

Antrag*

des Bundesministeriums der Finanzen

**Änderungen im bestehenden Anpassungsprogramm für Griechenland –
Änderung der Garantieschlüssel;
Einholung eines zustimmenden Beschlusses des Deutschen Bundestages
nach § 3 Absatz 1 i. V. m. § 3 Absatz 2 Nummer 2 des Stabilisierungs-
mechanismusgesetzes (StabMechG)**

Anlagen 1 und 1a (teilweise)

Anlage 1	Bericht der EU-Kommission in Zusammenarbeit mit der EZB und dem IWF („Troika-Bericht“) einschließlich Memorandum of Understanding
Anlage 1a	DEU Übersetzung: Memorandum of Understanding <i>Die deutsche Übersetzung des Berichtes der EU-Kommission in Zusammenarbeit mit der EZB und dem IWF („Troika-Bericht“) wird nach Zuleitung durch das Bundesministerium der Finanzen als Bundestagsdrucksache 17/11669 gesondert verteilt.</i>

* Der Antragstext wurde gesondert auf Bundestagsdrucksache 17/11647 verteilt.

Anlage 1

EUROPEAN COMMISSION
DIRECTORATE GENERAL
ECONOMIC AND FINANCIAL AFFAIRS

**The Second Economic Adjustment
Programme for Greece – First Review**

November 2012

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The cut-off date for this report was .. 2012.

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EXECUTIVE SUMMARY

This report provides an assessment of the progress made by Greece with respect to its Second Economic Adjustment Programme, based on the findings of a four-legged joint Commission/ECB/IMF mission to Athens between 3 July and 17 October 2012. The mission assessed compliance with the terms and conditions of the Second Economic Adjustment Programme agreed in February 2012 and discussed a detailed policy programme up to 2016, so as to bring the programme back on track and to ensure an effective implementation of the programme.

After the February 2012 agreement on a Second Economic Adjustment Programme and the large-scale debt restructuring operation in March 2012, a period of extreme uncertainty surrounded the implementation of the programme. The heated electoral campaign and the indecisive legislative vote of 7 May led to extreme tensions both in Greece and on international markets. Significant doubts emerged on the capacity and willingness of the country to implement the structural reforms and the fiscal consolidation needed to regain the lost competitiveness and secure the sustainability of public finances. The readiness of Greece to continue with the adjustment programme has been openly questioned in creditor countries, where public opinion support started fading, given signs of a lack of commitment by the Greek government, administration and population, while large amounts of financial assistance were being provided to the country. By mid-June, most observers wondered whether Greece would be able to avoid a default or an ejection from the euro area, or would even decide to quit it itself at obviously significant costs. The widespread discussion on "Grexit" in the market and even among creditors has been very damaging for Greece.

With Greece facing a very stark choice, a three-party coalition emerged from the 17 June elections with the mandate to secure Greece's future in the euro area, and hence to implement the economic adjustment programme resolutely. The new government and the administration quickly took up the challenge of identifying and taking the measures needed for catching up on the implementation of the programme, and have been working very intensely through the summer to deliver.

However, given the substantial delays accumulated after the double electoral cycle, the overall implementation of the second programme remained partial for a long period. At the inception of the new government, not only the implementation of the commitments had been poor, but concerns persisted among observers that several key reforms adopted early in the year, as a precondition for the Second Adjustment Programme, could actually be undone. Notably in the area of labour market reforms, but also in many other crucial fields, such as the privatisation process, political signals and statements during two election campaigns and immediately after the elections had been conflicting and detrimental to confidence and economic developments. The difficulty to fulfil the conditionality in the immediate aftermath of the elections significantly delayed the disbursement of the next tranches of the loans from international lenders and, while justified, this has taken a heavy toll from the economy.

Nonetheless, there has been a significant catching-up over the past few months. The government soon took a clear stance confirming the objectives of the programme and the key measures already adopted with a view to bringing the programme back on track. With its action it managed to perceptibly improve the overall compliance with the conditionality throughout the last summer.

With the recent crucial decisions and the extent of the commitments under the new Memorandum of Understanding (MoU), Greece has revamped its reform effort and fulfilled important conditions. A very large number of measures which were due by the summer, but also new ones which became relevant during the review have been taken by early November, notably with the implementation of the Omnibus Law, the new Medium Term Fiscal Strategy (MTFS) 2013-16 and of the 2013 budget on 7 and 11 November, respectively. These steps, which have tested the strength and cohesiveness of the coalition supporting the government, leaving also some scars therein, significantly improve the overall compliance, provided some remaining outstanding issues are solved by the authorities.

The reform effort must continue, even once this review is completed, in order to address the challenges Greece faces. For a number of key measures included in the MoU for the second programme delays have been too large to be delivered within the time horizon covered by this review. While for most of them are nevertheless expected to be completed before end-2012, and progress made so far suggests that this is feasible, provided determined efforts are pursued, a significant number of measures identified in March still needs to be delivered. For the achievement of the adjustment programme it is indispensable that the Greek authorities resolutely implement a wide range of reforms, reforms that will create the basis for sustainable growth in employment and real incomes. In this context, setting the right incentive structure requires that only the full implementation of reforms and the respect of commitments will be rewarded. This is a crucial condition for the success of the programme.

The extreme uncertainty about the Greek developments impacted the economy, even beyond Greece, and this still affects the programme looking forward. The Greek economy is expected to decline for a fifth successive year in 2012 with output falling by some 6.0%, but also in 2013, when output is expected to contract by a further 4.2%. The turning point of the recession is not expected until late 2013, leading to moderate GDP growth of 0.6% in 2014, followed by a stronger growth of 2.9% and 3.7% respectively in 2015 and 2016. The recovery is dependent upon the return of business confidence and investment, boosted by the implementation of reforms under the economic adjustment programme and progress with major projects co-financed by EU funds.

The programme strategy remains valid, but its focus on structural reforms to unlock growth and employment has been strengthened. The extensive labour market reforms, implemented as a prior action for the second programme, have already led to a substantial improvement in competitiveness in terms of unit labour cost, and to a slowdown in inflation. In this context, it is welcome that core inflation eventually reached negative territory. But much more needs to be done to create the basis for renewed growth, which will have to rely more than in the past on private investment and exports. An acceleration of product and service market reforms is crucial to bring about investment, innovation and competition. A stronger focus on microeconomic reforms is, therefore, imperative to ensure sustained productivity growth and a reduction in prices to increase disposable income, while reducing profit margins when excessive and rents. This will need to include the liberalisation of the energy sector and the transport system and improvements in the business environment. On the positive side, Greece has enhanced its ranking in the 2013 World Bank Doing Business Indicators by eleven places, but the position remains still very low.

Since early-2010, Greece has achieved a very substantial fiscal adjustment. The primary deficit is expected to be reduced by 9.0 pp. of GDP by 2012 (compared to 2009), but—taking into account that this was accomplished during a pronounced economic recession—the underlying fiscal effort is significantly larger. The progress has been facilitated by the introduction of budgetary controls, the improvement of the fiscal framework with the introduction of the medium-term budgeting and important structural reforms in the healthcare sector. Nevertheless, Greece is expected to miss, though by a limited extent, the original 2012 programme target for the primary deficit of 1.0% of GDP, largely on account of worse-than-expected macroeconomic developments, but also the delayed implementation of agreed measures.

The performance in implementing structural fiscal reforms has been mixed. While significant progress has been made regarding budgetary controls, tax administration reforms came to a virtual standstill until the autumn. The new wage grid adopted in late-2011 was extended to all the ordinary wage regimes in the central and local governments, though the reform of the special wage regimes was only adopted in November. The planned spending reviews on social programmes and on the public administration were delayed. Reductions in health spending started to bear fruit, but some components have faced strong resistance from vested interests.

The fiscal targets for 2013-16 had to be revised to take into account the deeper and longer-than-expected recession. The size of required annual fiscal adjustment to achieve the nominal targets turned

out to be much higher than assumed at the inception of the second programme, due to the worse-than-forecast macroeconomic environment, the ex post statistical revisions to GDP and debt-to-GDP ratios and the delays in programme implementation outlined above. Maintaining the original two-year adjustment period would have implied an unrealistically high annual consolidation effort and compounded the recession in the short-term. Against this background, the fiscal adjustment path has been extended by two years involving a reduction of the primary surplus target for 2014 from 4.5% of GDP to 1.5% of GDP and an even annual adjustment of 1.5% of GDP until a primary surplus of 4.5% of GDP is achieved in 2016.

The revised adjustment path and updated macroeconomic outlook have implications for the amount and phasing of measures. Required consolidation measures during 2013-14 amount to around EUR 13.5 billion (7.3% of GDP). Beyond, the projections underlying the programme point to a need for a further fiscal adjustment of up to EUR 4.0 billion in 2015-16. During this period a few existing measures are expected to expire and the EU structural funds are going to decline in the transition to the new programming period. However, the projections for the outer years are inherently uncertain and depend to a large extent on the strength of the recovery as well as yields from the programme measures implemented in preceding years, with some upside risks existing to the fiscal outcomes in outer years.

To achieve the revised medium-term fiscal targets, the MTFS 2013-2016 sets out a very large, mostly expenditure-based and front-loaded fiscal consolidation. The 2013 fiscal gap has been closed by identifying more than EUR 9.2 billion of viable measures, around 5% of GDP. The adjustment in 2013 represents 2/3 of the overall fiscal adjustment for 2013-2014. In terms of quality, the majority of the adjustment consists in expenditure measures that will be undertaken early in the 4-year period covered by the MTFS. It is crucial for the credibility of the programme that the principal measures such as reductions in pension expenditure and in the public wage bill will occur immediately, as they address areas where excessive increases happened in the past. The revenue measures will occur principally in the context of a major tax reform package that will be legislated by end-2012.

The 2013-16 MTFS includes important fiscal reforms to rationalise and reduce expenditures. The government embarked on major expenditure reforms covering the whole range of government activities. They include significant reductions in pensions, other social programmes, defence and operational spending. The reform of the healthcare sector will be strengthened by additional measures on pharmaceutical spending and hospital costs. The sustainability of the pensions system will be reinforced through the increase in the retirement age from 65 to 67 years and by moving forward some of the elements of the 2010 reform. The reductions in public sector wage bill will also play a central role: on wages, the rationalisation and reductions of public sector wages will be extended to those sectors not covered by the 2011 reform. On employment, tight controls on hiring and stronger powers to reallocate staff will be complemented by the reliance on the revamped mobility scheme, where some 27,000 staff will be gradually transferred in the course of 2013, with those unable to find another job being dismissed after a year in the scheme.

A long-overdue tax policy reform aimed at enlarging the tax base and simplifying the tax system is being finalised. The reform is designed to be revenue-positive and produce net revenues of close to EUR 1 billion over two years. The tax reform aims at broadening the tax base by reducing tax allowances and tax credits and by strengthening the taxation regime of self-employed and rental income. The efficiency of the system will be improved by a thorough simplification of the personal income tax system and by a re-modulation of the corporate income tax. The reform is designed to maintain the progressivity of the system and to avoid increases in the effective taxation of low and middle income households. The reform is accompanied by the simplification of the tax accounting system, centred on the repealing of the Code of Books and Records. The MTFS includes also other important measures aimed at harmonizing the taxation of fuel and the regulations of social security contributions across all categories of workers.

On fiscal structural reforms, the government has revamped its efforts through a comprehensive reform programme. On budgetary controls, the reporting system will be extended to all the phases of the

budgetary cycle and monitoring will be strengthened by additional financial and human resources and by stronger enforcement through tighter controls and inspections. On revenue administration, political interference on the tax auditing activities will be limited by granting more autonomy to the tax administration and to its chief. Specialised units responsible for large taxpayers will be made operational, and the efficiency of the administration will be improved by the introduction and implementation of a performance-based assessment for auditors and managers. The timely appointment of a well-qualified Secretary General of Public Revenues of high ethical standards is essential, and is expected before the year-end.

Significant action has already been taken to reform the Greek labour market, and further efforts are being made. The perceptible downward pressure on wages reflects a long-overdue reaction to high unemployment, which in turn resulted from rigid wages often being substantially out of line with the productivity of workers, and to the severity of the recession. This correction was eventually possible thanks to the extensive labour market reforms taken earlier in 2012, comprising notably more opportunities for firm-level agreements, a limitation of the 'after-effects' on pay after the expiration of collective agreements, and reductions in minimum wages. The Omnibus Law adopted on November 7 contains further reforms. Collective agreements on remuneration will be binding only to signatories while the minimum wage as a general lower floor for wages and salaries throughout the economy will in the future be defined by the government. The severance payment schemes in Greece have been reduced, whilst ensuring protection for already acquired rights. The adaptability of working hours has been increased to facilitate efficiency and productivity gains, where more freedom will be given to adjust the working time to sector and firm specific needs. However, additional ways to foster compliance with labour law and contracts and to fighting undeclared work and informality need to be identified. Further action is also needed to limit long-term unemployment through active labour market policies.

Privatisation proceeds have been disappointing so far, but the privatisation process has regained some momentum since September 2012. Cumulative receipts by December 2012 are expected to be only some EUR 1.7 billion, although several assets are expected to be ready for sale in the first half of 2013. The government has recently taken the welcome step of abolishing its golden share (25%) in the State-Owned Enterprises to be privatised in the coming years. Cumulative privatisation receipts by the end of 2013 are expected to be around EUR 3.4 billion, rising to EUR 10.4 billion by the end of 2016. Doubts on the effectiveness of the governance of the privatisation process however continue to persist, which calls for setting better incentives in delivering higher proceeds, while contributing to better industry practices, more investment and net job creation.

While significant progress has been made in a number of respects, the banking sector situation remains fragile. Core banks received, from the Hellenic Financial Stability Fund in May 2012, a capital advance that shored up their capital base until the recapitalisation process could be launched. Following delays caused by the elections, the recapitalisation is now due to be completed by April 2013 - possibly partly financed by the private sector. The sector also undergoes a restructuring phase, with a number of mergers and resolutions. An exercise carried out by the Bank of Greece has confirmed that the envelope of EUR 50 billion is still in line with forthcoming recapitalisation and resolution needs. The governance of the Hellenic Financial Stability Fund is being improved to ensure the independent oversight of individual banks post-recapitalisation. Against these developments, the banking sector faces a challenging macroeconomic environment and a hampered repayment culture.

The outlook for the sustainability of Greek government debt has worsened compared to March 2012 when the second programme was concluded, mainly on account of a deteriorated macro-economic situation and delays in programme implementation. The necessary revision in the fiscal targets and the implied postponement of a primary surplus target of 4.5% of GDP from 2014 to 2016 call for a broader concept of debt sustainability encompassing lower debt levels in the medium term, smoothing of the current financing hump after 2020 and easing of its financing. Greece is considering certain debt reduction measures in the near future, which may involve public debt tender purchases of the

various categories of sovereign obligations. Against this background and after having been reassured of the authorities' resolve to carry the fiscal and structural reform momentum forward and with a positive outcome of the possible debt buy-back operation, the financial support initiatives considered by the euro area Member States to strengthen debt sustainability would accrue to Greece in a phased manner and conditional upon a strong implementation by the country of the agreed reform measures in the programme period as well as in the post-programme surveillance period. The details of this conditionality will be agreed by the Eurogroup, based on input from the Troika.

The international assistance loans disbursed so far to Greece amount to EUR 148.6 billion. Of this amount, EUR 73.0 billion were disbursed within the first programme (EUR 52.9 billion have been paid by the euro area Member States and EUR 20.1 billion by the IMF). Within the second programme, the EFSF and the IMF have already disbursed € 75.6 billion as a part of the first disbursement of the second programme (including EUR 25 billion for bank recapitalisation). The adjustment programme has been supported through financing by euro-area Member States and the IMF. The financing by the euro-area Member States takes place through the EFSF, whilst the IMF financing will come through the Extended-Fund Facility (EFF).

Implementation risks to the programme remain very large. A prudent approach has been taken in the macroeconomic scenario that envisages only a slow recovery in business and consumer confidence and in the estimates made of the budgetary yields of individual expenditure and revenue measures. The key risks concern the overall policy implementation, given that the coalition supporting the government appears fragile and some components of the programme face political resistance, despite the determination of the government. Moreover, the impact on the weakened economy of the pronounced fiscal consolidation in 2013 may be stronger than currently foreseen, even though it could also be mitigated by the liquidity injection from clearance of government arrears. Important budgetary measures are likely to be challenged in courts, which could lead to the need to fill a fiscal gap emerging as a consequence. Should product and services market reforms not accelerate as foreseen under the programme, positive economic growth could not return in 2014 as foreseen. A return to sustained growth can only be achieved when the structural reform agenda is fully and swiftly implemented. This will require breaking the resistance of vested interests and the prevailing rent-seeking mentality of powerful pressure groups. However, upside risks also exist, which can materialise in particular if uncertainty about policy implementation is lifted, and are linked to a stronger return of confidence, supporting a stronger recovery of investment also benefitting from the full absorption of available EU funds, and a more supportive role of the banking sector for the economy after the recapitalisation which could also benefit from a return of foreign capital as the risk of an exit from the euro area fades.

