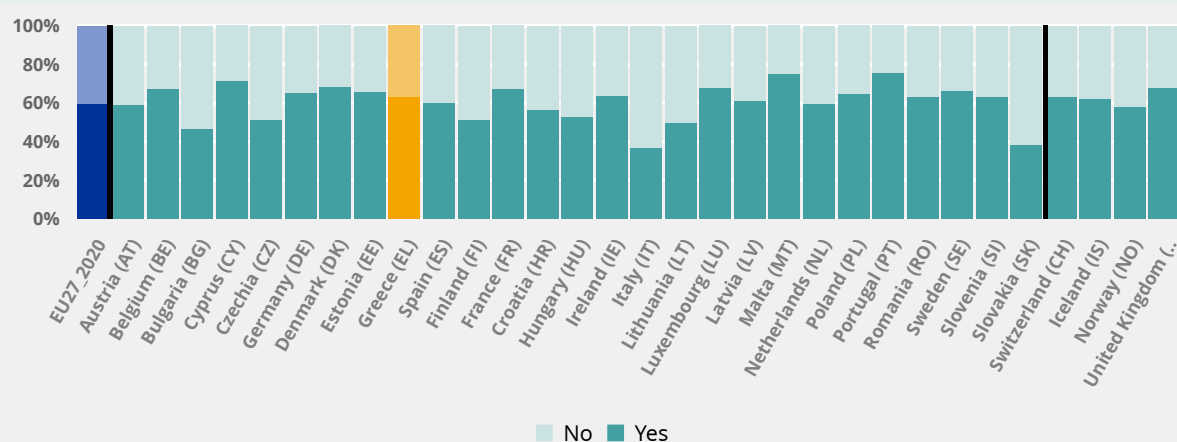
I might lose my job in the next 6 months



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "I might lose my job in the next 6 months"

| Country | Disagree (%) | Neither agree or disagree (%) | Agree (%) |
|-------------|--------------|-------------------------------|-----------|
| EU28 | 69 | 15 | 16 |
| Greece (EL) | 50 | 29 | 21 |

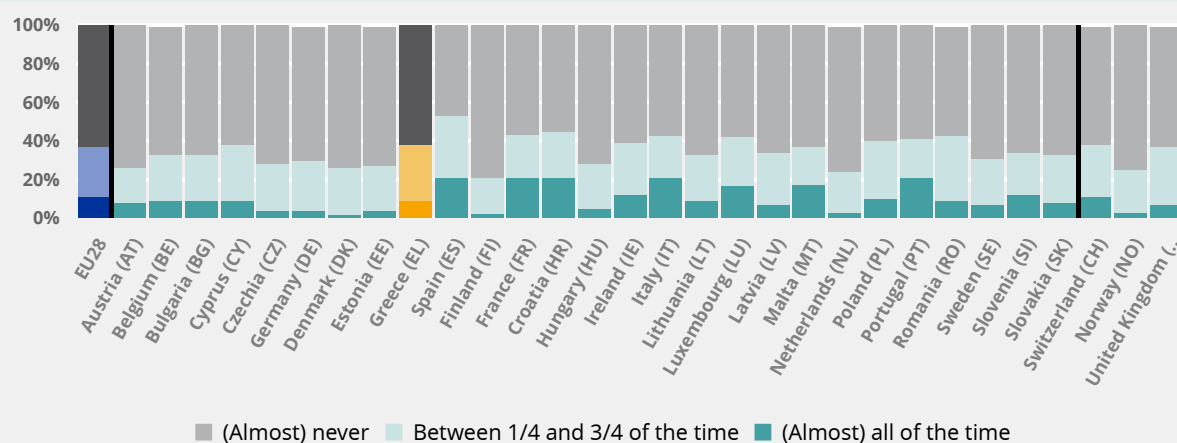
Please tell me for each of the following risks whether or not it is present in the establishment? Difficult clients



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Having to deal with difficult customers, patients, pupils etc".

| Country | Yes (%) | No (%) |
|-------------|---------|--------|
| EU27_2020 | 59.7 | 40.3 |
| Greece (EL) | 63.1 | 36.9 |

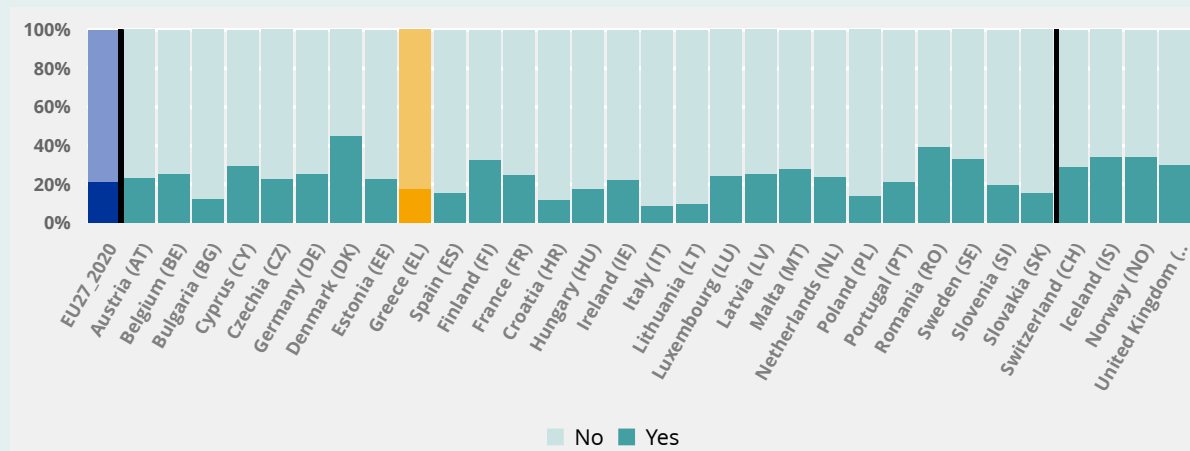
Does your work involve handling angry clients?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Does your work involve handling angry clients?"

| Country | Never (%) | 1/4 and 3/4 of the time (%) | All the time (%) |
|-------------|-----------|-----------------------------|------------------|
| EU28 | 63 | 26 | 11 |
| Greece (EL) | 62 | 29 | 9 |

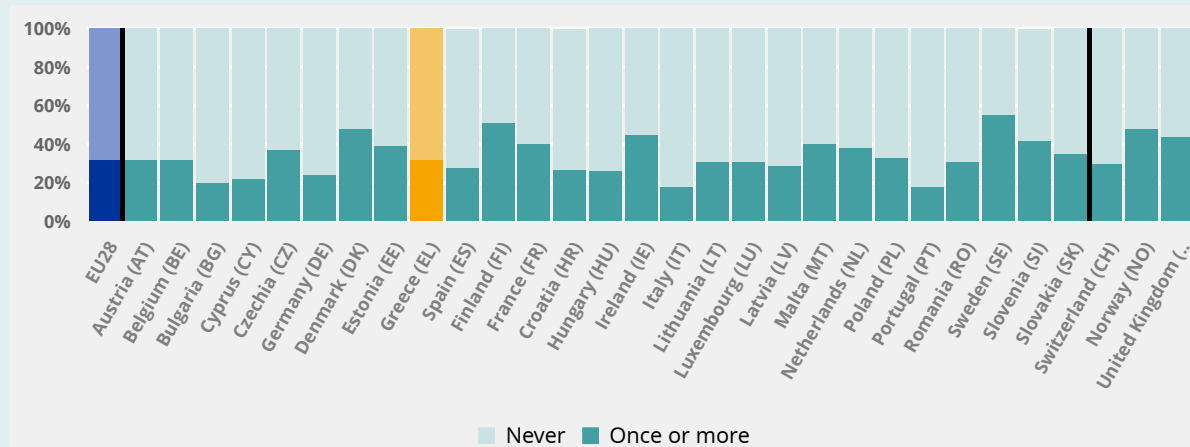
Please tell me for each of the following risks whether or not it is present in the establishment? Working hours