The Commission services recommend disbursement of EFSF funds, broadly corresponding to the planned second, third and fourth tranches of the second programme, conditional on continued implementation of the commitments undertaken by the Greek authorities as specified in the revised MEFP and MoU. Estimated financing needs for the remainder of the year and the coming quarter to be covered by the EU equal €42.1 billion, which will go towards funding the second step of the bank recapitalisation (€23.8 bn) and the cash needs of the government (18.3 bn), including for the payment of arrears to the private sector which will help revitalise the economy. The disbursement will be made in several tranches, with the first one amounting to €34.4bn (€23.8 +€10.6) paid in December 2012. The disbursement of the remaining amount will be made in three sub-tranches during the first quarter of 2013, linked to the implementation of the milestones included in the MoU to be agreed by the Troika.

European Commission
The economic adjustment programme for Greece. First Review

DRAFT

1. INTRODUCTION

1. **This report provides an assessment of the progress made by Greece in respect of its Second Economic Adjustment Programme.** It examines current macroeconomic, financial and fiscal developments, assesses compliance with the previously agreed programme and makes a detailed assessment of the policy programme up to 2016 agreed between the Greek Authorities and the European Commission, ECB, and IMF staff teams. The agreed economic adjustment programme is set out in the two annexed documents, a Memorandum of Understanding and a Memorandum of Economic and Financial Policies. The assessments and agreements are based upon the findings of a four-part joint Commission/ECB/IMF mission to Athens between 3 July and 17 October 2012 and the continued interaction with the authorities building also on a reinforced presence of the Commission staff in Athens.
2. **Whilst considerable further efforts are still needed, Greece has already made substantial progress in its economic and fiscal adjustment under the economic adjustment programme** (see Box 1). The general government deficit has been reduced from 15.6% in 2009 to 9.4% in 2011, however the underlying fiscal effort is much larger when account is taken of the severe recession. Major reductions have been made in several public expenditure categories where the major increases had been recorded in previous years, notably public sector wages, health care and pensions. Labour market reforms combined with the pressure exerted by the domestic recession have resulted in a substantial improvement in competitiveness in unit labour cost terms. Unfortunately, productivity growth has been wanting and product and services market reforms have proceeded with a significantly lower speed. Only limited progress has been made in this area since the approval of the second programme on account of the heightened political uncertainty surrounding the two elections.
3. **The Adjustment Programme is supported through financing by euro-area Member States and the IMF.** The financing by the euro-area Member States takes place through the EFSF, whilst the IMF financing comes through the Extended-Fund Facility (EFF). The international assistance loans disbursed so far to Greece amount to EUR 148.6 billion. Of this amount, EUR 73.0 billion were disbursed within the first programme (EUR 52.9 billion have been paid by the euro area Member States and EUR 20.1 billion by the IMF). Within the second programme, the EFSF and the IMF have already disbursed € 75.6 billion as a part of the first disbursement of the second programme (including € 25 billion for bank recapitalisation). The detailed financing to Greece up to date is shown in table 1.
4. **The outline of the report is as follows.** The second section provides a detailed examination of macroeconomic and financial developments in the Greek economy, including a detailed macroeconomic scenario up to 2016. Section three then provides the analysis of programme compliance and outlines the policy commitments to 2016 that have been agreed between the Greek Authorities and the Commission, ECB, and IMF staff teams. A comprehensive compliance table is attached in Annex, along with the details of the macroeconomic forecast, and the key programme documents (see Box 2).

Box 1. The economic adjustment programme for Greece: some success stories

Media reports usually focus on the controversial issues or negative effects of the programme, giving a somewhat biased view that hides notable achievements. However there are a number of reforms that are clearly working and constitute fundamental changes of Greece's debt and/or competitiveness parameters. Whilst progress has fallen short in other areas, there are some success stories delivered by the programme up to now.

Since the start of the program, Greece has done a tremendous **fiscal consolidation effort**, one of the biggest fiscal consolidation that any EU country has done over the past 30 years (resulting in an improvement in the headline budget balance of around 6 percentage points of GDP since May 2010), in the context of a substantial contraction in GDP and very difficult economic and political conditions. Greece has also made significant improvements to its monitoring and budgetary control procedures.

According to the Bank of Greece projections, the MoU target of **reducing nominal unit labour costs** in the business economy by 15% in 2012-14 will likely be achieved. Figures suggest that by the end of 2012, all of the 2001-2009 competitiveness loss will have been recouped. By the end of 2013, all of the loss will have been recouped and competitiveness levels will have improved.

Due to a set of measures aimed at reducing the volume (through controlling the over-prescription and fraud) and prices, public expenditure in the **health care sector** has gone down by almost 1 billion (or 25%) in 2012 and is expected to go down further (by more than 800 millions) over the next 2 years. The accounting system of hospitals has improved substantially and now all hospitals produce balance sheets on accrual basis (which was not the case in 2010). A web-based application allows for real-time registration and control of all main activities and financing flows of all hospitals. Greece has now in place a system of electronic prescription of medicines, which is one of the most advanced in Europe. The system allows for a real-time, full control of prescription behaviour of all doctors and pharmacies (quantity of drugs by patient and pharmaceutical companies, medical condition of patient), making it possible to devise appropriate measures to control expenditure, to prosecute mis-behaviour, and to devise safer health policies. The system already permitted savings of about EUR 30 million a month since earlier this year.

The comprehensive reform of the main **pension system** in 2010, which reduced the replacement rate, introduced a basic pension, increased the statutory retirement age to 65 years for all, and introduced a link between retirement age and longevity gains, has now been followed by legislation reforming the supplementary pension system and a further increase in the retirement age to 67. This recent reform entails the unification of all funds, individual pension accounts, a strict link between contributions and benefits and a sustainability factor that revises benefits in line with contributions to avoid any future deficit in the system. These reforms will guarantee the sustainability of the pension system over the medium and long –term, as certified by pension projections carried out by the independent National Actuarial Authority, and endorsed by the Economic Policy Committee.

Although progress in **structural reforms** has been slow, competition is being enhanced and the losses of key public entities have been limited. Thanks to the opening of the occasional passenger transport (trucks), licenses are now sold for a minimal fee (they used to cost around EUR 100,000). Following successful restructuring, State-Owned Enterprises like Trainose (railways operator) and OSE (railways infrastructure manager) broke even in early 2012. The powers of the Hellenic Competition Commission (HCC) and the Energy Regulator (RAE) have been strengthened and the government has put in place a watchdog to increase the transparency and compliance with legal requirements of public procurement contracts. Unnecessary restrictions on access to and the exercise of regulated professions have been lifted. Road haulage, car rental and occasional passenger transport have been liberalised.

During the course of the programme, the stability of the **financial sector** has been maintained while undergoing a process of consolidation. The financial sector has faced and coped with a very challenging environment: PSI, very high non-performing loans coupled with deposit outflows due to the economic and political risks. With the support of programme financing, the solvency and liquidity of the sector has remained sound; capital of viable banks has been restored and liquidity has been provided. Deposits have significantly recovered after the dual-electoral period, showing increased trust in the banks.

Table 1. Disbursements under the Greek adjustment programmes (EUR billion)

Past disbursements					
1 st programme		Euro-area Member States		IMF	Total
1 st disbursement		18 May 2010	14.5	12 May 2010	5.5 20.0
2 nd disbursement		13 September 2010	6.5	14 September 2010	2.5 9.0
3 rd disbursement		19 January 2011	6.5	21 December 2010	2.5 9.0
4 th disbursement		16 March 2011	10.9	16 March 2011	4.1 15.0
5 th disbursement		15 July 2011	8.7	13 July 2011	3.3 12.0
6 th disbursement		14 December 2011	5.8	7 December 2011	2.2 8.0
1 st programme - Total disbursements			52.9		20.1 73.0
2 nd programme		EFSF ¹		IMF	Total
1 st disbursement	1 st tranche ²	12 March, 10 April and 25 April 2012	29.7	19 March 2012	1.6
	2 nd tranche ³	12 March, 10 April and 25 April 2012	4.9		
	3 rd tranche	19 March 2012	5.9		
	4 th tranche	10 April 2012	3.3		
	5 th tranche ⁴	19 April 2012	25.0		
	6 th tranche	10 May 2012	4.2		
	7 th tranche	28 June 2012	1.0		
2 nd programme - Total disbursements till October 2012			74.0		1.6 75.6
1 st programme and 2 nd programme - Total disbursements till October 2012			126.9		21.7 148.6

Notes:

¹ This table does not include EUR 35.0 billion of EFSF notes handed over to the ECB on the 7th of March 2012 as collateral, so that ECB continues to accept SD - rated Greek government bonds in monetary financing activities. EFSF notes have been released by the ECB on the 25th of July 2012.

² Sweetener PSI, EFSF notes

³ Accrued interest PSI, EFSF notes

⁴ Bank recapitalisation, EFSF notes

Source: European Commission and EFSF

Box 2. The documents for a comprehensive adjustment strategy

The Economic Adjustment Programme is spelled out in a series of key documents: (1) the Council decision; (2) the 'Memorandum of Understanding' (hereafter MoU), and (3) the 'Memorandum of Economic and Financial Policies (hereafter MEFP). These documents outline the economic and financial policies that Greece commits to implement during the period of the programme (with a special focus on the remainder of the year and the two following years, in alignment with the annual budget and the agreed fiscal measures).

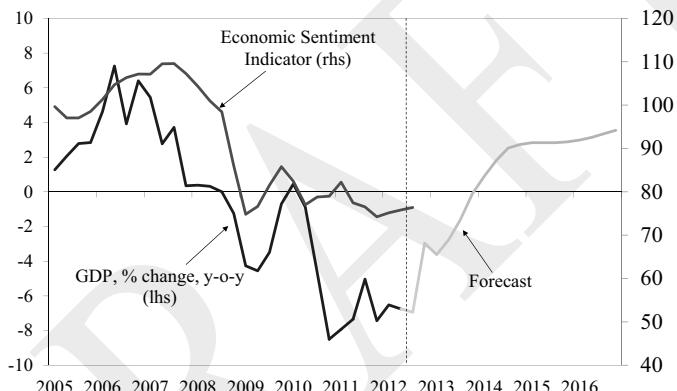
The Council decision, adopted by the Council of the European Union upon a recommendation of the European Commission, established the steps and deadlines to be respected to correct the situation of excessive deficit. The MoU and MEFP are drafted jointly by the Troika institutions (EC/ECB/IMF) and the Greek authorities. They are subsequently transformed into a cogent law though a vote in Parliament. While the MEFP is shorter and descriptive of broader policies, the MoU comprehensively identifies the specific measures to be taken going into a high degree of detail. The programme documents are living documents and are modified at every quarterly review mission, based on implementation of previous commitments and identification of new ones. The first programme documents were established in May 2010. The set of documents included in this publication constitutes the seventh version since then.

2. MACROECONOMIC AND FINANCIAL DEVELOPMENTS

2.1 MACROECONOMIC DEVELOPMENTS

5. **The Greek economy is in its fifth consecutive year of recession.** The economic adjustment which the country is undergoing to address the fiscal and external imbalances accumulated over the previous decade requires a significant shift of resources across sectors. As Greece only recently started to remove the major rigidities which were hampering such adjustment, the economy accumulated significant slack and massive unemployment. The strong contraction in domestic demand, compounded by the fiscal measures necessary to return the Greek budget onto a sustainable trajectory, and a weak contribution from net exports have moved an overheating economy into deep recession, and a significant fall in GDP per capita. Doubts about the capacity and willingness of the country to remain in the Eurozone, strongly reinforced by the inconclusive elections in May 2012, have weighed on confidence and prevented the resurgence of investment and exports.

Graph 1. Real GDP growth and Economic Sentiment Indicator (outcome and forecast)



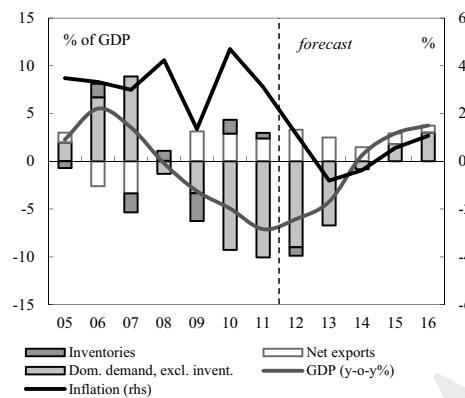
Source: ELSTAT and Commission services.

6. **The current forecast projects a further decline in output by 6.0% in 2012.** Relative to the forecast at the inception of the second programme, this represents a significantly larger and more persistent contraction in economic activity. This revision is in line with the September provisional data release on second quarter GDP, reporting a year-on-year fall by 6.3% relative to a fall of 6.5% in the first quarter¹. Several underlying factors explain these developments. First, confidence has been undermined by strong uncertainty on the political ownership of the programme during the double parliamentary elections in spring, which resulted in delays in the programme implementation and exacerbated speculation about Greece's future in the Eurozone. Second, a weakening world economy has weighed on the export of goods and services. Third, the combined effect of the delays in the implementation of the programme and the related disbursement, as well as tightened credit conditions after a considerable outflow of money from the banking sector, aggravated the contraction in real investment that has declined cumulatively by around 40 % since 2009.
7. **The current forecast also assumes a delay in the recovery, compared to the March review.** Positive quarterly growth is expected to materialise only after mid-2013. This results in an overall further contraction of 4.2% in 2013 and moderate annual growth of 0.6% in 2014. This assumes that markets

¹ In October 2012, the Greek Statistical Authority (El.Stat) has revised downwards real and nominal GDP growth rates back to 2006. This technical change also affected the revision of the forecast by changing the 2011 growth base.

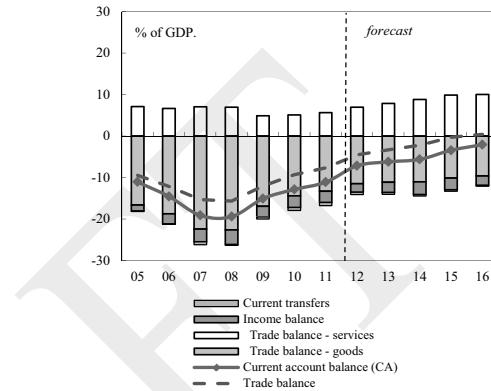
will regain confidence as the adjustment programme is successfully implemented, and government arrears are gradually cleared following the second disbursement, thereby helping to reverse the liquidity squeeze. The forecast is also based on the assumption that falling wages and prices on account of structural reforms will progressively raise competitiveness and make Greece a more attractive place for investment. Furthermore, bank recapitalization is expected to facilitate the renewed flow of credit to Greek businesses. Moreover, in 2014 the adverse fiscal impulse on growth is likely to be moderate relative to previous years.