The diagram is based on the ESENER 2019 Survey. It presents one of the possible responses to the question: "Please tell me for each of the following risks whether or not it is present in the establishment?" The diagram shows the response to the following answer option: "Long or irregular working hours."

| Country | Yes (%) | No (%) |
|-------------|---------|--------|
| EU27_2020 | 21.5 | 78.5 |
| Greece (EL) | 17.5 | 82.5 |

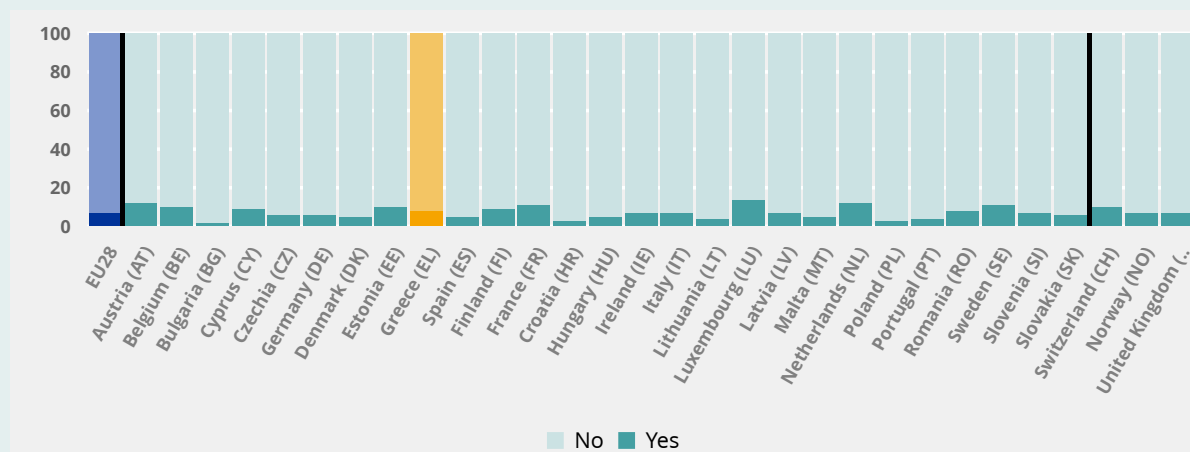
How many times a month do you work more than 10 hours a day?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "How many times a month do you work more than 10 hours a day?"

| Country | Yes (%) | No (%) |
|-------------|---------|--------|
| EU28 | 32 | 68 |
| Greece (EL) | 32 | 68 |

Have you been subjected to discrimination at work in the last 12 months?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: “Have you been subjected to discrimination at work in the last 12 months?”

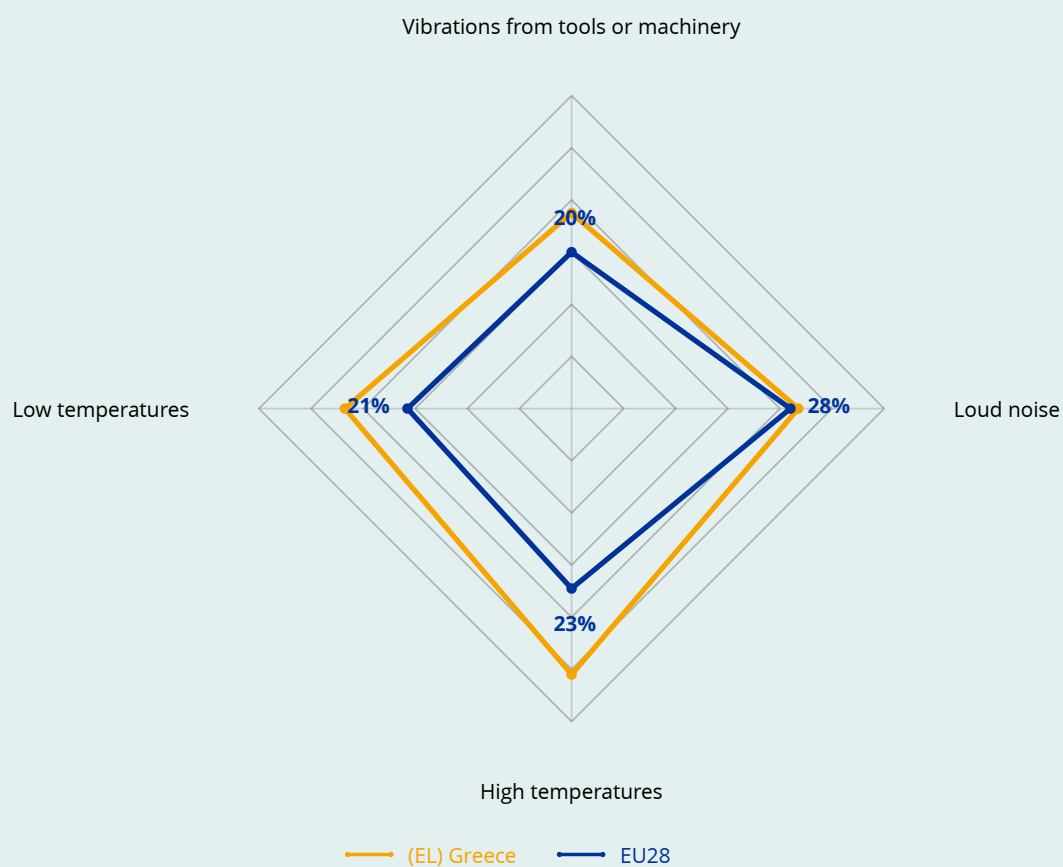
| Country | Yes (%) | No (%) |
|-------------|---------|--------|
| EU28 | 7 | 93 |
| Greece (EL) | 8 | 92 |

Physical risk

This topic displays data on exposure to chemical and biological substances, exposure to noise, vibrations and high or low temperatures, and working tasks involving carrying, lifting or work in tiring or painful positions.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

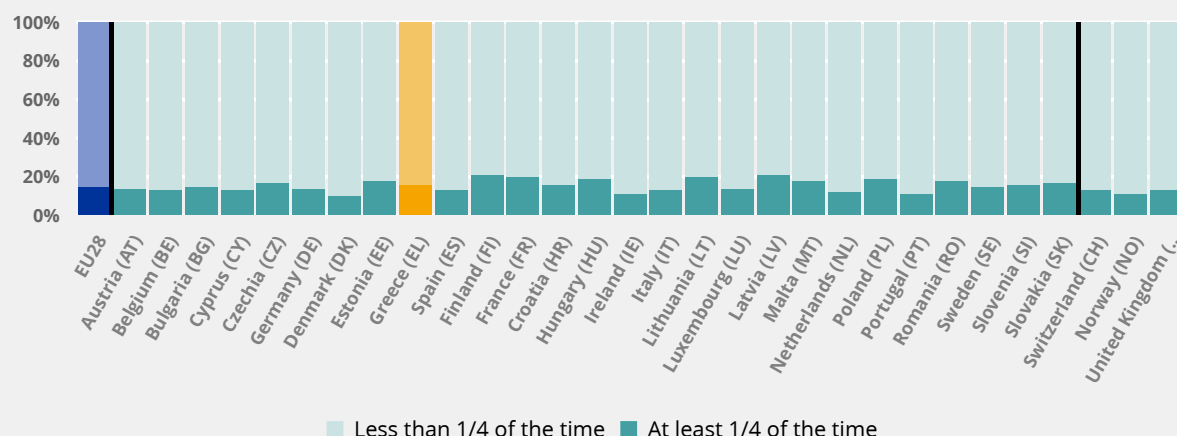
Vibrations, loud noise and temperature



| Indicator | Country | Value (%) |
|------------------------------------|-------------|-----------|
| Vibrations from tools or machinery | EU28 | 20 |
| Loud noise | EU28 | 28 |
| High temperatures | EU28 | 23 |
| Low temperatures | EU28 | 21 |
| Vibrations from tools or machinery | (EL) Greece | 25 |
| Loud noise | (EL) Greece | 29 |
| High temperatures | (EL) Greece | 34 |
| Low temperatures | (EL) Greece | 29 |