Graph 2. Real GDP growth and contributions, inflation



Sources : European Commission

Graph 3. Trade and current account balance



Sources : European Commission

Table 2. Macroeconomic scenario, main features (2010-2016)

	2011	2012	2013	2014	2015	2016
Real GDP (growth rate)	-7.1	-6.0	-4.2	0.6	2.9	3.7
Final domestic demand contribution*	-10.1	-9.0	-6.7	-0.8	1.8	3.0
Net trade contribution	2.4	3.3	2.5	1.5	1.1	0.8
Employment (growth rate)	-5.6	-7.9	-2.1	1.4	2.0	3.0
Unemployment rate (percent of labour force)	16.5	22.4	22.8	21.0	19.4	16.7
Compensation of employees, private sector per head	-3.9	-8.9	-9.5	1.9	2.2	2.5
Unit labour cost (growth rate)	-2.4	-8.7	-5.0	-0.4	-1.0	1.0
HICP inflation	3.1	1.1	-0.8	-0.4	0.6	1.1
HICP inflation at constant taxes	1.2	0.2	-1.3	-0.6	0.5	1.1
Current account balance (percent of GDP)	-11.7	-8.3	-6.3	-5.2	-3.4	-2.1
Net borrowing vis-à-vis RoW (percent of GDP)	-9.8	-6.1	-3.9	-2.7	-1.0	0.3
Net external liabilities (percent of GDP)	-120.9	-94.4	-102.5	-105.6	-105.1	-102.5
General Government deficit (percent of GDP)	-9.4	-6.9	-5.4	-4.5	-3.4	-2.0
General Government primary surplus (percent of GDP)	-2.3	-1.5	0.0	1.5	3.0	4.5
General Government debt (percent of GDP)	170.6	176.8	189.4	190.1	184.7	175.7

* Excluding change in inventories and net acquisition of valuables

Source: European Commission

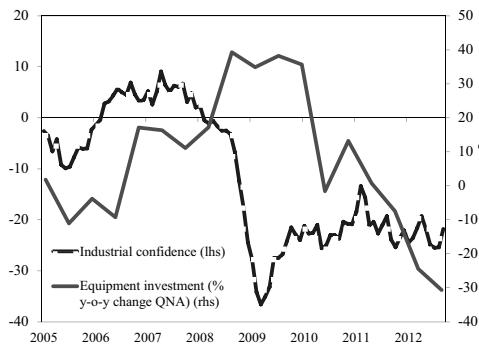
8. The continued contraction of economic activity in 2012-2013 reflects subdued developments in all the main components of domestic demand. The sharp decline in wages, rising unemployment and reductions in social benefits severely drag down disposable income. Against this background, private consumption is projected to fall by 7.7% in 2012 and 6.9% in 2013, and imports are expected to decline

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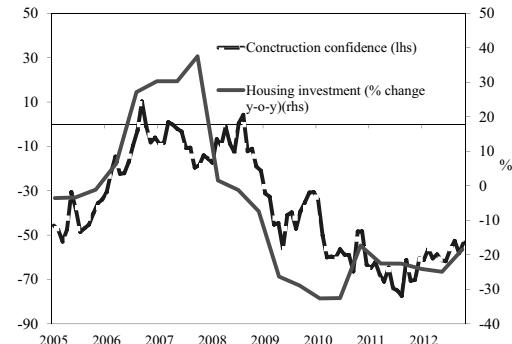
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by 10% in 2012 and 6% in 2013. Government consumption is also set to decline significantly (by 6.2% in 2012 and 7.2% in 2013) reflecting the projected reduction in the public sector wage bill. Pervasive and sometimes very high economic uncertainty and tight financing conditions are curtailing investment and consumption of durable goods (see Box 3). In the medium term, investment and exports are forecast to be important drivers of the recovery.

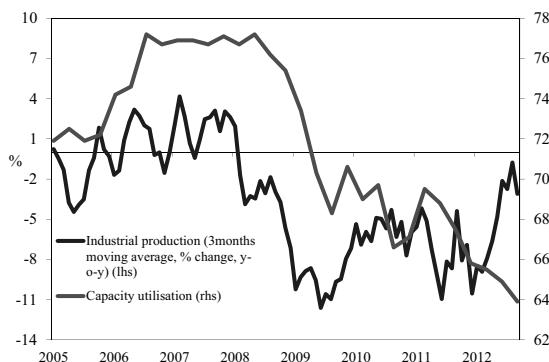
- 9. Investment remains subdued, but is expected to accelerate, supported by improved opportunities and regained competitiveness.** In the first half of 2012 investment continued to fall in all asset categories on an overall pace of 20.3%. The biggest contraction took place in equipment (35.1%) and housing investment (30.5%), while machinery and non-residential construction took a more moderate loss (16.2% and 8.4% respectively). One of the strong incentives for disinvestment was capacity utilisation falling to 64.9% in second quarter of 2012. The investment rebound is expected to start in late 2013, triggered by a turnaround in economic sentiment and an improving business environment that opens up new opportunities in Greece. There is also an assumed acceleration of the absorption of EU structural funds once existing legal and financial hurdles for key infrastructure projects have been removed. The cost competitiveness gains from wage reductions over past years are also likely to support the export sector, which can modernise and broaden its productive capacity to expand its market share in international trade.

Graph 4. Equipment investment

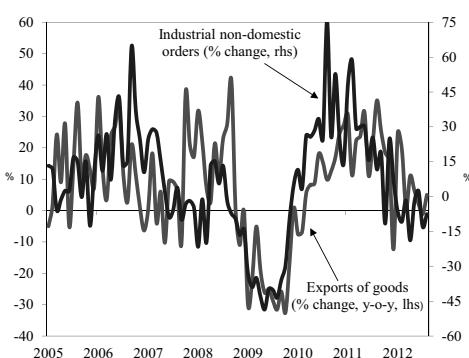
Sources : ELSTAT and European Commission

Graph 5. Housing investment

Sources : Bank of Greece and Eurostat

Graph 6. Industrial production and capacity utilisation

Sources: ELSTAT and Bank of Greece.

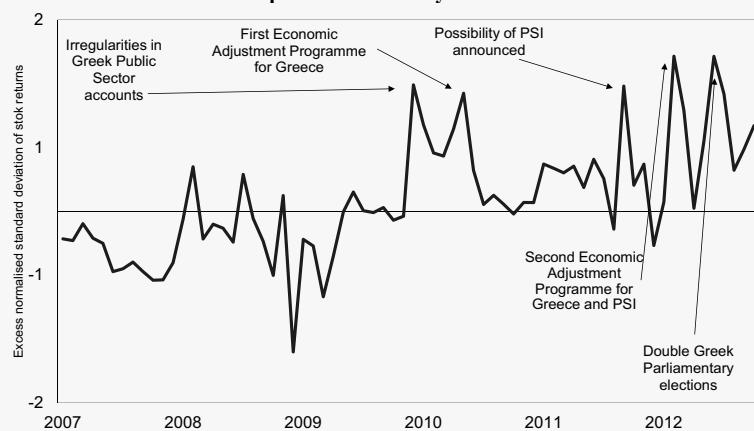
Graph 7. Exports and non-domestic industrial orders

Sources: ELSTAT and European Commission

Box 3. Uncertainty shocks and effects on Greek economic activity

Reducing uncertainty through determined implementation of stabilising policies is a key objective of the economic adjustment programme. Uncertainty shocks can have strong negative effects on the real economy. Consumers may pull back spending, in particular on durable goods, and engage in precautionary savings. Firms may delay investments until they gain a better understanding of the economic situation they will face tomorrow. FDI and portfolio investment flows may be diverted or quickly reversed when speculation about future exchange rates heats up. Lending by the banking system may be severely restricted until the macroeconomic environment is clarified. Empirical research by IMF (2012), Bloom (2009) and Bloom et al. (2012) offers support for the view that such channels are at work in the US and euro area economies.

Since the onset of the crisis, the Greek economy has been hit by a series of uncertainty shocks. To identify uncertainty shocks specific to Greece, we turn to stock market volatility. An overall Greek uncertainty indicator is constructed by computing a rolling-window 30-day standard deviation of the Athex stock index returns. To isolate Greek-specific shocks, we regress the monthly average of this Greek uncertainty index on its US counterpart and we label the residual as a Greece-specific uncertainty index. The pattern of monthly observations of these indicators (figure 1) reveals that the Greek economy has seen a general increase in economic uncertainty since 2009. This climate of uncertainty is heightened into sharp Greek-specific uncertainty shocks around the dates of major political turbulences.

Graph 3.1. Uncertainty Index for Greece

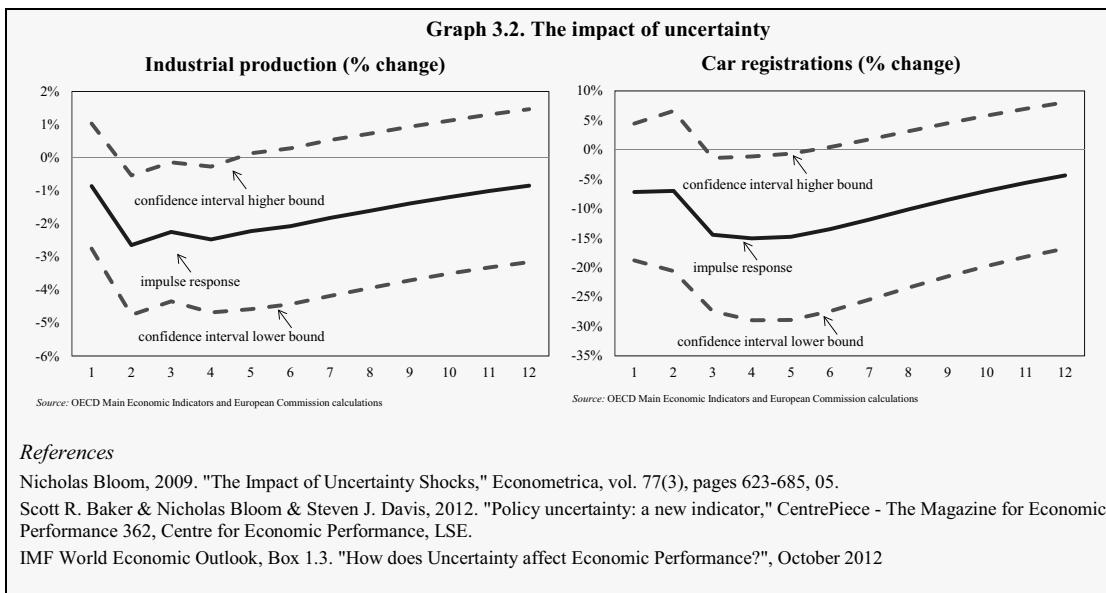
Source: Athens Stock Exchange and European Commission calculations

Note: The uncertainty index is computed as daily 30-day rolling -window standard deviation of Greek stock market returns (normalized by average value 2000–2010)

Greek economic activity has been negatively affected by the heightened uncertainty about its economic and political developments. To gauge the effect of uncertainty on Greek aggregate activity we construct a vector-autoregressive model (VAR) comprising Greek stock market prices, the uncertainty index, European interest rates, the Greek CPI and alternatively the Greek industrial production or Greek car registrations. We use monthly data covering the period January 1990–July 2012. We include both the stock market prices and the uncertainty index in order to disentangle the effect of changing expectations from the uncertainty per se. We take into account linear trends in the variables. Graph 2 shows the responses of two aggregate activity variables (with standard error bands) to an uncertainty shock equal to twice the variable's long-term average. The responses are statistically and economically significant, leading to a fall of about 2.5% in industrial production and a 15% fall in car registrations over four months.

The prominence of uncertainty shocks during the Greek sovereign debt crisis offers at least two lessons. First, the macroeconomic impact of the fiscal consolidation programme cannot be directly inferred from the depth of the current Greek recession. The relative contributions of fiscal shocks, uncertainty shocks, and perhaps financial shocks, would need to be disentangled before drawing conclusions on the size of the fiscal multiplier. Second, if uncertainty shocks have played a large role in the dynamics of the Greek crisis to date, dragging the country in a deeper and longer recession than originally expected, then the timing of the economic rebound in 2013 depends crucially on whether the Greek policy outlook can stabilise. The adjustment programme provides a clear framework that aims at reducing policy uncertainty and its determined and consistent implementation should contribute to minimising uncertainty, and its negative drag on the economy, in the coming months.

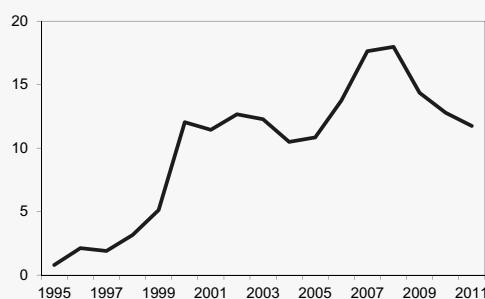
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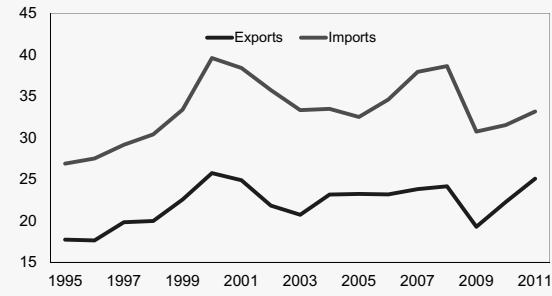
- 10. A revival of exports will support further improvements in the trade balance, so far largely driven by a collapse in imports.** This contribution will increasingly be driven by a more significant revival of total exports (with growth rates of 2.7% in 2013 and 4.8% in 2014), rather than by falling imports. In 2011 and 2012, net exports were the sole positive contributors to GDP growth. The sharp reduction in imports reflected domestic demand developments. Overall exports have underperformed compared to expectations (growing by 0.3% in 2011 and expected to grow by 0.8% in 2012) due to weak external demand as well as restricted access to credit. Nevertheless some categories of export goods recorded significant growth rates in 2011, in the range of 10 – 30 %, including metallurgy, refined oil and agricultural products, but these gains were largely offset by weaker exports of services, especially shipping services. In January – August 2012 exports of goods have continued to pick up, reflecting improvements in underlying competitiveness due to falling wages, moderation in inflation developments and advancing structural reforms (see Box 4). However, export of services is likely to remain in negative territory regardless of the better performance of tourist services in the summer months of 2012, reversing a dramatic but ultimately temporary drop in late Spring. Going forward, the forecast is based on the assumption that net exports will continue to contribute positively to growth. In the long run, these developments will contribute to a further opening up of the Greek economy.
- 11. The adjustment of the current account deficit is accelerating.** According to Bank of Greece figures (using balance of payments definitions), in the first eight months of 2012 the current account deficit decreased by EUR 9 billion, some 4.5% of GDP compared to the previous year. This represents a clear acceleration relative to the 8.0% year-on-year correction recorded for the same period in 2011. These developments mainly reflect a considerable fall in the non-oil trade deficit, further improvements in the services balance and a substantial reduction in net payments under the income account due to PSI. If the oil bill and net general-government interest payments are excluded, the current account is expected to show a surplus in 2012. In national accounts terms, the deficit is estimated to amount to 8.3% of GDP in 2012 – down significantly from 11.7% in 2011 and 12.8% in 2010. By 2014, the current account deficit is projected to decrease down to slightly above 5.0%, being supported by current inward transfers linked to accelerated absorption of EU structural funds.

Box 4. The external adjustment continues at significant pace

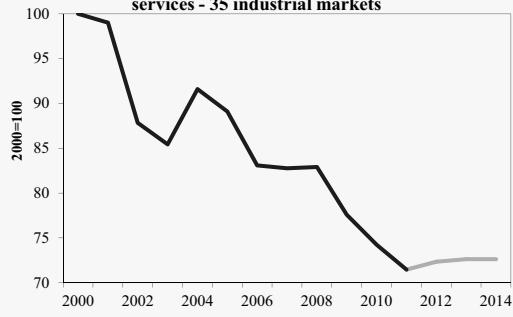
The debt-fuelled boom of the 2000s led to an unsustainable Greek external position (Graph 1). The current account deficit rose from 0.8% of GDP in 1995 to peak at 18% in 2008. In the same period, the share of imports in GDP increased from 26.9% to 38.6%, while the share of exports in GDP languished at 20-25%. The Greek export base declined as a share of world markets and remained the smallest in the Euro area relative to the size of its economy in 2007.

Graph 4.1. External adjustments**Current account deficit (% of GDP)**

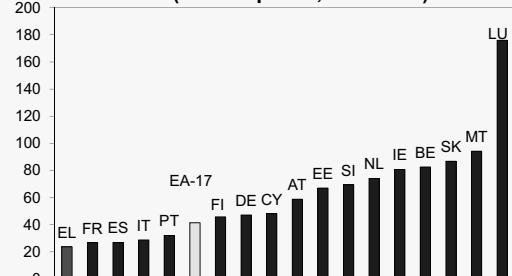
Source: European Commission

Imports and exports (current prices, % of GDP)

Source: European Commission

Market performance of exports of goods and services on export weighted imports of goods and services - 35 industrial markets

Source: European Commission

Exports in Euro - area countries in 2007(current prices, % of GDP)

Source: European Commission

A boom in imports, unmatched by exports, was the primary driver behind the widening of the current account deficit over 2005-2008. The import boom mirrored strong general domestic demand throughout this period financed by easy credit despite growing public and external debt. In turn, this reflected the extraordinarily loose international credit conditions and weak market discipline for individual Euro area member countries after the introduction of the Euro. After 2005, with the private sector no longer compensating the public sector borrowing, the economy run up an unsustainable imbalance.

The emergence of a stronger export base has long been held back by excessive regulatory burdens on businesses, a serious lack of domestic competition, and substantial wage and price inflation in an overheating economy. Greece performed poorly in terms of regulatory burdens and the business environment. In 2009, Greece ranked 96th out of 181 countries in the World Bank Doing Business report. The most serious difficulties were considered to be lengthy export procedures and the excessive need for licenses, permits and approvals. Other key problem were the obstacles to starting business, the rigidities in employment law and insufficient protection for investors. A lack of internal competition and widespread administered prices also has weakened external competitiveness. The scope for economies of scale and scope is limited, with a predominance of SMEs combined with a small domestic market. Highly regulated services markets for retailing, transport and professional services have limited competition and increased costs for exporters (see Conway and Nicoletti, OECD WP 530, 2006). Moreover, indicators of the perception of corruption from Transparency International showed the public sector in Greece as one of the worst performers in the EU with 95% of surveyed households claiming direct experience of public sector corruption (Transparency International, Greece).

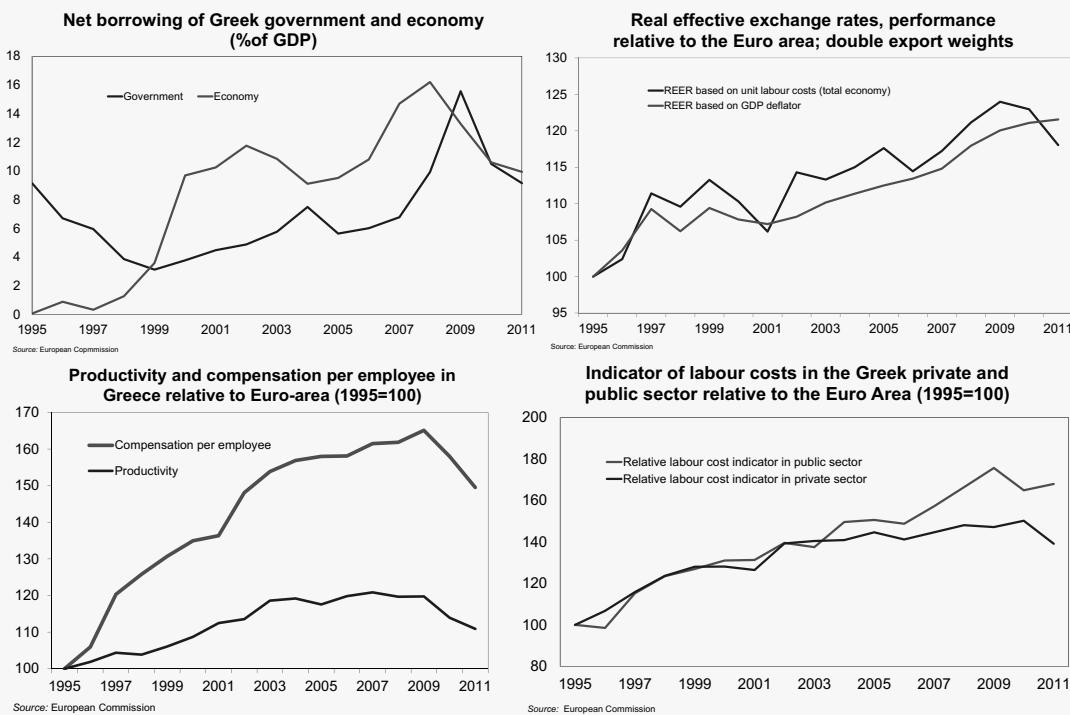
Greek exports also suffered from substantial wage and price inflation in an overheating economy. When it comes to the competitive impact of wages and price developments, in the period 2000-2009 the real effective exchange rate relative to the Euro area rose by 24.0% in terms of unit labour costs and by 20.1% in terms of the GDP deflator (see Graph 4.2). Decomposing growth in unit labour costs confirms that the driver of this development has been excessive growth in

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compensation per employee given a tightening labour market and easy financing conditions. This growth in the wage bill relative to general economic activity was especially pronounced in the public sector. Given a background of high regulatory burden for businesses, the labour cost developments played a key role in preventing the emergence of a stronger domestic export sector in the 2000s.

Graph 4.2. Competitiveness indicators



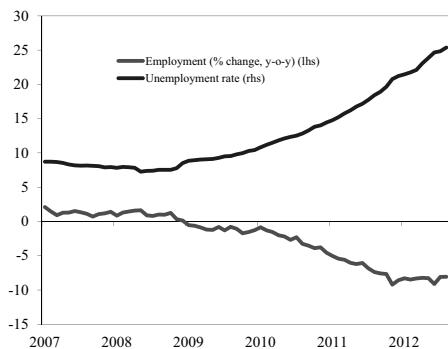
The Economic Adjustment programme aims to create the necessary conditions for strengthening the export base. The impact of previous reforms to improve the business environment under the adjustment programme has already manifested itself in placing Greece among the top ten countries scoring the biggest improvements in the World Bank's international ranking of "Doing Business 2013" with Greece rising 11 places in the rankings over the last year to stand now at 78th. Deregulation has taken place in services industries helping to bring down costs. Moreover, public sector reforms have brought down corruption perceptions significantly to 7.4% in 2011, although more needs to be done. Labour market reforms such as wider use of decentralized wage bargaining and a correction of minimum wages - are allowing wages to adjust downwards. Driven also by high current unemployment levels, unit labour costs have fallen by 2.4% in 2011 (and are projected to fall further by 8.7% in 2012 and 5.0% in 2013).

Under the programme, substantial progress has been made in resolving these external imbalances. The sudden reversal of financing conditions since 2009 had already engineered a massive drop in imports, prompting a painful start of the correction of the imbalances. Imports have cumulatively fallen by 30.6% in the period 2008-11, and consequently the current account deficit fell to 11.7% of GDP by 2011. Taking out oil and government interest payments, the current account (in balance of payment terms) even implied a small surplus of 0.2% of GDP then. As a sign that these underlying competitiveness improvements are starting to bear fruit, receipts from exports of goods in the period January-August 2012 have grown by 7.6% relative to the previous year.

Nonetheless further adjustment is required to close the competitiveness gap, including continuing reforms to increase productivity and non-cost competitiveness. The real effective exchange rate has fallen in unit labour cost terms, but in 2011 it still remained 18.0% above its year 2000 level. In terms of GDP deflator, the real effective exchange rate has yet to fall (though it is projected to start falling this year). But the brunt of the adjustment has been mainly on the cost and wage side, while non-cost competitiveness must also be enhanced. Stronger increases in total factor and in labour and capital productivity are crucially needed, which require investment in human capital, in R&D and innovation, and policies to favour a better allocation of resources. Further structural reforms with focus on product markets are essential. Finally, for the underlying improvements in competitiveness to fully reflect in export growth, the paralyzing effect of policy uncertainty must be lifted.

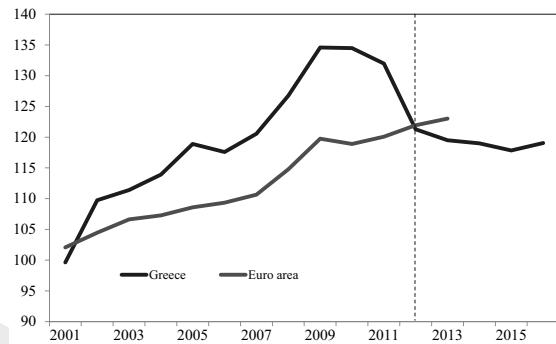
- 12. Unemployment is set to remain high in the face of the prolonged recession.** According to the Labour Force Survey, the unemployment rate rose to 23.6% in the second quarter of 2012 (compared to 16.3% in the corresponding quarter of 2011) and employment fell by 8.7% year-on-year. This implies that only 53% of the working-age population were in the labour force. Employment is expected to bottom out in 2013 and to recover only slowly thereafter. In the medium term, this decline is likely to gain momentum, as structural labour market reforms aimed at promoting business and job creation, decentralisation of wage negotiations and flexible forms of employment deliver their full effect, and the general economic recovery gains speed. The forecast projects that unemployment, following the national accounts definition falls to around 19% in 2015 and to 17% in 2016.

Graph 8. Employment and unemployment rate



Source : ELSTAT (Labour force survey; these data may slightly differ from national accounts data which appear in other tables of this report).

Graph 9. Nominal unit labour cost (2000=100)

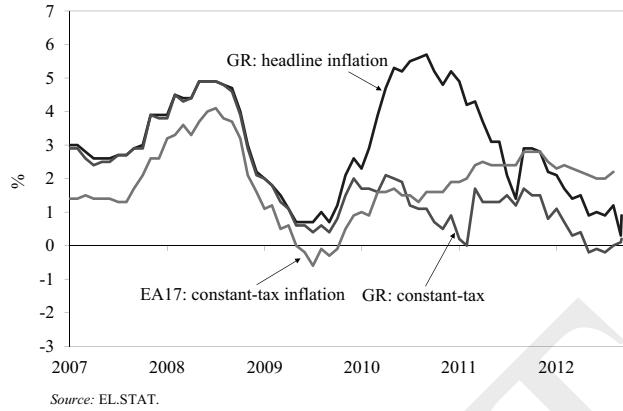


Source : Commission services.

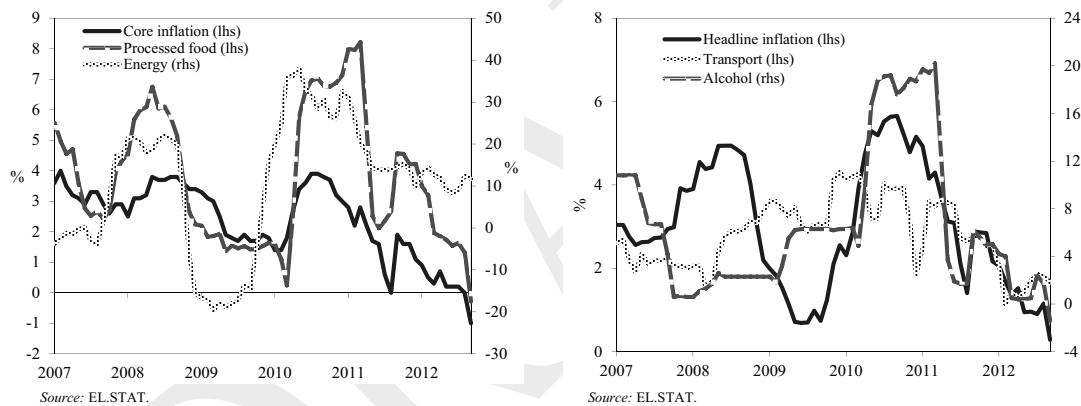
- 13. Inflation dynamics are expected to reflect continued wage reductions.** Extensive labour market reforms eventually allowed the severity of the current economic contraction to translate into a significant downward adjustment in wages. Compensation per employee fell by 2.6% in 2010 and 3.4% in 2011 and is projected to fall further by 6.8% in both 2012 and 2013. These developments have contributed to a perceptible, but still insufficient moderation of inflation in recent years. HICP inflation has fallen from 4.7% in 2010 to 3.1% in 2011. In 2012 the slowdown has continued in the first three quarters of the year and the headline HICP inflation rate is expected to be around 1.1% on an annual basis. For 2013 and 2014, prices are expected to actually fall. Overall, the decline in prices is expected to fall short of the decline in unit labour cost, since prices are also affected by non-labour cost of production as well as by changes in administered prices and changes in indirect taxes. The taxes on electricity, water and heating oil consumption are set to increase further. In view of these various factors, inflation measured by the GDP deflator is projected to turn slightly negative in the years 2012-14 and to record moderate positive values thereafter. The expected transmission of cost-reductions to lower consumer prices is predicated on the assumption that structural product market reforms aimed at improving competition improve the transmission of cost-reductions into lower consumer prices considerably.

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Graph 10. HICP inflation developments
(% change, y-o-y)



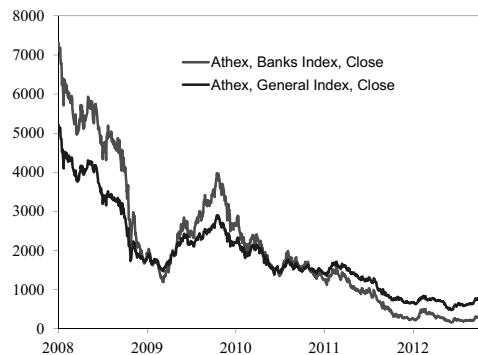
Graph 11. HICP inflation: main drivers
(% change, y-o-y)



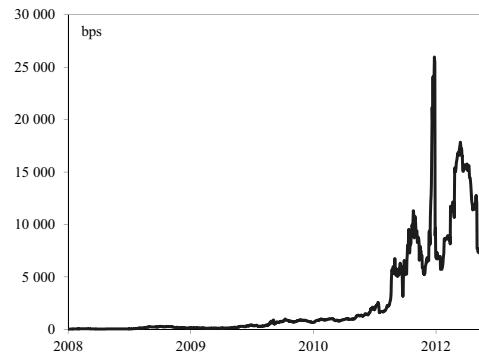
14. **The macroeconomic projections are subject to significant uncertainty and risks, both on the up-and downside.** On the downside, political uncertainty could delay the implementation of the structural reform measures of the programme. On the upside, an improved capacity of the government to absorb the subsidies from the EU Structural Funds may contribute to a stronger than assumed recovery in investment growth. The exact timing of the rebound in confidence and the uncertain prospects for the recovery in the world economy are uncertainties that could play in either direction.

2.2 FINANCIAL MARKET DEVELOPMENTS

15. **After a successful Private Sector Involvement (PSI) operation in the first quarter of 2012, and glimpses of a return of confidence, the political uncertainty throughout the second quarter weighed heavily on financial market developments.** The two elections increased fears of adverse economic developments, which significantly influenced financial markets. Between April and end-October 2012, yields on 10 year government bonds went up from around 20% to 32%. During the same period, the Athens stock exchange index dropped by more than 30%. Between April and end-October 2012, 5-year CDS prices on Greek sovereign debt increased from 6 877 bps to 7 889 bps.

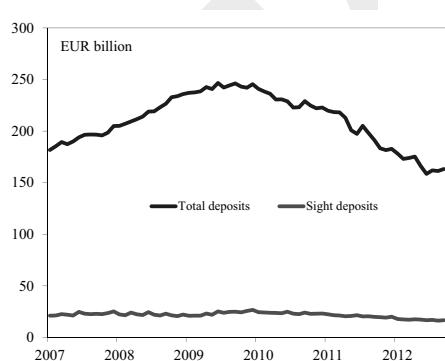
Graph 12. Athens Stock Exchange Indices

Source : ECOWIN

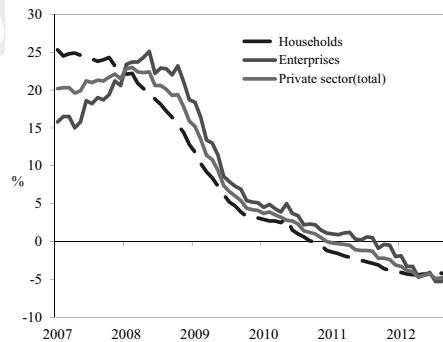
Graph 13. Greek CDS

Source: Bloomberg

- 16. The deleveraging in the banking sector continues, the liquidity position of banks remains tight.** Until end-August 2012, the total balance sheet of the Greek banking sector contracted by 5% year-on-year. Domestic deposits continued falling from their peak in 2009, plummeting during the dual-electoral period in 2012 (approximately 9% outflow for the system in one month). Between end-2011 and 19 June 2012, Greek banks lost EUR 24 billion in deposits (-15%). Post-elections, deposits have been recovering and by end-September 2012, they had rebounded by EUR 7.7 billion from the trough of 19 June. The central bank liquidity has continued to be provided to the sector, including via emergency liquidity assistance (ELA). After the publication of the full-year 2011 results, which included the PSI-related losses, the four largest Greek banks became severely undercapitalized. To remedy the shortfall until banks can attempt to raise capital from private sources, the four largest Greek banks were recapitalised in May 2012, via a bridge HFSF recap facility of EUR 18 billion.