Exposure to dangerous substances

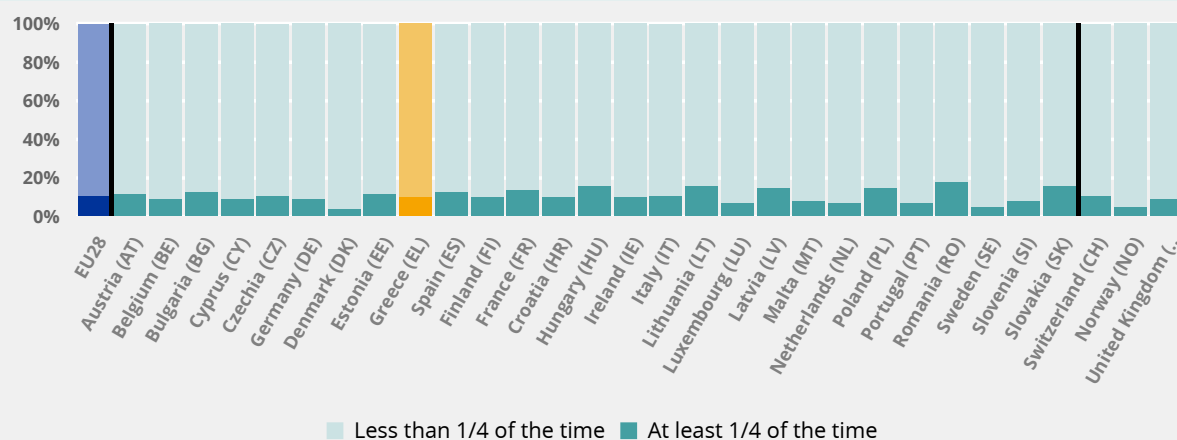
Are you exposed to breathing in smoke, fumes, powder or dust?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in smoke, fumes, powder or dust?"

| Country | Less than 1/4 of the time (%) | At least 1/4 of the time (%) |
|-------------|-------------------------------|------------------------------|
| EU28 | 85 | 15 |
| Greece (EL) | 84 | 16 |

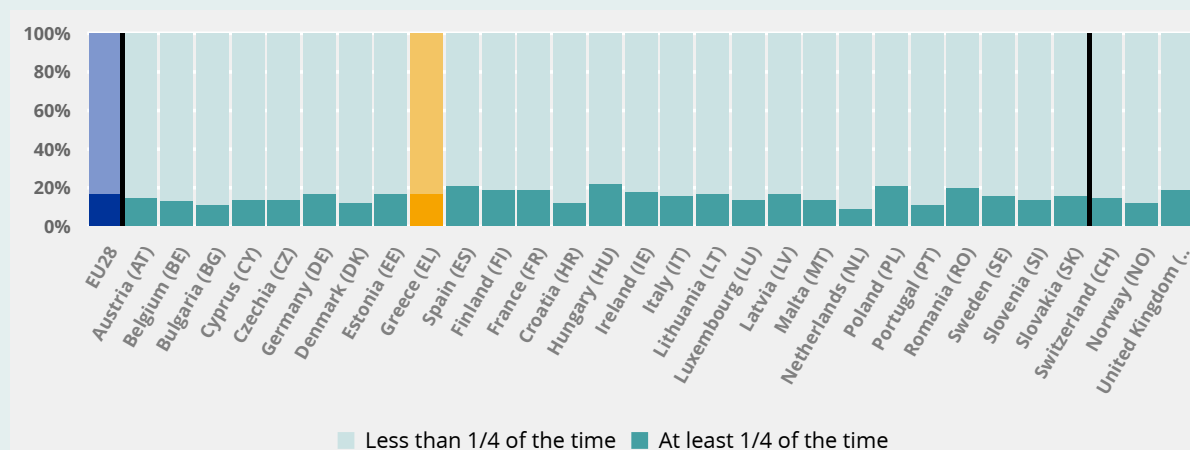
Are you exposed to breathing in vapours?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to breathing in vapours?"

| Country | Less than 1/4 of the time (%) | At least 1/4 of the time (%) |
|-------------|-------------------------------|------------------------------|
| EU28 | 89 | 11 |
| Greece (EL) | 90 | 10 |

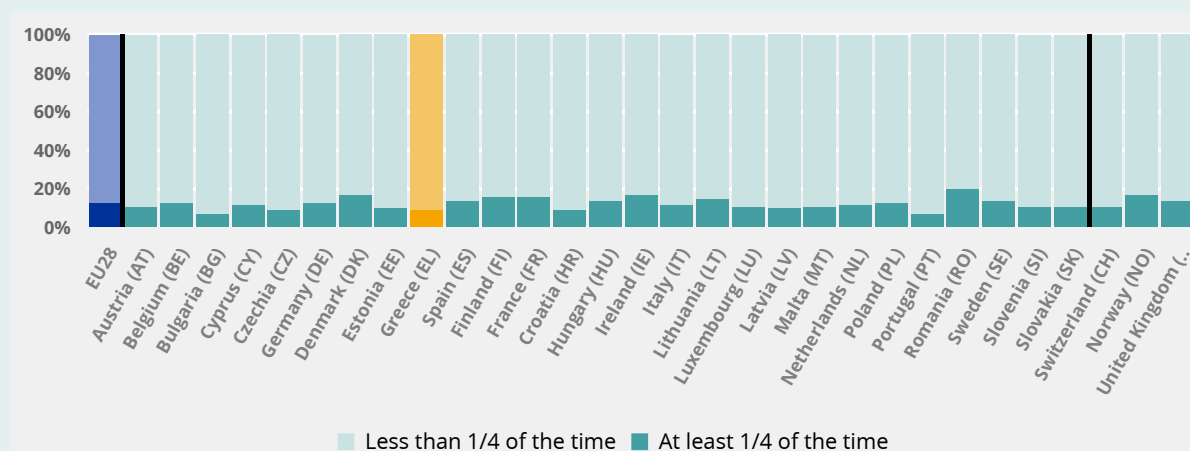
Are you exposed to chemical products or substances?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to chemical products or substances?"

| Country | Less than 1/4 of the time (%) | At least 1/4 of the time (%) |
|-------------|-------------------------------|------------------------------|
| EU28 | 83 | 17 |
| Greece (EL) | 83 | 17 |

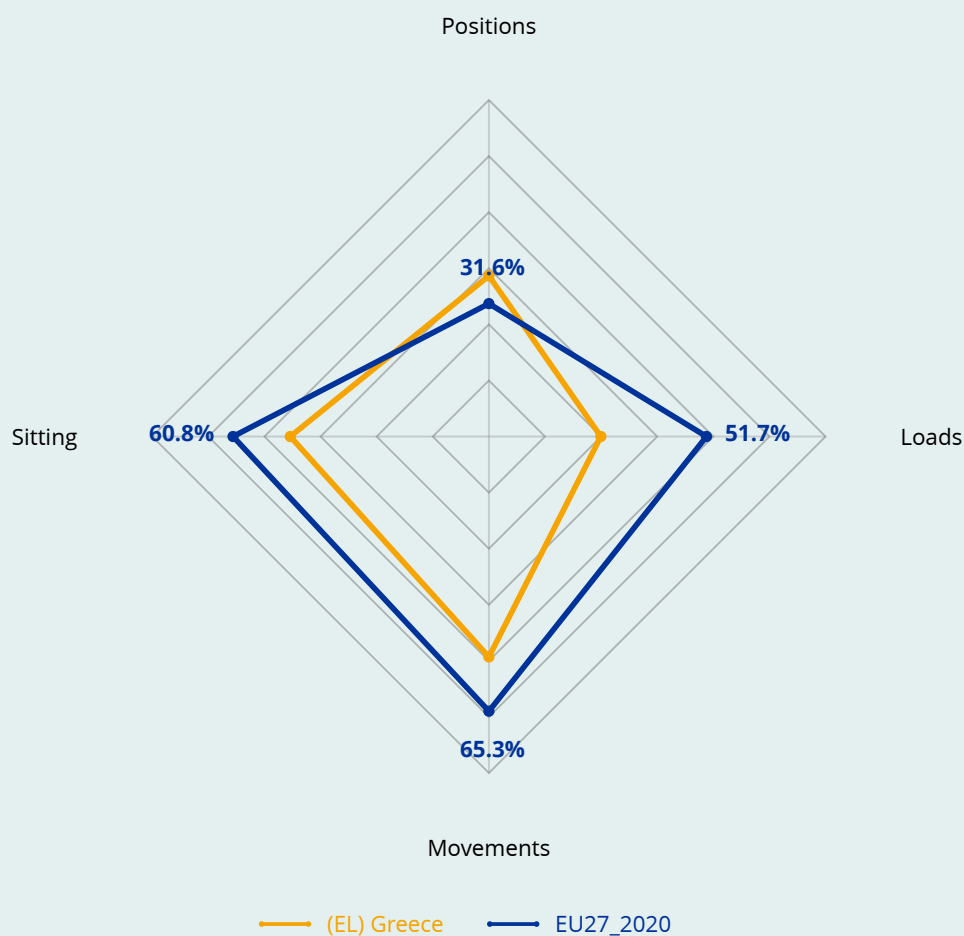
Are you exposed to materials which can be infectious?



The diagram presents the responses in the European Working Conditions Survey 2015 (EWCS) to the question: "Are you exposed to materials which can be infectious?"

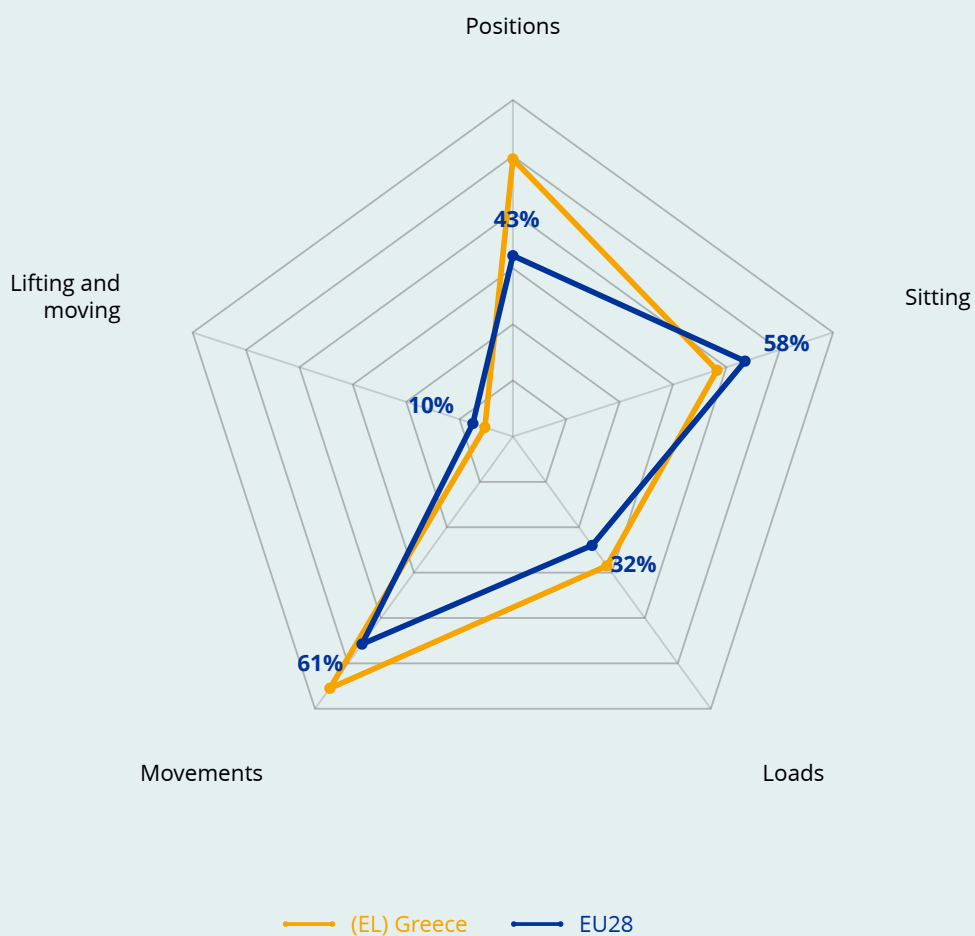
| Country | Less than 1/4 of the time (%) | At least 1/4 of the time (%) |
|-------------|-------------------------------|------------------------------|
| EU28 | 87 | 13 |
| Greece (EL) | 91 | 9 |

Ergonomic risks - ESENER



| Indicator | Country | Value (%) |
|-----------|-------------|-----------|
| Positions | (EL) Greece | 38.2 |
| Loads | (EL) Greece | 26.6 |
| Movements | (EL) Greece | 52.4 |
| Sitting | (EL) Greece | 47.2 |
| Positions | EU27_2020 | 31.6 |
| Loads | EU27_2020 | 51.7 |
| Movements | EU27_2020 | 65.3 |
| Sitting | EU27_2020 | 60.8 |

EWCS



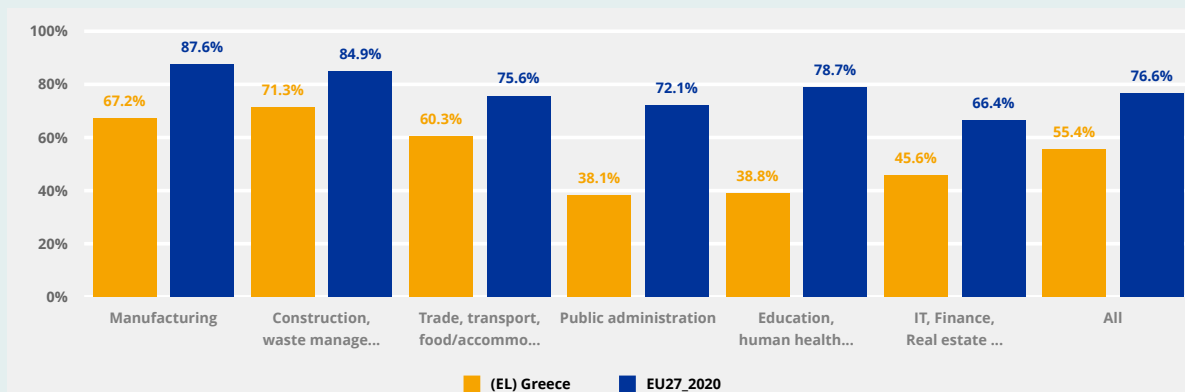
| Indicator | Country | Value (%) |
|--------------------|-------------|-----------|
| Positions | (EL) Greece | 66 |
| Sitting | (EL) Greece | 51 |
| Loads | (EL) Greece | 38 |
| Movements | (EL) Greece | 74 |
| Lifting and moving | (EL) Greece | 7 |
| Positions | EU28 | 43 |
| Sitting | EU28 | 58 |
| Loads | EU28 | 32 |
| Movements | EU28 | 61 |
| Lifting and moving | EU28 | 10 |

OSH outcomes and working conditions **Prevention in companies**

This indicator visualises data on how OSH is implemented on company/enterprise level, mainly focusing on risk assessment, related questions and OSH training for workers.