Graph 14. Bank deposits

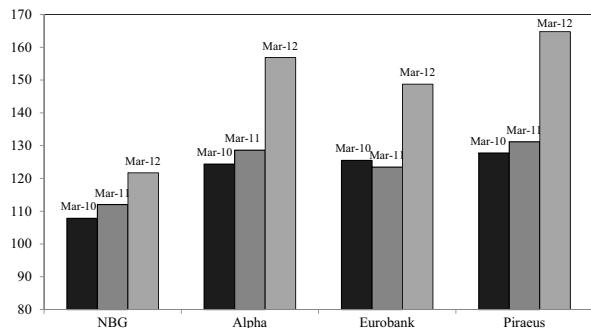
Source: Bank of Greece

**Graph 15. Credit to private sector
(% change, y-o-y)**

Source: Bank of Greece

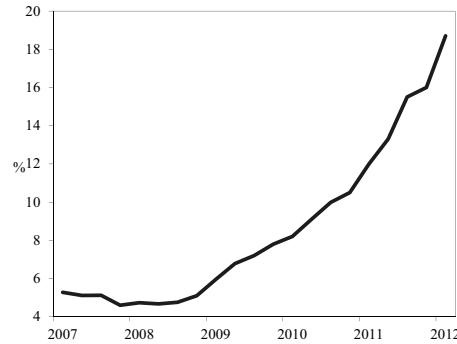
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Graph 16. Loan to deposit ratio by bank (in %)



Source : Banks' financial statements

Graph 17. Non-performing loans ratio



Source: Bank of Greece

17. **Greek banks continue to face the consequences of the recession and an unwillingness of some borrowers to service their debt obligations, while credit to the economy keeps shrinking.** Due partly to the uncertainties that the dual elections created, the morale of borrowers significantly worsened. Non-performing loans (NPL) increased, reaching 18.5% at a solo level by the end of March 2012, up from 16% in December 2011. Including restructured loans, NPLs reached 23.8% by Q1 2012. The coverage of non-performing loans by provisions decreased from 62% to 57% in the same period. Until end-August 2012, credit to the domestic economy shrank by 8%, with a reduction in loans to both households (-6.3%) and corporations (-8.5%). Nonetheless, loan to deposit (LTD) ratios increased to 132% in Q1 2012 from 120% in Q1 2011, since deposits decreased at a faster rate than loans.
18. **The banks have continued their efforts to adjust their business models to the harsh economic environment.** Year-on-year, pre-provisioning income of banks on a solo basis fell by 50% to EUR 550 million. During the same period, after tax losses increased from EUR 241 million to EUR 1.5 billion primarily due to the PSI. At the same time, both staff costs and general administrative expenses were cut by 9% year-on-year on a solo basis in the first quarter of 2012.

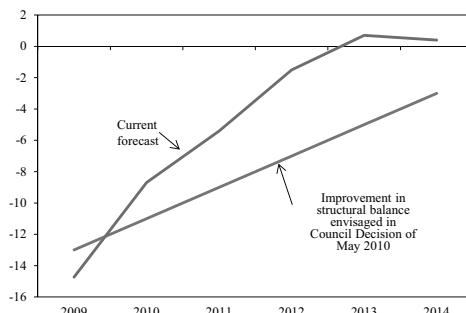
3. PROGRAMME IMPLEMENTATION

3.1. FISCAL POLICY PERFORMANCE

3.1.1 Fiscal performance under the programme

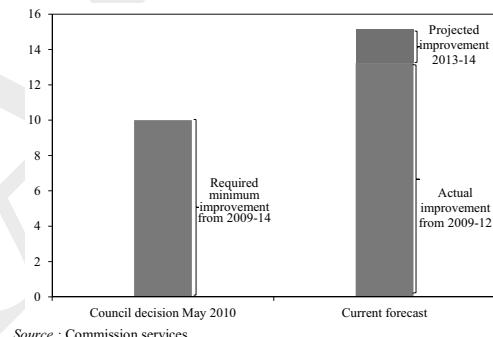
19. **Greece has come a long way in correcting the fiscal imbalances since the outset of the crisis in 2009.** The general government fiscal deficit has been reduced from 15.6% in 2009 to 9.4% of GDP in 2011. However, the underlying fiscal effort is much larger when taking into account the impact of the deep economic recession that has taken a serious toll on the Greek public finances over the past three years. In fact, the fiscal effort undertaken by Greece since the start of the adjustment programme is actually much bigger than anticipated in the initial Council decision in May 2010. At that time, the required improvement in the structural budget balance was 10% of GDP over the period 2009-14. However, as can be seen from the figure, Greece has already improved its structural budget balance by more than 13% of GDP.² With the implementation of the additional large package of measures foreseen for 2013-14 (described in later in the report), Greece would fulfil the requirement by an even larger margin.

Graph 18. Structural budget balance – 2009-14 (%) of GDP)



Source: Commission services.

Graph 19. Improvement in structural balance – 2009-14 (%) of GDP)



Source : Commission services.

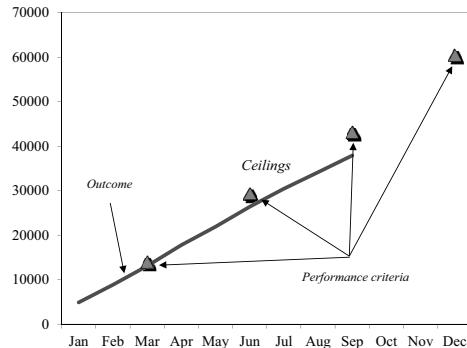
3.1.2. Fiscal performance in 2012

20. **Despite the sharp deterioration in economic conditions in spring 2012, the authorities managed to keep fiscal developments broadly in line with the programme targets during the second and third quarter.** The end-June and September 2012 performance criteria for primary expenditures and the primary balances were met, partly through improved monitoring and budget control. Revenues, notably indirect taxes, were heavily affected by the impact of the recession. Furthermore, the uncertainty related to the two elections led to delays in collecting income and property taxes. In response to the tight liquidity situation and weak revenue performance, the government held back on discretionary spending, in particular public investment, which were under-executed by a significant margin and to some extent operational spending. However, there were slippages in the main public health fund (EOPYY), mainly due to an underestimation of contributions revenues and overspending on medical services vis-à-vis the projected original budget, which have resulted in a higher deficit for 2012.

² The structural budget balance relies on output gap estimates which are difficult to ascertain during periods of major structural changes. While there may be uncertainty about the level of the structural balance, the change over time is less sensitive to the assumption on potential output. Throughout this chapter, the common EU methodology is used (see European Economic Papers 247, March 2006).

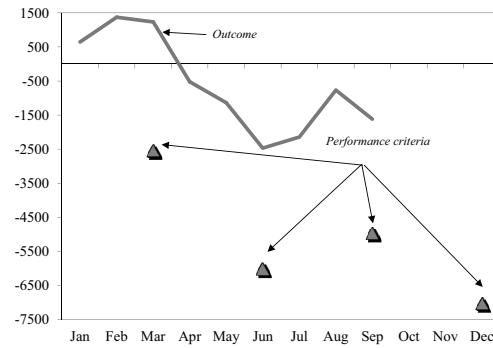
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Graph 20. State primary payments - 2012
(cumulative, EUR million)
Outcomes and quarterly criteria



Source: GAO and Commission services.

Graph 21. Government primary balance – 2012
(cash basis, cumulative balance, EUR million)
Outcomes and quarterly criteria



Source : GAO and Commission services..

Table 3. Fiscal quantitative performance criteria (EUR billion)

	end Mar 2012		end Jun 2012		end Sep 2012	
	Data	Criterion	Data	Criterion	Data	Criterion
Performance criteria						
General government primary cash balance	1.2	-2.5	-2.5	-6.0	-1.8	-5.0
State primary spending	13.1	13.9	26.4	29.2	37.9	43.1
Ceiling of the accumulation of new domestic arrears by Hospitals and Line Ministries	0.5	0.0	0.7	0.0	0.9	0.0
Central government debt	289.9	340.0	308.0	340.0		340.0
New guarantees granted by the central government	0.0	0.0	-0.2	0.0		0.0
Indicative target						
Ceiling on the accumulation of new domestic arrears by the General Government	0.8	0.0	1.9	0.0		0.0

Source: Commission services.

21. **The performance criterion and indicative target on non-accumulation of arrears of line ministries and hospital and general government by end-June and end-September were missed.** On the basis of available data the stock of arrears to suppliers at end-September amounted to almost EUR 8.3 billion, around EUR 1.6 billion more than at the beginning of the year.³ The accumulation of arrears mainly took place in the health and defence sectors. It can be largely explained by weak budget planning and insufficient spending control in the main health fund.
22. **The overall ESA-deficit in 2012 is expected to be better than the 7.3% of GDP outcome included in the second programme.** The primary deficit target, on which there is particular focus in the programme, has been revised from 1.0% to 1.5% of GDP in light of the deeper-than-expected recession. In order to meet the revised target, the government retroactively lowered wages for special professions (judges, police, defence and university professors) from August 2012. Furthermore, measures were taken to reduce the overspending in the health sector and minimize the negative carry-overs for 2013. Moreover, the Public Investment Budget was reduced by a considerable margin. The underlying fiscal effort in 2012 remains roughly as large as projected in the second programme. Despite a higher primary deficit, smaller-than-expected

³ At end-2011, the stock of arrears increased by about €1 bn. following discovery of additional accounts payables of the 4 individual public health funds that were merged into one single public health fund (EOPYY) at the beginning of the year.

interest payments by almost 1.0% of GDP mean the government deficit will only amount to 6.9% of GDP, or 0.4% of GDP better than the target.

Box 5. Swimming against the tide - what cyclically adjusted balances tell us about fiscal adjustment in Greece

The downturn in Greece has been much deeper than anticipated when the first adjustment programme was adopted in May 2010. This has led to lower revenue collection and falling tax bases. Hence, while the headline fiscal balance is expected to improve from 15.5% of GDP in 2009 to 6.9% of GDP in 2012, the underlying fiscal effort required to achieve this result has in fact been considerably greater. The scale of this improvement has important implications for the medium-term fiscal outlook once economic recovery occurs.

The cyclically-adjusted fiscal balance provides a tool to analyse the overall fiscal effort taking into account the economic cycle. The method is based on the EU common methodology (see European Economy, Economic Papers 247, March 2006), which relies on estimates of the output gap and the sensitivity of individual budget components to the economic cycle. Since output gap estimates can be difficult to ascertain during periods of major structural changes, there may be uncertainty about the level of the structural balance. However, the change over time is less sensitive to the assumption on potential output and hence the change in cyclical adjusted fiscal balance is better indicator of the underlying fiscal effort than the headline fiscal balance.

Measured on a cyclically-adjusted basis, the underlying fiscal balance has improved considerably and this will assist Greece in its effort in correcting its excessive deficit. The cyclically-adjusted budget deficit is estimated to have fallen by more than 13 percentage points from about 15% of GDP between 2009 and 2012 and this will improve further with the measures adopted in 2013 and 2014. An adjustment of this scale carried out in such a short time and in difficult economic circumstances is exceptional in an EU context.

While there are different estimates of the output gap, there is general consensus that the output gap is currently significantly negative in Greece. This implies, whatever the method, that the cyclical adjusted balance must in fact be considerably better than the current headline deficit of 6.9% of GDP. Once economic recovery occurs and the output gap begins to narrow, an additional improvement of the headline fiscal balance towards 3% of GDP can be expected, owing to stronger revenue growth given the expansion in tax bases. This should assist Greece in complying with the Council's Excessive Deficit Procedure recommendation and help support the debt-reduction objective.

3.1.3. Fiscal outlook in 2013 and subsequent years

23. **The fiscal adjustment path has been revised to take into account the deeper-than-expected economic recession.** Maintaining the original adjustment scenario of the second programme would have implied a need to find measures for the period 2013-14 amounting to EUR 20.7 billion compared with EUR 11.5 billion envisaged in March. The increase in the adjustment needs to achieve the nominal primary balance targets primarily results from the deterioration in the macroeconomic forecast. Nevertheless, incomplete programme implementation, in particular in the area of measures targeting tax evasion, as well as reviews of social programmes and administration structures, also play significant role.
24. **The two-year extension of the adjustment period will mitigate the impact on the economy, while securing a sustainable fiscal position.** Under the revised adjustment path the primary balance targets have been set at 0.0%, 1.5%, 3% and 4.5% of GDP for the four-year period 2013-16, respectively. The measures needed to reach the revised primary balance targets amount to EUR 9.2 billion and EUR 13.5 billion in 2013 and 2014, respectively, in cumulative terms. The revised path for the primary balance means that the general government budget balance will fall below 3% of GDP in 2016, two years later than originally envisaged.

Table 4. Primary Balance and GG Balance 2013-2016

	2012	2013	2014	2015	2016
<u>March review targets</u>					
General government balance	-7.3	-4.7	-2.2		
Primary balance	-1.0	1.8	4.5		
<u>Revised targets</u>					
General government balance	-6.9	-5.4	-4.5	-3.4	-2.0
Primary balance	-1.5	0.0	1.5	3.0	4.5

Source: Commission services.

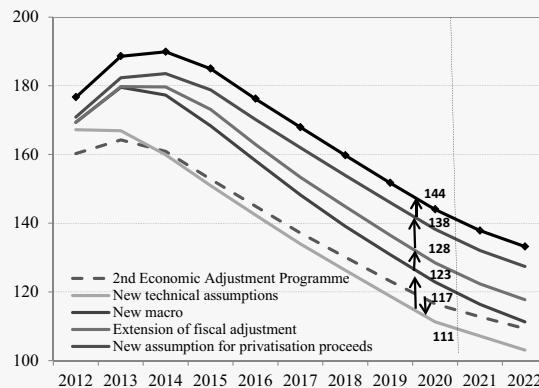
25. **The extension of the adjustment period should not be seen as a way to reduce the effort, which would weaken the credibility of the programme.** The fiscal effort undertaken to achieve the target in 2013-14 remains very large and heavily frontloaded. Even though the primary balance is only expected to improve by 1.5% of GDP, this is in itself a large change in the face of a further deepening of the economic recession.
26. **The projections underlying the programme point to a need for further fiscal adjustment beyond 2014.** During this period a few existing measures are expected to expire and EU structural funds are going to decline in the transitioning to the new programming period. In the baseline scenario, additional adjustment needs could be up to EUR 4 billion in 2015-16. However, the projections are inherently uncertain and depend to large extent on the strength of the recovery as well as yields from the programme measures implemented in proceeding years.

Box 6: Debt sustainability assessment

[this box is preliminary and incomplete, *inter alia* as the final sustainability assessment can only be finalised after the outcome of the DBB is known, and as stress tests are only meaningful at that stage]

This box assesses the sustainability of the Greek sovereign debt in view of the latest macroeconomic developments and considering the measures agreed by the Eurogroup on 26 November. The Greek government debt-to-GDP ratio is projected over the next decade, on the basis of a number of assumptions on real and nominal growth, primary surplus and other financial transactions not captured in the ESA deficit, such as privatisation receipts and the recapitalisation of banks, as well as on interest rates on official and market financing.

The outlook for debt sustainability has deteriorated significantly compared to the projections at the time of the adoption of the second programme in March. While new information on technical factors (mainly the cost of the new EFSF loans) has slightly lowered the debt trajectory (Chart 1), this has been more than compensated by the deterioration in the macroeconomic projection that has raised the debt-to-GDP ratio in 2020 by 11½ percentage points. Moreover, the extension of the fiscal adjustment period implied a further deterioration of the debt-to-GDP ratio in 2020 by another 5½ percentage points. Updated expectations regarding privatisation proceeds increased the debt-to-GDP ratio in 2020 by a further 10 percentage points. Finally, the recent revision of the level of nominal GDP in 2011 resulted in an additional increase in the debt-to-GDP ratio in 2020 by 6 percentage points

Graph 6.1. Debt to GDP ratio

Source: European Commission calculations

Note: the debt projection for each factor considered also reflects the cumulative impact of the previous factors

The euro area Member States have responded with a series of initiatives to ensure sufficient financing for the programme and strengthen the sustainability of Greek government debt, decided at the Eurogroup meeting on 26 November:

- **Foregoing the decline in the stock of T-Bill:** The programme had foreseen a reduction of the T-Bill stock but Greece has also shown over the last year that it could support a higher than foreseen T-Bill stock. The new package therefore foresees foregoing this reduction of the T-Bill stock and postponing it until after the programme. This will reduce the financing needs of Greece by €9 bn in the period 2012-2014.
- **Postponing part the build-up of the Treasury cash buffer:** The programme had foreseen a build-up of the Treasury cash buffer by €5 bn; it was included in the March programme in order to provide some breathing room to the Greek Treasury. It is considered that the postponement of the Treasury cash buffer until after the expiration of the programme could be envisaged provided that a sufficient buffer is kept. The build-up of the cash buffer is now foreseen to amount to € 1.5 bn (5bn-3.5 bn) during the 2012-2014. It would continue to be increased by an additional amount of €2.0 bn in the 2015-2016 period.
- **Bailing in subordinated debt holders:** Under the second programme, the four largest Greek banks are scheduled to receive a further EUR 23 billion in Q1/2013. These largest Greek banks are expected to conduct further liability management exercises (LMEs) on their hybrid capital instruments. Data provided by the Bank of Greece suggest that this exercise could yield EUR 600 million in terms of extra CT1 capital, reducing financing needs under the programme.
- **Debt-buy-back (DBB) of new and old GGBs:** A debt buy-back operation by the Greece would allow capturing a substantial discount on Greek government bonds (GGB), thereby reducing public debt substantially. The total of nGGBs amount to €62bn (which include the €15bn held by Greek banks and €8bn held by Greek pension funds). The overall impact of a DBB would strongly depend on the size of the operation, the participation rate and the actual markdown to be realised in such an operation. The DBB will also address holdouts of old GGBs (close to €4bn), Greek and foreign, which chose not to participate in the PSI operation of March 2012. The Eurogroup decided that the purchase price will not be above the realised prices of 23 November 2012.
- **Reduction of GLF interest margin:** The first Greek programme was financed by bilateral loans from Member States pooled in the so-called Greek Loan Facility (GLF). The GLF interest rate is now based on the Euribor 3-months rate plus a margin of 150 basis points. Euro area Member States agreed to lower the margin by 100 basis points from 150 basis points to 50 basis points. Euro area Member States under a full financial assistance programme are not required to participate.
- **Cancellation of the EFSF guarantee commitment fee:** Since the second programme, Greece is being financed by the EFSF, which charges a lending rate equivalent to its borrowing costs plus a guarantee commitment fee and a service fee in order to constitute a reserve and to cover its operational costs. The EFSF will no longer charge a guarantee commitment fee on Greece which will save a total of €2.7 bn over the entire period of EFSF lending to Greece.
- **Deferral of EFSF interest rate payments:** Greece faces important interest rate charges due to its borrowing from the EFSF. Deferring the payment of these interest rate charges will allow Greece to reduce substantially its

financing needs during the period of deferral which would amount to 10 years. This operation will not create additional costs for the EFSF since Greece will have to pay interest charges on the deferred interest.