Source: ESENER 2019 Survey. For further information refer to Methodology

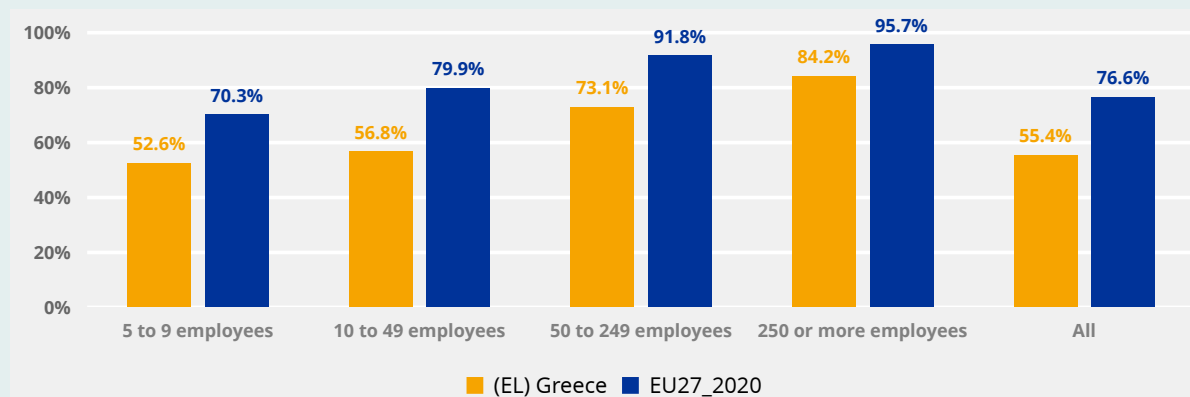
Does your establishment regularly carry out workplace risk assessments?



The diagram displays 'yes' the responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Does your establishment regularly carry out workplace risk assessments?"

| Sector | Country | Value (%) | Country | Value (%) |
|--|-------------|-----------|-----------|-----------|
| Manufacturing | (EL) Greece | 67.2 | EU27_2020 | 87.6 |
| Construction, waste management, water and electricity supply | (EL) Greece | 71.3 | EU27_2020 | 84.9 |
| Trade, transport, food/accommodation and recreation activities | (EL) Greece | 60.3 | EU27_2020 | 75.6 |
| Public administration | (EL) Greece | 38.1 | EU27_2020 | 72.1 |
| Education, human health and social work activities | (EL) Greece | 38.8 | EU27_2020 | 78.7 |
| IT, Finance, Real estate and other technical scientific or personal service activities | (EL) Greece | 45.6 | EU27_2020 | 66.4 |
| All | (EL) Greece | 55.4 | EU27_2020 | 76.6 |

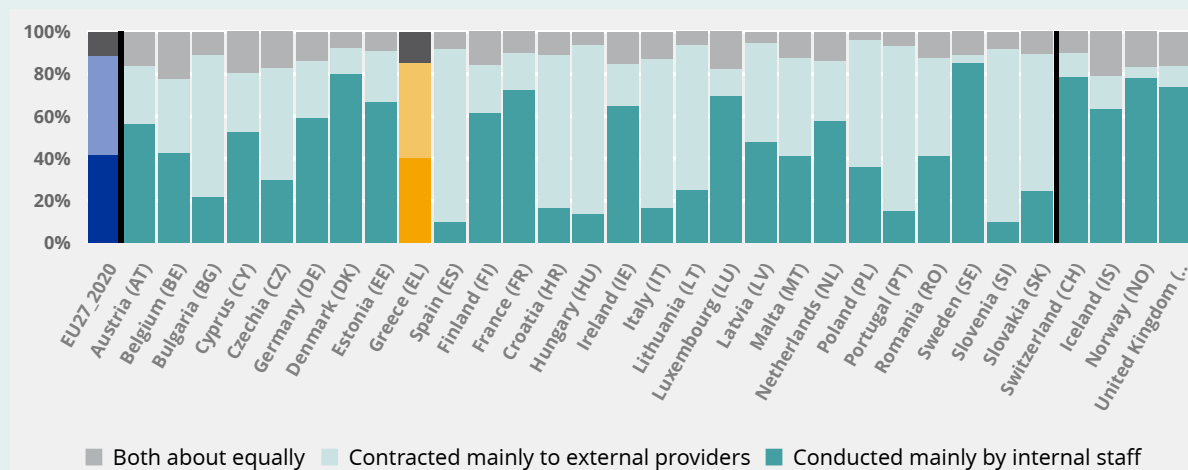
Does your establishment regularly carry out workplace risk assessments?



The diagram presents the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : "Does your establishment regularly carry out workplace risk assessments?"

| Sector | Country | Value (%) | Country | Value (%) |
|-----------------------|-------------|-----------|-----------|-----------|
| 5 to 9 employees | (EL) Greece | 52.6 | EU27_2020 | 70.3 |
| 10 to 49 employees | (EL) Greece | 56.8 | EU27_2020 | 79.9 |
| 50 to 249 employees | (EL) Greece | 73.1 | EU27_2020 | 91.8 |
| 250 or more employees | (EL) Greece | 84.2 | EU27_2020 | 95.7 |
| All | (EL) Greece | 55.4 | EU27_2020 | 76.6 |

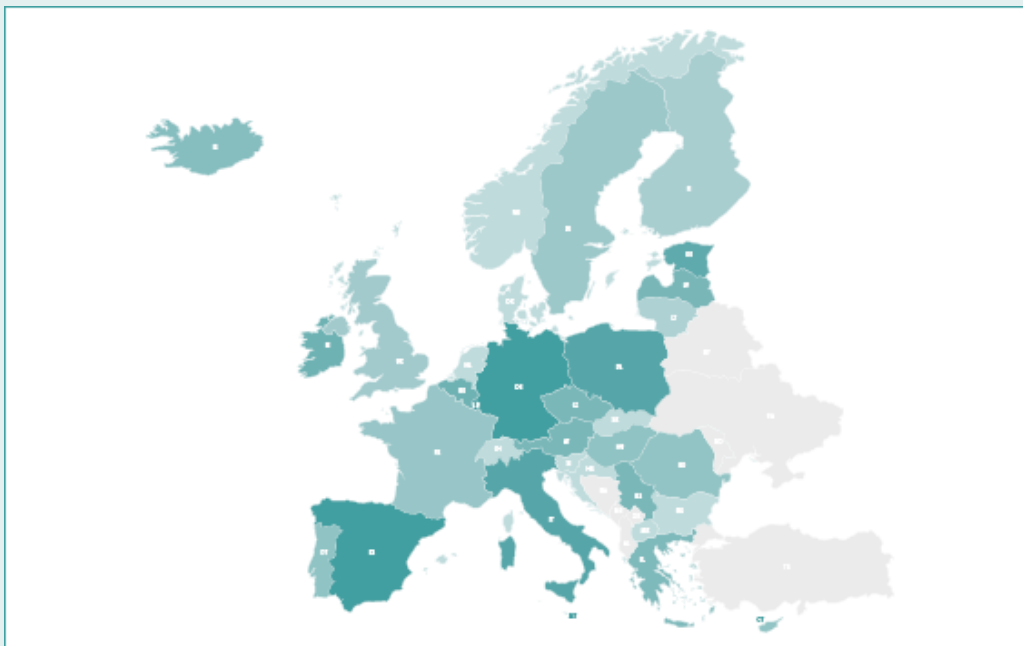
Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?



The diagram displays the responses in the ESENER 2019 Survey to the question: "Are workplace risk assessments mainly conducted by internal staff or are they contracted to external service providers?"