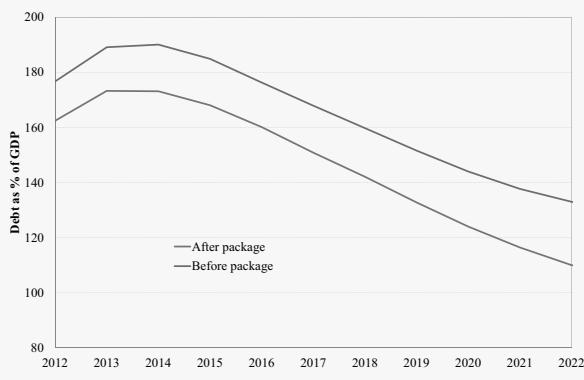
- **Maturity extension of GLF and EFSF loans:** Though the maturities of both loans by the GLF and the EFSF are long-term, this still creates an amortisation hump for Greece in the 20s. Starting from 2022, Greece faces large repayment obligations which could hamper its return to the market. Extending the GLF and EFSF maturities further allows to smoothen the debt repayment profile. It does not per se have an impact on the reduction of debt by 2020 or 2022. The Eurogroup decided on 26 November 2012 to extend the maturities of the GLF and the EFSF by a further 15 years.
- **SMP profits:** The holdings of GGBs by the Eurosystem under its SMP programme generate profits for the Eurosystem NCBs. These profits arise from the payment of coupons on these bonds as well as the amortisation of the discount to par at which these bonds were acquired by the Eurosystem. It is estimated that the future profits from such SMP holdings by NCBs would eventually amount to about € 10 billion. These profits, like other Eurosystem profits which are not allocated to reserves or provisions of the ECB balance sheet, ultimately accrue to NCBs and, then in line with the accounting and profit distribution rules of the NCBs to Member States. Indeed, profits are distributed among national central banks in proportion to each country's share in the ECB capital. The package foresees that Member States pass on to Greece an amount equivalent to such profits accruing to each NCB. Hence the commitment to transfer profits lies on each Member State.
- **Other contingency measures:** Euro area Member States will consider further measures and assistance, if necessary, for achieving a further credible and sustainable reduction of Greek debt-to-GDP ratio, when Greece reaches an annual primary surplus, as envisaged in the current MoU. These measures will be, conditional on full implementation of all conditions contained in the programme, in order to ensure that by the end of the IMF programme in 2016, Greece can reach a debt-to-GDP ratio in that year of 175% and in 2020 of 124% of GDP, and in 2022 a debt-to-GDP ratio substantially lower than 110%.

The Eurogroup stressed that the above-mentioned benefits of initiatives by euro area Member States would accrue to Greece in a phased manner and conditional upon a strong implementation by the country of the agreed reform measures in the programme period as well as in the post-programme surveillance period. The details of such conditionality still have to be developed by the troika.

These initiatives will change the profile of the debt trajectory significantly, such that, together with some additional contingency measures still to be decided, the debt ratio would reach of 124 % of GDP in 2020 and substantially below 110% in 2022.

Graph 6.2. Debt to GDP evolution before and after the debt-reducing initiatives agreed by the Eurogroup on 26 November 2012

[tentative, to be refined when further technical work is completed]



Source: European Commission calculations

3.2. Fiscal strategy 2013-2016

27. **The 2013-2016 Medium-Term Fiscal Strategy (MTFS), adopted on 7 November 2012, includes measures which could deliver a durable fiscal consolidation.** This law comprises the measures needed to bring the general government deficit in line with the 2013-14 primary balance targets, with savings of about 7.2% of GDP over 2013-14. It constitutes a comprehensive set of permanent measures underlying a substantial fiscal consolidation which should pave the way for the achievement of the 4.5% of GDP primary surplus in 2016.

Table 5. Medium-term deficit ceilings

	2013	2014	2015	2016
Deficit ceilings (EUR million)	10 034	8 372	6 482	3 927
Indicative as percentage of GDP	5.4	4.5	3.4	2.0

28. **The Greek Parliament approved the draft budget for 2013 on 11 November 2012, without any substantial modifications from the version submitted by the government.** The 2013 fiscal gap has been closed by identifying more than EUR 9.2 billion of viable measures. The adjustment of the first year represents 2/3 of the overall fiscal gap for 2013-2014.
29. **The fiscal consolidation measures are predominantly expenditure-based, and cover the whole range of government activity.** Main areas include:

- **Permanent reductions in the public sector wage bill.** After the substantial increase observed in the 2000-2009 period and following the significant cuts on wages operated in the past (see Box 7), the government is now planning a further series of permanent reductions in wages of about EUR 1.3 billion (0.7% of GDP) over 2013-14. This category of savings represents 10% of the overall fiscal package for 2013-2014 (see graph. 23). The rationalization of the wage

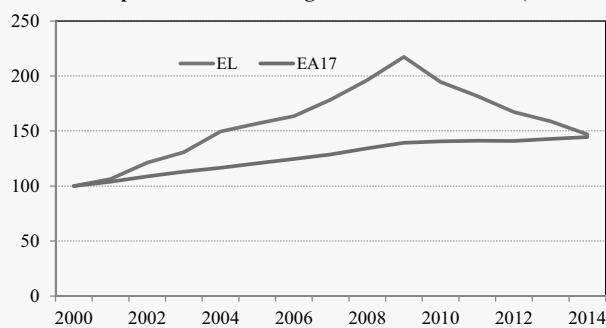
Progressive cuts on Special Wage Regimes	
Monthly wage (EUR)	Percentage of the cut
< 1,000	2
1,000 - 1,500	10
1,500 - 2,500	20
2,500 - 4,000	30
> 4,000	35

bill of employees under special wage regimes (judges, diplomats, doctors, professors, armed forces and police, airport personnel, and general secretaries, will be carried out through progressive cuts in the monthly wages with effect from August 1, 2012 (see text table). These cuts will be then complemented in 2014 by the elimination of automatic wage promotions for the armed forces expected to yield yearly at least EUR 88 million. Another important measure is the elimination of seasonal bonuses of employees at the state and local governments and in legal entities of public and private law, accompanied for the 2013-2016 period by the suspension of the payment of the performance bonus in all the public sector.

Box 7. Pre- and post-Adjustment Programme Trends in the Public Sector Wage Bill

The reduction in the size of the public sector wages and employment under the Adjustment programme aims to correct the exceptionally strong pre-2009 growth in the public sector wage bill. The public sector wage bill in Greece grew significantly faster compared to the other categories of expenditures between 2000 and 2009 and it was considerably higher than the average in other euro area Member States (see graph 1)

Graph 7.1. Nominal Wage Bill Greece vs EA17 (2000=100)



Source: European Commission

Under the adjustment programme, the strong reduction in the public sector wage bill in the period 2010-14 will bring its average growth back into line with the EU average growth over the whole period 2000-14 (see Graph 6.1). Public sector wages were already reduced through the elimination of 13th and 14th month salaries in 2010. This was followed by a comprehensive reform of the public sector wage grid in November 2011 that increased the coherence of the wage structure and reduced overall public sector wages by almost 20%. The new wage package presented by the government in the MTFS 2013-16 completes this process through cuts in the special wage regimes of some public sector workers, notably the higher paid ones, thus spreading the adjustment across the entire range of public employees. Taken all together, this reform effort eliminates the differential growth rate with the rest of the euro area in public sector wages cumulated since 2000. This does not exclude the need for further efforts given the debt problem and huge imbalances facing the greek economy.

Whilst reductions in wages have featured most prominently in recent adjustment efforts, the goal is also to downsize the number of public employees to make it more consistent with the needs of an effective and modern administration. The objective is a reduction by 150,000 in public employees between 2010-15. The application of the attrition rule (1 new hire against 5-10 retirees, depending on the different levels of government) and the recent commitment to the more extensive use of the mobility and exit scheme will facilitate the achievement of this target.

- Other wage-related measures include the rationalization of the State wage bill (including reduction in the wage bill for consultant doctors, and an hiring freeze at the Ministry of Citizen protection), application of the uniform wage grid for public servants to the parliamentary staff, the abolition of exceptions from the public sector wage grid reform introduced in 2011,. The MTFS also aims at reducing the local government wage bill. The public sector workforce is also being reduced by decreasing the intakes of professional academics, non-permanent teachers both at the secondary level of education and in universities and technical colleges and through a further reduction of fixed term contracts by 10 percent. Lastly 27 000 civil service employees will be placed into the mobility scheme by November 2013 abolishing positions of certain categories of employees, addressing disciplinary cases (including via outright dismissals) and abolishing positions associated with closed/merged entities.
- **Increased sustainability of the pension system, by reducing the cost of pensions and bringing forward the effects of the pension reform.** The pension measures are expected to generate savings of about EUR 5.3 billion over 2013-14, about 2.8% of GDP. They represent

about 2/5 of the overall package for 2013-2014 (see graph. 23). These measures complete the series of reforms started in 2010 with the pension reform and needed to offset the very rapid increases in pensions observed in the 2000-2009 period. The general pensionable age will rise from 65 to 67 with proportionate changes in the age limits for almost all categories of retirees, thus bringing forward an element of the 2010 pension reform that was originally expected to start in 2015. All the seasonal bonuses on main and supplementary pensions will be eliminated, while the monthly amount of main and supplementary pensions per beneficiary will be reduced progressively (see text table). There will also be a reduction in new lump-sum benefits for public employees and for all SSFs. Pensions for special wage regimes will also fall following cuts in wages and the elimination of automatic wage promotions. Other measures include an increase of healthcare contributions for farmers, reductions of pensions for elected staff, the introduction of means-testing of pensions for specific categories of beneficiaries, the elimination of special pension benefits of trade unionists and cross-checks to remove ineligible pension benefits.

Progressive cuts on pensions	
Monthly pension (EUR)	Percentage of the cut
< 1,000	0
1,000 - 1,500	5
1,500 - 2,000	10
2,000 - 3,000	15
> 3,000	20

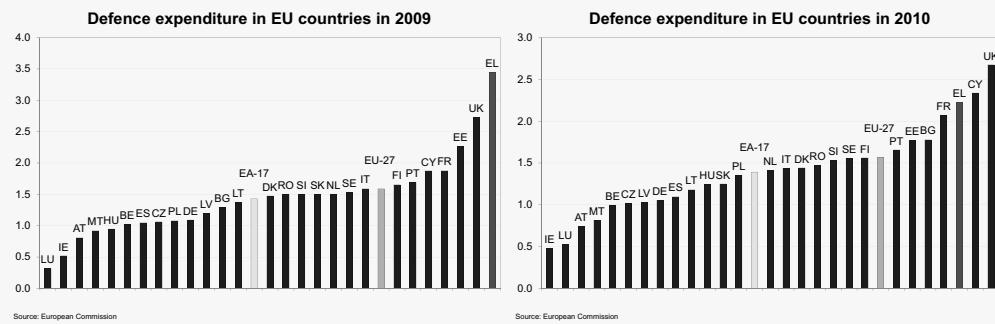
- **Cost reductions and efficiency improvements in healthcare including pharmaceutical expenditure.** Cost savings in pharmaceuticals spending make up some 2/3 of the overall reductions in healthcare amounting to about EUR 1.0 billion (0.6% of GDP) over 2013-14. Savings stem from further development of incentives and obligations to use generic medicines, a revised co-payment structure for medicines exempting only a restricted number of products related to specific therapeutic treatments, the regular revision of drugs' prices based on the three EU countries with the lowest prices, and the application of automatic claw-back mechanism to pharmaceutical producers. The latter will guarantee that the outpatient pharmaceutical expenditure does not exceed the targets of EUR 2 440 million in 2013 and EUR 2 000 million in 2014, to be in line with the overall target of about 1.0% of GDP by 2014. Reductions in hospitals' expenditures, increase in co-payments in hospitals and a fee on prescriptions from 2014 onwards and the streamlining of the hospital network will also contribute to the expenditure reductions.
- **Cost reductions and efficiency improvements in education** by at least EUR 86 million in 2013, and additional EUR 37 million from 2014 onwards (0.1% of GDP in 2013-14) will be achieved through improvement in efficiency which will translate into lower grants to entities outside the General Government for education, merger of universities and reduction in expenses for central and regional Units.
- **Measures have been taken to reduce the operational expenditure of the government.** Measures of about 239 million in 2013 and additional EUR 225 million in 2014 amounting to about 0.5 billion (0.3% of GDP) include the gradual implementation of e-procurement for all public administration, 25 percent reduction in discretionary non-wage spending, reduction in subsidies to internal ferry boats and in grants to Extra-budgetary Funds outside the General Government, elimination of grants to farmers' trade unions linked to assistance in applying for EU financial aid and lowering of the Green Fund spending ceiling.
- **Reducing and re-profiling operational defence-related expenditure.** The cuts in 2013-2014 in military procurement equals to about EUR 340 million come in addition to reductions in military equipment procurement already implemented in the past. Other measures include a reduction in operational expenditures through closure of military camps and a reduction of the intake into military academies. Savings for about EUR 400 (0.2% of GDP) are expected over 2013-2014.

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Box 8. The contribution of defence expenditure in fiscal consolidation

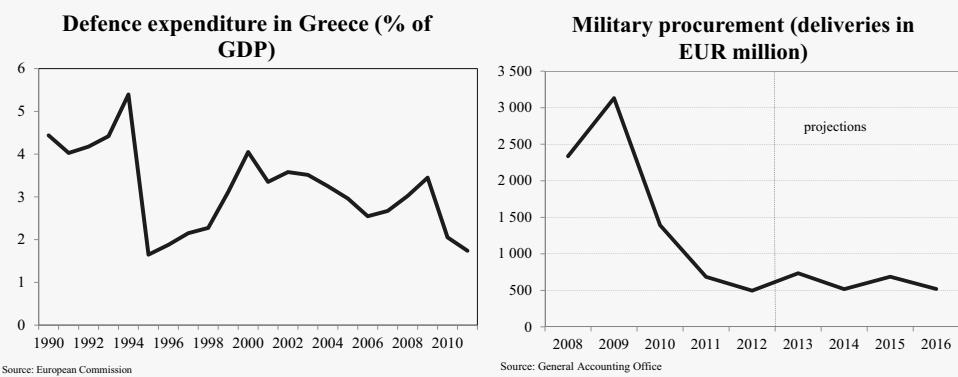
The geo-strategic peculiarities of Greece traditionally led to very high expenditure in defence. According to Eurostat data, military spending had even reached 5.4% of GDP in 1994, before easing down in the next years till the end of the '90s. In 2000 it increased again to 4.0%, while in 2009, just before the First Economic Adjustment Programme, it reached 3.9%. From 2000 till 2009 Greece steadily had the highest defence expenditure in terms of GDP between the 27 member states (see Graph 8.1).