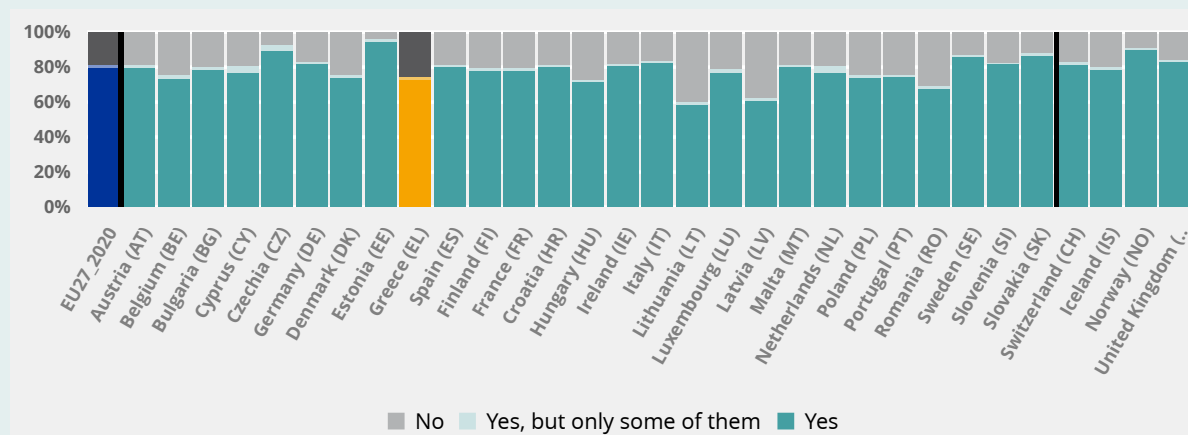
| Country | Both about equal (%) | External (%) | Internal (%) |
|-------------|----------------------|--------------|--------------|
| EU27_2020 | 11.2 | 47.1 | 41.7 |
| Greece (EL) | 14.4 | 45.4 | 40.2 |

Evaluated aspects in risk assessments



Responses to Evaluated aspects can be found in ESENER 2019 Survey in the section OSH Management – Aspects evaluated in the workplace risk assessment. For further information please, check the ESENER methodology.

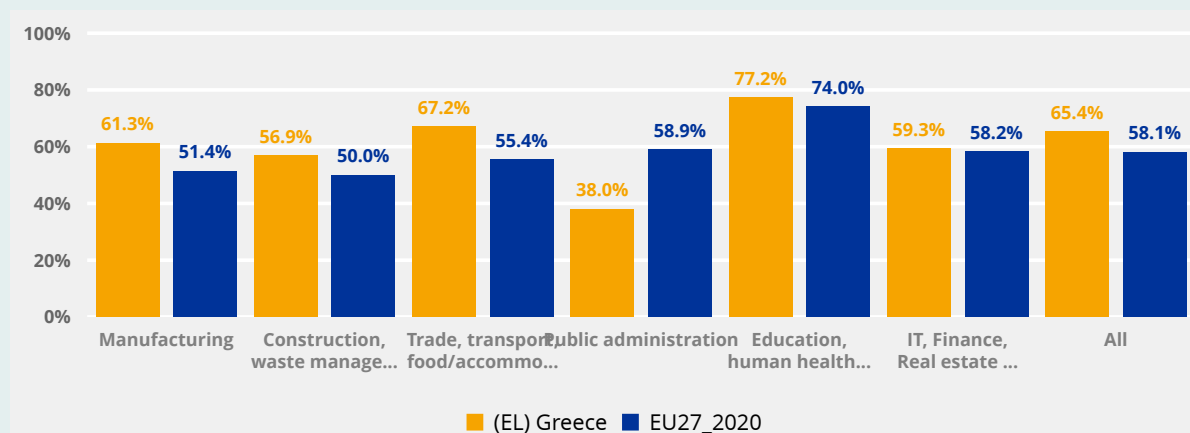
Are the health and safety representatives provided with any training during work time?



The diagram displays the responses in the ESENER 2019 Survey to the question: “Are the health and safety representatives provided with any training during work time?”. additional information about this indicator can be obtained in ESENER 2019 Survey in the section OSH Management – Lack of information or adequate tools to deal with the risk effectively

| Country | No (%) | Yes, but only some of them (%) | Yes (%) |
|-------------|--------|--------------------------------|---------|
| EU27_2020 | 18.7 | 1 | 80.3 |
| Greece (EL) | 25.4 | 0.9 | 73.8 |

Did the employees have a role in the design and set-up of measures to address psychosocial risks?



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and sector - to the question : "Did the employees have a role in the design and set-up of measures to address psychosocial risks?"

| Sector | Country | Value (%) | Country | Value (%) |
|--|-------------|-----------|-----------|-----------|
| Manufacturing | (EL) Greece | 61.3 | EU27_2020 | 51.4 |
| Construction, waste management, water and electricity supply | (EL) Greece | 56.9 | EU27_2020 | 50 |
| Trade, transport, food/accommodation and recreation activities | (EL) Greece | 67.2 | EU27_2020 | 55.4 |
| Public administration | (EL) Greece | 38 | EU27_2020 | 58.9 |
| Education, human health and social work activities | (EL) Greece | 77.2 | EU27_2020 | 74 |
| IT, Finance, Real estate and other technical scientific or personal service activities | (EL) Greece | 59.3 | EU27_2020 | 58.2 |
| All | (EL) Greece | 65.4 | EU27_2020 | 58.1 |

Did the employees have a role in the design and set-up of measures to address psychosocial risks?



The diagram displays the 'yes' responses in the ESENER 2019 Survey - by Member State and company size - to the question : "Did the employees have a role in the design and set-up of measures to address psychosocial risks?"

| Sector | Country | Value (%) | Country | Value (%) |
|-----------------------|-------------|-----------|-----------|-----------|
| 5 to 9 employees | (EL) Greece | 69.1 | EU27_2020 | 56.1 |
| 10 to 49 employees | (EL) Greece | 61.5 | EU27_2020 | 58.7 |
| 50 to 249 employees | (EL) Greece | 50.7 | EU27_2020 | 63.3 |
| 250 or more employees | (EL) Greece | 73.6 | EU27_2020 | 71 |
| All | (EL) Greece | 65.4 | EU27_2020 | 58.1 |

OSH outcomes and working conditions

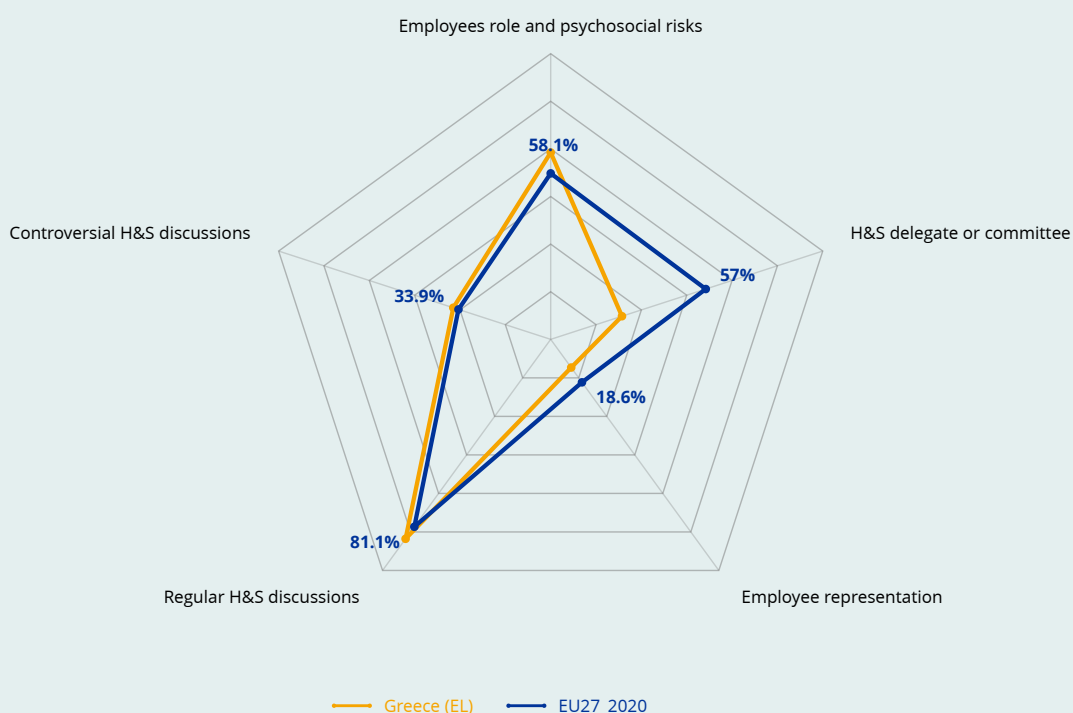
Worker involvement

This section displays mainly quantitative data that show how workers are represented at company level and how they are involved in the prevention policy of the companies.