Graph 8.1. Defence expenditure in EU countries (% of GDP)



As part of the implementation of the economic adjustment programme, significant cuts were made in military spending (without affecting the defence capability), as in all other categories of expenditure. Defence expenditure already in 2010 was reduced by 1.2% of GDP, to a level of 2.2% of GDP, thereby placing in 2012 Greece third among the 27 member states in terms of overall defence expenditure. Further cuts of 0.5% of GDP in military spending were adopted in 2011 and more is being implemented in the context of the MTFS 2013-16. In more than one occasion the media focused their attention on the military procurement in Greece pointing out the rather high level of these expenditure for a programme country facing social and economic hardship. This view is no longer supported by factual evidence since 2010. Accrual data and projections on deliveries for military procurement sharply and steadily declined from 2009 onwards (Graph 8.2) because of reductions adopted in the past and throughout 2013-16 due to further reductions described above. Military operational expenditures and wages and pensions for armed forces are also expected to decline by respectively 62% and 41% between 2009-2016, because of decisions adopted with the previous MTFS, the additional cuts included in the inception of the second programme and the further reductions included in the 2013-16 MTFS. This does not mean that further rationalisation of expenditures could not still be achieved but it requires an increase of the use of e-procurement and the abolition of the mandatory military service.

Graph 8.2. Defence expenditure in Greece



- **Promoting savings in and stronger monitoring of state-owned enterprises (SOEs)**, through increase in revenue, reduction in transfers to SOEs outside the General Government, operational and personnel expenses (through the harmonization of the wage grid of all state-owned enterprises of public law with the one in place in the rest of the public sector), for a total amount of more than EUR 350 million over 2013-14 (0.2% of GDP). In order to ensure the achievement of those savings, a new monitoring and enforcement framework has been introduced by 2013 that will fix specific targets for the financial results of each SOE and impose sanctions to enforce and prevent any deviations from the target.
- **The rationalisation of social benefits (other than pensions) is expected to deliver savings for about EUR 300 million (0.2% of GDP) over 2013-14.** The measures adopted (see table below) are aimed at improving the targeting and actual impact of social benefits on lower-income households, in line with the recommendations delivered by the technical assistance partners (OECD). The measures strengthen the requirements to receive social assistance while improving their targeting to the most vulnerable sectors of society. The package includes also the introduction of two new social programmes aimed at cushioning the impact of high unemployment rates and contraction in disposable income on the population.

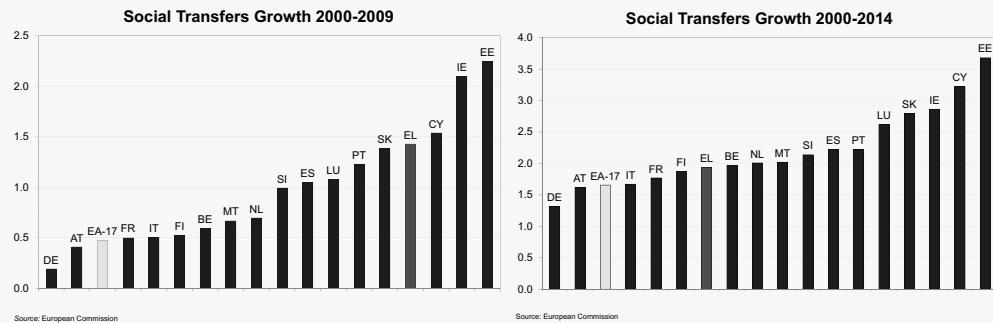
Table 6. Rationalization of social benefits
(in percent of GDP)

		2013-14
Social Benefits		0.16
Rationalization of benefits for uninsured	Introduction of a length of residence in Greece criterion for the provision of pension benefits for uninsured individuals	0.02
Introduction of means-testing for family benefits	Replacement of existing family benefits with a single targeted benefit which absorbs the tax family allowances	0.05
Reduction in subsidies to farmers	Closure of two programmes for the economic support of farmers	0.01
Limiting EKAS benefit to people above 64	The age condition for recipients of an income-tested supplement to low pensions (EKAS) is increased from 60 up to 65.	0.06
Cuts in special unemployment benefits	The elimination of seasonal benefits for workers in industries with seasonal employment patterns	0.02
Rationalization of transportation benefits	Rationalization of the transportation reimbursement scheme for selected categories of patients, in order to avoid frauds and misuse of public funds maintaining the service	0.04
Introduction of unemployment assistance	Introduction of a benefit equal to €200 per month payable for up to 12 months to long-term unemployed who exhaust the full length of the unemployment benefit (12 months), provided they do not qualify for other training schemes and have family taxable income up to €10,000 (capped at 35 million).	-0.02
New OEE program on housing		-0.01
Pilot implementation of Guaranteed Minimum Income	Minimum Income Guarantee scheme applied in two pilot areas of the country with different socioeconomic profiles (capped at €20 million)	-0.01

Box 9. Pre- and post-programme trends: growth rates in social transfers

Under the programme, the very large increase in social transfers experienced in 2000-2009 is being corrected. At the inception of the programme, pensions and other social benefits had grown well above the euro area average. This explains the reason why most part of the adjustment effort was especially focused on reductions in this area. The measures included in the new MTFS bring the average growth rate of social spending in Greece over the period 2000-2014 back in line with the euro area average growth rates.

Graph 9.1. Social transfers

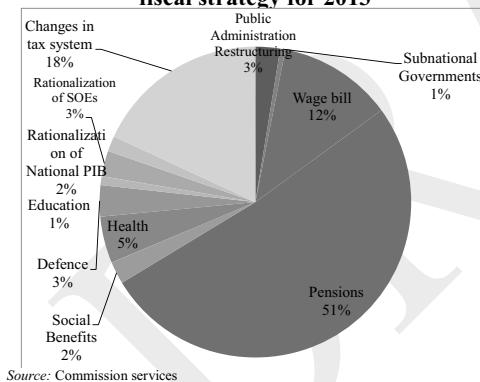


- **Reductions in state transfers to local governments**, through cuts in transfers for ordinary expenses and investment of local governments for a total of EUR 220 million over 2013-14. In order to enforce the achievement of these savings, an internal stability pact based on balanced budgets is strengthened by putting in place a system of monitoring municipalities' expenses, setting economic disincentives in case of deviations from the intra-year targets, and removing the possibility for deficit financing. Savings expected are of at least EUR 100 million in 2013 and additional EUR 120 million from 2014 onwards (0.1% of GDP over the period 2013-14).
- **Reductions in capital expenditure** (domestically-financed public investment, and investment-related grants) for a total of EUR 300 million over 2013-2014 (0.2% of GDP). To reduce the negative impact on the GDP of those cuts, the government has committed to cut projects with lower value added and especially those less capital-intensive.
- **Increases in taxes, aimed at addressing existing distortions, and a comprehensive reform of direct taxation and the tax administration** with the aim of collecting EUR 1 668 million in 2013 and EUR 1 820 million from 2014 onwards (1.9% of GDP). This set of measures represents about $\frac{1}{4}$ of the overall package. This includes increases in the fee for lawsuits, an increase of tax on ship-owners' assets, reduction of VAT refunds for farmers, reduction of diesel excise duty subsidy provided to farmers, equalization of the excise tax on LPG and motor diesel oil by raising the LPG tax, equalization of social security contributions by raising the ceiling for employees first employed before 1993 to that of employees first employed after 1993, a reform of tobacco excise taxation, imposing 30 percent taxation on OPAP's gross gaming revenue, 10 percent on off-line lottery winnings and increase of the tax rate on savings interest from 10 up to 15 percent. A major income tax reform is being introduced which should produce savings of almost EUR 1.6 billion in 2014 (see below section 3.3.2). The reform of the tax administration should also support stronger tax collection (see section 3.3.3).

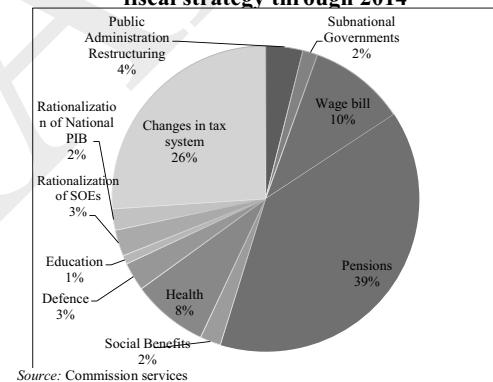
Table 7. Fiscal measures in the MTFS 2013-14

(cumulative impact, % of GDP)	2013	2014
<i>Public Administration Restructuring</i>	0.1	0.3
<i>Subnational Governments</i>	0.0	0.1
<i>Public Sector Wage bill</i>	0.6	0.7
<i>Pensions</i>	2.6	2.8
<i>Social Benefits</i>	0.1	0.2
<i>Health</i>	0.2	0.6
<i>Defence</i>	0.2	0.2
<i>Education</i>	0.0	0.1
<i>Rationalization of SOEs</i>	0.1	0.2
<i>Rationalization of National PIB</i>	0.1	0.2
<i>Changes in tax system</i>	0.9	1.9
 Total package	 5.1	 7.2

Source: Commission services.

Graph 22. Fiscal measures in the medium-term fiscal strategy for 2013

Source: Commission services

Graph 23. Fiscal measures in the medium-term fiscal strategy through 2014

Source: Commission services

30. **The overall quality of the measures included in the MTFS is high.** The MTFS leads to a permanent correction of those expenditure items which saw an excessive increase since 2000. The MTFS implies a substantial shift in spending composition away from entitlement spending and wages, with cuts in pensions and public wages accounting for about 2/3 of the total yields of the package. Part of the reductions in operational expenditures have been underpinned by structural measures, such as the introduction of e-procurement and mobility of personnel. Together with the adjustment on pensions and wages the package includes also feasible although less sound policies such as cuts in domestic investments. Despite these reductions, domestically-financed investment is expected to increase significantly over the medium-term. It should also be noted that the MTFS does not include savings which are likely to be generated from a host of administrative measures, as they entail more complex implementation steps and hence are subject to higher implementation risks. The implementation of these measures is nevertheless crucial to further increase the efficiency of public spending and they will be part of the Memoranda of cooperation between the Ministry of Finance and the other line Ministries.

Box 10. How credible is the new MTFS for 2013-16?

The credibility of the fiscal adjustment for 2013-16 is based on several layers of prudence, preparing fiscal projections building on prudent macro assumption. Lastly prudence has been used in the selection of the measures viable to fill the gap, reducing as much as possible risks of implementation.

The new Medium Term Fiscal Strategy involves a very large consolidation in 2013-14, despite the fact that the extension of the deadline for the correction to 2016 has mitigated the need for an even larger adjustment in 2013-14. Overall, the net consolidation in 2013-14 amounts to EUR 13.5 billion (around 7.2% of GDP).

It is important to assess what risks surround the implementation of the MTFS. The assessment of the credibility of such a significant adjustment programme is always difficult ex-ante. Ex-post slippages could show up due to forecasting errors, delays in implementation or weak implementation of measures taken. The scale and speed of the adjustment itself could affect the credibility of implementation of the measures, since adjustment fatigue sets in and resistance from those affected by the reforms grow in a long-drawn-out programme. International studies on fiscal consolidation (Alesina and Perotti, 1996; Giudice, Turrini and in't Veld, 2007) show that the timing, the size, and composition of the overall adjustment matters greatly in terms of supporting the credibility and success of the adjustment programme. In the Greek case, political instability constitutes a key risk for programme implementation.

In terms of timing, the strong front-loading of measures in the new MTFS for 2013-16 helps to reinforce its credibility. The adoption of the budget 2013 and the MTFS package in November 2012 and the expected adoption of the necessary secondary legislation before end-year, should help to reduce any slippages due to implementation delays, allowing a full-year impact of the measures in 2013. Even more importantly, the overall package of measures adopted in November 2012 is concentrated in the first 2 years of the period covered by the MTFS thus reducing the risk of subsequent implementation shortfalls in later years. The high share of expenditure measures, moreover, limits the macroeconomic risks of the package, by reducing the sensitivity of the measures' yields to output fluctuations.

In term of size, the consolidation in the new MTFS remains very ambitious. While the consolidation is overall smaller than the previous MTFS, this reflects the fact that the correction comes on top of the already considerable adjustment efforts previously undertaken.

Time profile of MTFS adjustment measures and its composition

(Marginal Impacts, EUR million)	2013	2014	2013-2014
New MTFS 2013-2014 (November, 2012)	9 356	4 041	13 397
Expenditures	8 899	2 349	11 248
Revenues	457	1 693	2 149

In terms of quality, the majority of the adjustment consists of expenditure measures that will be undertaken early in the programme. The principal measures such as cuts in pensions and public wages will occur immediately. The remaining expenditure measures, such as cuts in operational expenditures are underpinned by strengthening administrative capacities, additional use of e-procurement and increasing mobility of personnel. The bulk of the revenue measures will occur in the context of a major tax reform package.

The authorities have established a system to regularly monitor compliance with the programme to enhance its delivery, led by a high level group involving senior officials from Prime Minister Office and the Ministry of Finance.

31. **Despite the relative robustness of the fiscal package, the risks to the programme remain high.** Whilst the macroeconomic scenario is considered prudent with a balance of upward and downward risks, considerable uncertainties remain concerning the exact timing of the expected rebound in domestic business confidence and concerning the external environment. Programme implementation risks relate in particular to the implementation of a major package of measures during a severe recession while the society is already strained by the effort so far, and ensure that budgetary commitments are fully delivered.

32. **The fiscal projections were subject to a stress test identifying potential risks. On the upside,** the rebound in the economy could take place earlier and in a stronger fashion than assumed in the baseline scenario. Moreover several areas with some potential for higher revenues are identified. These include:

- **Recovery in tax compliance once the economy rebounds:** The fiscal projections do not include any revenues from the improvement in tax compliance once the economy starts to recover in 2015-16, even though empirical evidence suggests a strong connection between the economic cycle and tax compliance.
- **Additional revenues from collection of social security arrears.** This could improve the baseline projections by EUR 1 billion in 2013-16.
- **Earlier revenue gains from improvements in the tax and social security administration:** The authorities expect that these gains could materialise already one year earlier in 2013 and yield higher revenue resulting in the improvements of EUR 2 billion by 2016 compared to the baseline.
- **Stronger collection from gaming taxes:** The expected increase in the taxation of gaming revenues related to the privatised football betting company OPAP could generate revenues amounting to EUR 0.9 bn by 2016.

On the **negative side**, fiscal performance could be adversely affected by a slower economic recovery, reflecting persistent lack of confidence, but also inability of the administration to effectively implement the reforms necessary to ensure satisfactory conditions for growth. Additionally, further weakening of the current coalition agreement and any resulting political instability could deteriorate the business climate and pose a threat to continued adjustment. Important budgetary measures may also be challenged in courts, which could lead to the need to fill a fiscal gap emerging as a consequence.

33. **To further limit risks, fiscal institutional framework needs to be strengthened to enhance the credibility of the programme and meet fiscal targets.** One way is through the early implementation of the EU's Fiscal Compact (see box 11). On 17 November 2012, the Council of Ministers adopted an act (which has been converted to Law on 18 November) aiming at strengthening the Budget execution and enhancing the sound fiscal management. This act introduces: (i) Memoranda of Cooperation between the Ministry of Finance and the other Ministries or between the Ministries and managers of the supervised entities of the broad general government sector, to be signed by 31 December of each year; (ii) an internal stability pact for local government based on a balanced budget constraint and including corrective and sanctioning mechanisms as automatic cuts in expenditures to be applied as a rule when targets are expected to be missed; (iii) a strengthened system to monitor monthly budget execution for state-owned enterprises (SOEs) with sanctions for those SOEs who do not respect the agreed targets; and (iv) a reinforced centralisation of budget planning and implementation strengthening the coordination powers of the Government Accounting Office (GAO) towards the General Directorates Financial Services of the line ministries. The Act also provides for monthly submission of the budget execution programme and actual execution to the supervising Director General of Financial Services and the GAO (depending on the size of their budget). The Act also allows the Ministry of Finance to take corrective measures throughout the year against all the entities (other than SOEs and LGs) failing to comply with their budgetary obligations, including the possibility to bring them under the direct supervision of the Ministry of Finance.

European Commission
The economic adjustment programme for Greece. First Review

Box 11. The EU's Fiscal Compact

Enhancing credibility is essential to the success of the adjustment programme for Greece. This has already been achieved through the use of prudent macroeconomic assumptions, the strong frontloading of measures and required legislation, and by fully-specifying the necessary measures over the entire programme period. The monitoring and control of the budgeting system has also been substantially improved.

A further way to enhance credibility is through the early implementation of the EU's Fiscal Compact. Greece has already signed and ratified the intergovernmental Treaty on Stability, Coordination and Governance in the EMU. A key part of the Treaty is the fiscal compact that introduces national budgetary rules and enhanced enforcement mechanisms at European level.