Sources: ESENER 2019 Survey and European Working Conditions Survey 2015 (EWCS). For further information refer to Methodology

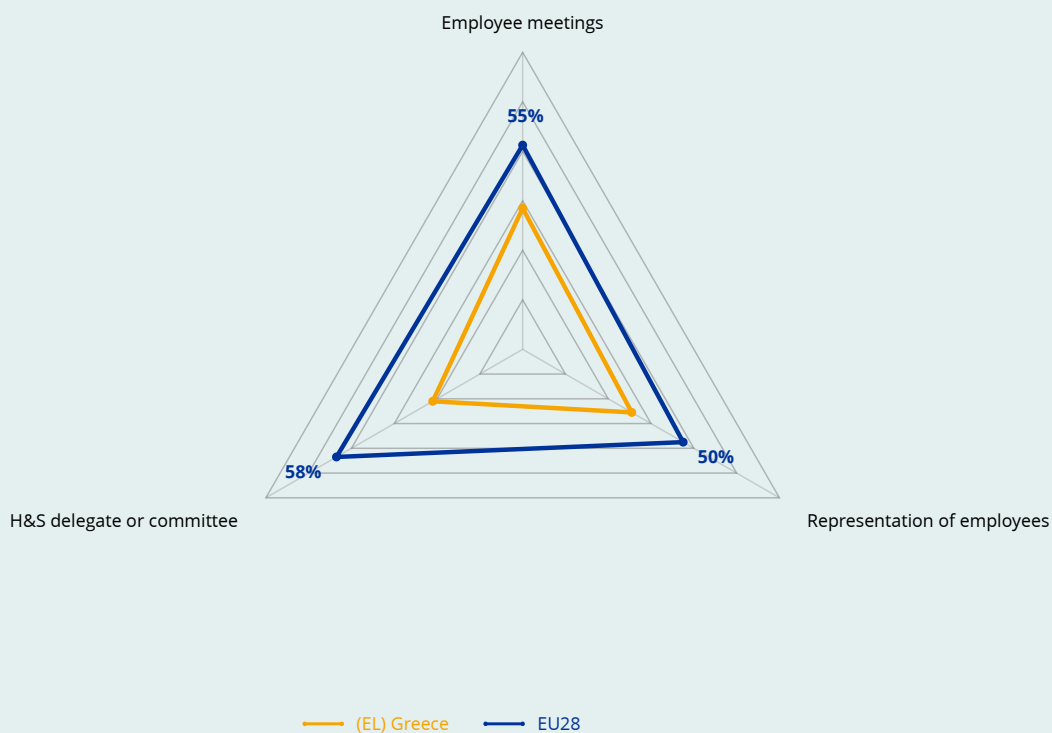
Worker involvement

ESENER



| Sector | Country | Value (%) |
|---------------------------------------|-------------|-----------|
| Employees role and psychosocial risks | Greece (EL) | 65.4 |
| H&S delegate or committee | Greece (EL) | 26.2 |
| Employee representation | Greece (EL) | 12.2 |
| Regular H&S discussions | Greece (EL) | 86.3 |
| Controversial H&S discussions | Greece (EL) | 35.8 |
| Employees role and psychosocial risks | EU27_2020 | 58.1 |
| H&S delegate or committee | EU27_2020 | 57 |
| Employee representation | EU27_2020 | 18.6 |
| Regular H&S discussions | EU27_2020 | 81.1 |
| Controversial H&S discussions | EU27_2020 | 33.9 |

EWCS



| Sector | Country | Value (%) |
|-----------------------------|-------------|-----------|
| Employee meetings | (EL) Greece | 38 |
| Representation of employees | (EL) Greece | 34 |
| H&S delegate or committee | (EL) Greece | 28 |
| Employee meetings | EU28 | 55 |
| Representation of employees | EU28 | 50 |
| H&S delegate or committee | EU28 | 58 |

OSH infrastructure Enforcement capacity

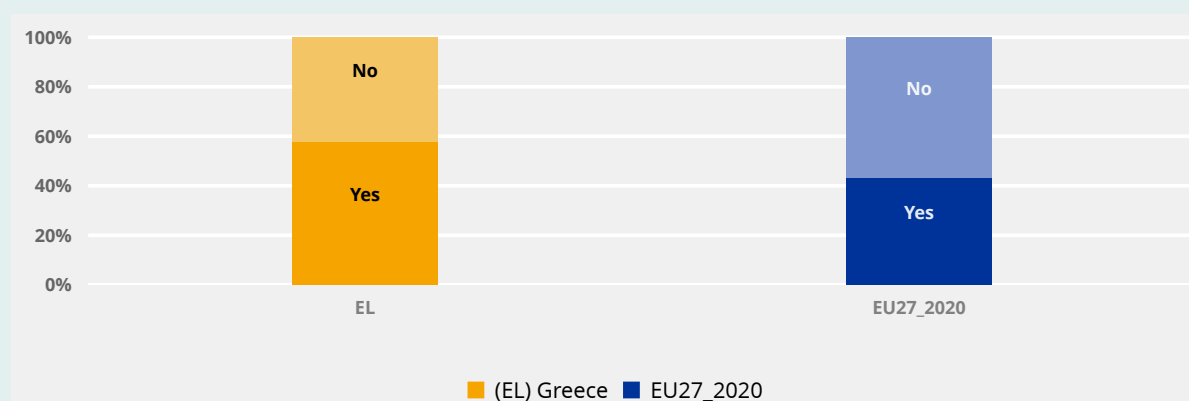
This indicator mainly contains the non-confidential parts of Senior Labour Inspectors Committee reports about enforcement in Member States

Sources: ESENER 2019 Survey and Senior Labour Inspectors' Committee.

For further information refer to Methodology

% of establishments inspected

Have you been visited by the labour inspectorate in the last 3 years?



| Country | Yes (%) | No (%) |
|-------------|---------|--------|
| (EL) Greece | 57.8 | 42.2 |
| EU27_2020 | 43.2 | 56.8 |

Authority

Hellenic Labour Inspectorate – SEPE

See more in OSH Authorities in the Labour Inspection section or in the website

Scope of the Labor Inspection

As long as it refers to sectoral responsibilities:

Hellenic OSH Labour Inspectorate (OSH SEPE Inspectorate) is the competent authority for supervising the implementation of relevant legislation in establishments/undertakings where there are, or assumed to be, workers in private or public sector, except where otherwise set out by specific provisions.

Working conditions except for OSH, such as working time, pay, contracts, holidays, collective agreements, labour dispute resolutions etc. fall under the mandate of Labour Relations (LR) SEPE Inspectorate. OSH Inspectors supervise compliance and implementation of legislation for safety and health of workers including vulnerable groups and special categories of workers (8i).

Other authorities for monitoring the application of safety and health legislation or some aspects of it or safety and health of the general public (which does not fall under the jurisdiction of OSH SEPE), are the:

- Mines Inspectorate of the Ministry of Environment and Energy
- General Chemical State Laboratory (GXX) for REACH and CLP Regulations
- Ministry of Environment and Energy as the proceeding authority in SEVESO inspections
- Hellenic Environmental Inspectorate and Hellenic Energy Inspectorate
- Hellenic Atomic Energy Commission and Hellenic Telecommunications and Post Commission

- Body of Inspectors for Health and Welfare Services
- Inspectors-Controllers Body of the Ministry of Transport and Infrastructure
- other authorities for transport safety (inland, sea, flight, railway) etc.

Apart from the overall functional responsibilities, main responsibilities of SEPE's OSH central Directorate include: Drawing up the annual inspection plan and monitoring implementation / designing of targeted inspection programs-campaigns and relative guidance, checklists etc. / processing and analysis of inspection activity data / Drafting of annual Report on OSH activity / Supporting and assisting inspection activity by e.g. issuing circulars with guidance, replies on written/oral questions etc. / Detecting problems arising from the implementation of legislation and submission of queries or proposals for amendments to the Ministry YPEKAA / Providing updated information to political leadership on OSH inspection activity issues / Submitting informational reports, proposals on issues related to OSH SEPE operations, OSH inspectors etc./ Replying relative questions or complaints from employees, employers unions, other institutions, services or citizens and questions posed by Members of Parliament / Drafting reports, replying questionnaires and other cooperation with SLIC, International Labour Office, the World Health Organization, the European Agency for Health and Safety at Work or other institutions / Regular cooperation with DAYE of the Ministry YPEKAA and cooperation with other public services and institutions (General Secretariat for Industry, General Chemical State Laboratory, Hellenic Institute for Occupational Health and Safety etc.) / Participation in committees and working groups at national or European level.

Although detection of problems arising from the implementation of legislation and submission of relative proposals for amendments has been included in SEPE's mandate, the main responsibility for developing legislation relies on the Directorate for Safety and Health at Work (DAYE).

According to Art. 15 PD 113/2014, the operational objective of DAYE is the planning, monitoring and evaluation of actions under the National Strategy for Health and Safety at Work.

Inspector powers

According to Art.2 (2) of L. 3996/2011, OSH inspectors have the powers to:

Inspect and examine workplaces, using any appropriate means, in the private or public sector or any site where it is

- carry out investigations, checks or controls with the view to ascertain compliance with safety and health at work legislation;
- enter workplaces at any time of the day or night and without any prior notice.
- access any books, registers, documents and files and any other information related to the enterprise and to take copies and access to the production process;
- take and analyse samples from the workplace, take photographs, recordings and carry out measurements of physical, chemical and biological agents in the working environment.
- identify new and emerging risks caused by the introduction of new technologies and changes in the organisation of work;
- employers who refuse to grant access or to provide data or information or who provide inaccurate data or information shall be subject to administrative sanctions.

More specifically, OSH inspectors can:

- investigate and examine complaints related to OSH legislation;
- indicate preventive measures and issue notices;
- investigate the causes and the working conditions of serious and fatal work related accidents and occupational diseases and draft relevant reports;
- impose administrative sanctions (fines, prohibition notices and orders to cease work temporarily in case of serious imminent risks) and penal sanctions² (prosecution reports, file charges) for breaches of OSH legislation;
- take any other related action in order to perform their duties.

SEPE has also responsibility for assisting employers and employees by providing information, advice and recommendations related to compliance with OSH provisions;

In case of OSH infringements SEPE can, using discretion (according to Art.23 I. 3996/2011 as amended by I. 4144/2013):

- grant a reasonable deadline for compliance;
- take immediate administrative measures and impose administrative sanctions;
- take recourse to courts for penal sanctions;
- impose temporal cessation of works, in whole undertaking or part of it, in cases of immediate risk to the health and safety of workers;
- recommend to the Minister of YPEKAA the definitive closure of the undertaking if it continues to systematically infringe the law with immediate risk to the workers, following temporary closure or imposition of administrative sanctions;

In case of ascertained infringements employer is given a short deadline (5 days) in order to submit written explanations for the causes of noncompliance. Fines are imposed by the head of the unit, except for the executive inspectors who have the authority to impose fines by themselves, namely by :

- the head of the department on recommendation of the labour inspector; 2 Inspectors can only initiate proceedings for penal sanctions by submitting prosecution reports or by directly filing charges against liable employer to the public prosecutor who is responsible for further judiciary proceedings.
- the head of the directorate on recommendation of the head of the department who carried out the inspection.

Immediate cessations of work activities are imposed for serious imminent risks (e.g. construction, ship repairing etc.) by the head of the directorate (or the executive inspector), without prior hearing, until compliance with the provisions and police is immediately informed for enforcement.

Temporary cessations of work in establishments for up to 3 days are imposed by the head of the Directorate (or the executive inspector) following the inspector's recommendation after prior hearing (written explanations submitted by the employer). Any other closures for longer periods are imposed by the minister YPEKAA following relative recommendation by the head of Directorate (or executive inspector).

Strategy/Plan

Up to the present, planning is made on an annual basis and is based on activity results of previous years (e.g. notified accidents, infringements per sector, complaints), proposals from regional inspectorates (concerning number of inspections and sectors as well as targeted campaigns), SLIC campaigns, empirical evidence and possible anticipated circumstances that may warrant focused attention.

The annual plan is drawn up by the OSH Directorate for Planning and Coordination, after regional services have sent their suggestions, and is submitted to SKEEE for Opinion.

A Circular is prepared and sent to all Regional Services setting out the minimum number of inspections per economic sector. In general there is request for a minimum number of inspections per inspector (12 per month or 132 annually) and, considering the common practice of conducting inspections in pairs, an OSH inspector is expected to participate in 24 inspections per month (directors are excluded, heads of departments are expected to conduct 5 inspections per month, temporarily there are also some OSH inspectors who are expected to conduct 5 inspections per month as they also exercise their responsibilities as IIS-SEPE trainers in order to achieve effective use of IIS by all staff).

In addition targeted inspections are planned with specific duration. In general it should be noted that there has been limited capacity for effective analysis and serious constraints in setting priorities and timely actions, mainly due to available resources, human and others in central OSH service. The official set in force of the National Strategy, and the gradual set in operation of the IIS-SEPE and requirements for data buildup from full operation onwards in parallel with timely operation of SKEEE will set the pace for improving general planning procedures and effectiveness and incorporate more in-depth objectives.

OSH infrastructure OSH statistics, surveys and research

Here you will find a comprehensive overview of availability of OSH statistics and surveys on working conditions and research capacities in the different Member States and the EU.

For further information refer to Methodology



Greece

OSH statistics

IKA/ETAM

Data holder:

Directorate of Actuarial Studies and Statistics

Functionalities:

- Monitoring of work accidents - annually

IKA/ETAM

Data holder:

Directorate of Actuarial Studies and Statistics

Functionalities:

- Monitoring of occupational diseases

SEPE

Data holder:

SEPE

Functionalities:

- Monitoring of work accidents - annually

OAEE

Data holder:

OAEE

Functionalities:

- Monitoring of work accidents - annually

OGA

Data holder:

OGA

Functionalities:

- Monitoring of work accidents - annually

IKA/ETAM

Data holder:

ELSTAT

Functionalities:

- Monitoring of work accidents - annually

ELSTAT

Data holder:

ELSTAT

Functionalities:

- Monitoring of work-related illness

Research Institutes

Hellenic Institute for Occupational Health and Safety (ELINYAE)

[Link to the institute](#)

Short abstract

ELINYAE is a bipartite (employers and employees), non-profit organisation. The General Confederation of Greek Workers (GSEE), the Federation of Greek Industries (SEV), the National Confederation of Hellenic Commerce (ESEE) and the Confederation of Small and Medium-sized Enterprises (GSEVEE) founded the institute in 1992. One of its objectives is to study the impact of applications of new technologies and new preventive measures for occupational risks, and to provide expertise on issues of OSH.

See more in OSHWiki