In particular the fiscal compact introduces requirement for National budgetary rules:

- Member States must reiterate their commitment to a budgetary position "in balance or in surplus" with a clear medium-term budgetary objective.
- National constitutional or other legal provisions of binding force must enshrine this medium-term budgetary objective in national law with deviations only allowed in "exceptional circumstances" or deep recessions. A national correction mechanism will be triggered automatically if a deviation is observed from the medium-term objective or in the adjustment path towards it.
- Compliance must be monitored by an independent fiscal council.

The Fiscal Compact will also be enforced through a series of mechanisms at European level:

- A Member State can now bring another before the European Court of Justice if the other Member State has not adequately transposed the fiscal compact into binding national law. The Court can impose a fine of up to 0.1% of GDP
- Member States must comply with the new debt reduction provisions of the amended Stability and Growth Pact (the "six-pack" amendments) or face enforcement through the excessive deficit procedure. Countries with a debt-to-GDP ratio of more than 60% must ensure an annual reduction of their debt ratio by 1/20 of the difference between the actual debt-to-GDP ratio and the 60% threshold. Countries already included in the Excessive Deficit Procedures in December 2011 are given a three-year transition period following the correction of their current deficit below the 3% target during which they need to show "sufficient progress" towards compliance with the benchmark.
- The Council will use a reverse qualified majority procedure which means that a recommendation or a proposal of the Commission is considered adopted by the Council unless a qualified majority of Member States votes against it.

The Treaty will enter into force automatically following the ratification by 12 euro area countries, expected to happen in the next few months. Greece will then have one year to enact legislation of binding force and permanent character to put in place the provisions on the medium-term budgetary objective, develop an appropriate adjustment path towards it, and ensure appropriate supervision by an independent fiscal council. These changes will thus need to be enacted in Greece within the adjustment programme period.

Early and robust implementation of these rules could considerably enhance the credibility of the Greek adjustment programme. This will ensure that Greece will exit the programme with appropriate legal mechanisms in place to ensure that national fiscal decision-making contains a structural deficit in line with the MTO requirements at its core. Non-compliance can be tested in the European Court of Justice.

34. **Within a comprehensive approach to safeguard the delivery of fiscal commitments, key areas to be enhanced are also corrective and sanctioning mechanisms, transparency, accountability, oversight and lastly debt servicing.** In this respect, additional institutional improvements are necessary. These include *inter alia*: strengthening HRAFD's governance and independence through quarterly automatic correction mechanisms in the privatisation process, should there be slippages in the targets and reactivating the operation of the existing Parliamentary Budget Office by strengthening its reputation, independence and technical competence towards a fully-fledged fiscal council (e.g. provision/endorsement of forecasts for the budget preparation, monitoring of compliance with budgetary targets and fiscal rules,

provision of independent assessments of fiscal developments and challenges, etc), building on best international practices. On safeguarding debt service, the Government will ensure an effective implementation of the debt servicing account to monitor cash flows, avoid diversion of official financing and secure a timely debt servicing. Law 4063/2012 established a segregated account in the Bank of Greece. By law, disbursements to this account cannot be used for any other purposes than debt servicing. Via this account the amortization and interest payment costs of all HR's loans, debt management transactions and derivatives, as well as any parallel cost (fees and other expenses) related to debt servicing and in general to Public Debt Management are paid. The proceeds of this account are the disbursement of EFSF's loans, subject to an EFSF acceptance notice, as well as the Hellenic Republic's contributions to debt servicing, including all revenues from the privatisation of State assets and at least 30% of windfall revenues. All payments from this account will be subject to prior detailed reporting to the EFSF/ESM and *ex-post* confirmation by the account holder.

3.3. STRUCTURAL REFORMS WITH BUDGETARY RELEVANCE

3.3.1. Privatising to boost efficiency in the economy and reduce public debt

35. **Although privatisation proceeds have been disappointing so far, the privatisation process has regained some momentum since September 2012.** During its first months of existence, the Privatisation Fund (created in August 2011) did a lot of preparatory work for the assets to be privatised. This entailed the appointment of technical, legal and financial advisors, as well as intense interaction with the management of companies and the line ministries. Significant progress was made on intermediate steps, namely restructuring of firms, State aid notifications and clearance, rights clearance and regulatory changes, including unbundling of utilities. Unfortunately, it quickly emerged that the privatisation process was not sufficiently shielded from political hindrances and that political will to push the process ahead was lacking. A significant number of government actions required to enable the privatisation process was delayed. A four-month freeze in the activities of the Board of Directors of the Privatisation Fund (HRADF) linked to the April-July 2012 political uncertainty caused by the two legislative elections essentially grounded the process to a halt. Moreover, this political uncertainty combined with a deteriorating macroeconomic environment reduced investor appetite for Greek assets and resulted in generally adverse market conditions over the summer of 2012. Despite these difficulties, technical work has continued, and the momentum has been regained with the appointment of a new management in early September, the launching of calls for interest and tenders, as well as the rapid approval of government actions required for privatisation. Thirty-eight out of eighty-six actions required by the government were approved in less than two months; the remaining forty-eight are expected to be approved in due course and should not create bottlenecks in the privatisation process. To this end, the government has agreed and delivered a comprehensive set of actions in November 2012. The completion of these actions should pave the way for the attainment of the programme's privatisation targets in 2013, as it comes too late in the year to improve the dismal performance in 2012.
36. **Expected proceeds have been significantly scaled down.** The cumulated amount of proceeds expected by end-2013 has been revised down from the original EUR 8.5 billion to around EUR 4 billion. In March 2012, they were expected to reach more than EUR 24 billion by 2016, while now the amount has been revised down to less than EUR 11 billion. Clearly, this downward revision has meant that the privatisation plan is falling short of achieving its potential in terms of improving economic efficiency and boosting investment and growth. At the same time, the shortfall in proceeds implies increased financing needs for the economic adjustment programme (as explained in section 3.5.).

Table 8. Expected Privatisation Receipts

By the end of:	Cumulative receipts since June 2011 (EUR billion)
2012	1.7
2013	4.1
2014	6.0
2015	8.0
2016	10.4

37. **The greater realism reflected on the downward revision on privatisation receipts does not necessarily imply a slowdown in the Privatisation Plan.** Immediate cash is expected by December 2012, although for little less than EUR 100 million, reflecting the sale of the IBC (International Broadcast Centre, EUR 69 million plus EUR 12 million in 2013) and of four Airbus planes (EUR 32 million). Other sales of substantial assets soon in the pipeline include State Lotteries by December 2012; OPAP (gaming) by March 2013; DEPA/DESFA (gas) by March 2013; Hellinikon (former Athens international airport) by December 2013.
38. **Given the high share of real estate assets in total expected privatisation proceeds, action in this area remains crucial, but legal complexities make proceeds in the short-term limited.** From a universe of around 100 000 real estate assets, more than 3 000 have been screened, of which the Government is committed to fully identify and describe at least 1 000 and transfer the full and direct ownership of the commercially viable ones to the HRADF by end-2013 (targeting 250 transfers per quarter). Efforts need, however, to be stepped up in developing a coherent and comprehensive strategy for privatising real estate assets. This should at a minimum comprise a full identification of the assets that correspond to the expected proceeds as well as a well-defined approach to preparing real estate property for privatisation (clearing ownership issues, dealing with zoning and land use issues) in an efficient and expedient manner.
39. **Additional vigorous measures are needed to secure an improved governance and transparency framework.** The HRADF is committed to publish semi-annual updates of their Asset Development Plan, including a portfolio overview, with a description of the assets it manages for privatisation, a timeline of planned tenders and targeted total receipts for the current and next year. These measures are essential to secure the needed public support for the process, to ensure increased microeconomic efficiency and by extension the growth-potential of the economy as a whole, while attracting foreign direct investment. Sequencing and timing of reforms will be of utmost importance to ensure the process advances in a smooth and transparent way. Political independence of the privatisation process will support the timely and effective implementation of the privatisation plan.

3. Programme implementation

Table 9. Privatisation Plan
Greece--Hellenic Asset Development Fund: Projects Under Development 2012-14

Timing of Privatisation Project (Launch of Tender)	Transferred to HRADF	Advisors contracted	Intermediate Steps
I. State-owned enterprise/share sale			
---	OTE	✓	n.a.. Done.
---	4 Airbus	1/	Delivery of aircrafts pending.
2012 Q1	Public Gas (DEPA)	✓	✓ Non-binding bids (November 2012). Modification of statutory provision at time of privatisation.
Q1	Public Gas (DESFA)	✓	✓ State aid clearance (January 2013). Law for certification of transmission operator (November 2012) and security of gas supply (not a necessary condition for DESFA's privatisation).
Q4	Football Prognostics Organization (OPAP)	4/	✓ VLT regulation issuance and notification to EU (November 2012). Law on new tax provisions for state aid clearance (December 2012).
2013 Q1	Horserace Betting Organization (ODIE)	✓	✓ Pending state aid clearance, adopt legislation for the granting of the new license and the subsequent liquidation of the company (January 2013).
Q1	Hellenic Post (ELTA)	2/3/	✓ Ministerial decisions for (i) the determination of the content of universal service and (ii) the compensation mechanism for USP drafted and prenotified to DGComp.
Q1	Hellenic Vehicle Industry (ELVO)	2/3/	✓ Transaction structure to be determined and agreed (February 2013).
Q2	Thessaloniki Water (EYATH)	✓	✓ Establish regulatory framework (December 2012). Establish pricing policy and amend the license (May 2013).
Q2	Hellenic Petroleum (HELPE)	✓	✓ Following divestment of DEPA.
Q2	Athens Water (EYDAP)	✓	✓ Establish regulatory framework (December 2012). Establish pricing policy and amend license (September 2013). Settlement of receivables from the State (September 2013).
Q2	Mining and Metallurgical Company (LARCC)	✓	✓ Law for establishing a new company (November 2012).
Q2	Athens Airport (AIA)	3/4/	✓ Re-approach Hochtief Airports (November 2012).
Q2	Hellenic Defense Systems (EAS)	1/	Pending Clearance by Ministry of Defense (November 2012). Identify assets for privatisation (December 2012).
Q2	Railways (Trainose)	1/	Pending Remaining problems in Trainose will be resolved (February 2013). Trainose will then be transferred to the HRADF (March 2013).
Q3	Public Power Corporation (PPC)	2/3/	✓ MoEnergy to issue Energy Policy Objectives (December 2012), and approval of restructuring plan (December 2012).
Pending court decision	Casino Mont Parnes	1/	✓ Pending legal action for the recovery of the state aid taken by the Ministry of Culture (November 2012). Harmonisation of entrance ticket prices (November 2012).
II. Concessions			
---	OPAP 1	✓	n.a.. Done.
---	OPAP 2	✓	n.a.. Done.
n.a..	Mobile Telephony	✓	n.a.. Done.
n.a..	Hellenic Motorways	✓	✓ Negotiations for the restart of projects currently in progress; ratification of reset agreement by Parliament (December 2012).
2012 Q4	State Lottery	✓	✓ Binding offers (November 2012). Submission to Court of Auditors (December 2012).
2013 Q1	Egnatia Odos	2/	✓ V Launching of tender process dependent on: a) agreement/finalisation with Ministry of Development on key commercial, legal and technical characteristics of the concession and consequently conclusion of business plan, b) decision on tolling policy and toll collection system to be applied, c) treatment of Piraeus loan granted to Egnatia Odos SA and d) successful reset of the 4 Motorway concession projects
Q1	Small ports and marinas	✓	✓ Resolve issues related to urban zoning (December 2012).
Q1	Regional airports	✓	✓ National Airports Policy defined. Establish regulatory framework (January 2013).
Q2	Thessaloniki Port (OLTH)	✓	✓ Issue national port strategy (November 2012) and establish regulatory framework (April 2013). State aid clearance (March 2013).
Q2	Piraeus Port (OLP)	✓	✓ Issue national port strategy (November 2012) and establish regulatory framework (April 2013). State aid clearance (March 2013).
Q2	Large regional ports	2/	✓ Issue national port strategy (November 2012) and establish regulatory framework (April 2013). State aid clearance (March 2013).
Q3	South Kavala Gas Storage	✓	✓ Decision on the best exploitation option (December 2012).
Q4	Digital Dividend	n.a..	✓ National policy defined (last October 2012). Issue MD (November 2012) so that proceeds are transferred to the HRADF. Pass law to finalise licensing of TV stations and digital broadcasting (December 2012).
n.a..	Mining rights		-
III. Real Estate			
2011 Q4	Hellenikon 1	✓	✓ Transfer of Hellenikon SA ownership to HRADF (November 2012). Launch Phase B of tender process (November 2012).
2012 Q1	IBC	✓	✓ Issue PD for ESCHADA (November 2012) and have approval from Court of Audit (December 2012).
Q1	Cassioipi	✓	✓ Declassification of Naval outpost (November 2012). ESCHADA already submitted (last October 2012).
Q1	Lot 1 (Afantou)	✓	✓ ESCHADA already submitted (last October 2012).
Q4	Sale/repo 28 buildings	✓	✓ Issue MD with list of buildings to be transferred to HRADF (November 2012). Amended law on public leases (last October 2012).
2013 Q1	Astir Vouliagmenis	1/	✓ Negotiations ongoing with NBC. ESCHADA to be submitted (January 2013). Process led by NBC.
Q1	Real Estate lot 2	1/	✓ 40 properties to be identified (December 2012) and transferred to HRADF (March 2013).
Q4	Real Estate lot 3	1/	✓ At least 1,000 real estate properties to be transferred to HRADF (December 2013).

Source: HRADF update on projects under development.

1/ Transfer of assets/rights at the point of privatisation.

2/ HRADF has been granted the right to exercise the voting rights attached to the shares owned by the Hellenic Republic. Transfer of shares has not taken place.

3/ Contract signed by Ministry of Finance is required for HRADF to exercise the voting right.

4/ Only partial transfer of shares.

5/ ESCHADA = zoning and land planning permit.

3.3.2. Tax policy reform

40. **A comprehensive income tax reform aims to broaden the tax base and thus share more equally the tax burden.** The reform is expected to enter into force from January 2013 with the full budgetary impact expected to be realised in 2014. The reform was originally to be adopted earlier in autumn 2011 and is now expected to be revenue-positive (rather than revenue-neutral). The tax revenue implications of the reforms have been taken into account in the MTFS. The tax reform focuses on a new tax system for the self-employed, which does not any longer allow a tax allowance and the reshaping of the corporate income tax from dividends to profits taxation. The tax reform also aims at eliminating special tax regimes and tax expenditures in order to share the burden of taxation more widely. Some risks exist in the finalisation of the reform, as opposition from the liberal professions and self-employed can be expected.
41. **The main elements of the tax reform**, as currently designed, are as follows:
- A simplification of the personal income tax with three rate bands instead of the current eight rates with an enhanced tax credit. Through these reforms, some one million wage and salary earners and pensioners will be taken out of the personal income tax.
 - The elimination of selective tax credits (on mortgage interest payments, life insurance payments, and student expenses etc.)
 - The conversion of personal tax allowances for children into means-tested benefits.
 - The introduction of a new integrated tax regime for the self-employed and professionals with an initial tax rate of 26% rising to 35% after 50 000 and with no personal tax allowance.
 - A restructured tax regime for corporate profits with a corporate tax rate of 26% and a tax on distributed dividends of 10%, resulting in a gross tax rate on distributed profits of 33.4% (instead of former tax rates of 20% and 25% respectively resulting in a gross tax rate of 40%).
 - The elimination of special tax regimes based on imputed income, such as those currently in place for farmers and seamen.
42. **The tax reform should allow the emergence of a wider tax base.** The elimination of the tax allowance for the self-employed is expected to generate substantial additional revenues, given that well over half the self-employed declare incomes less than the standard allowance of the personal income tax of EUR 5 000 per year. Furthermore, by increasing the taxation of profits and reducing that of dividends, the reforms aim at reducing the tax avoidance induced by the transferring of profits to other EU countries. However the increase in the effective tax rate from 21% to 26% may adversely affect non-equity financing of investment. The success of the reform will also require further improvements being made to tax administration and the successful implementation of the revised and greatly simplified set of business tax accounting rules, that will replace the excessively-complicated Code of Books and Records.
43. **The tax reform is also expected to produce net revenues of close to EUR 1 billion with the full budgetary impact felt in 2014.** Most of the gains will come from the elimination of existing allowances and credits, including the personal allowance for the self-employed, and from the reshaping of the corporate income tax. On the basis of appropriate auxiliary measures, such as the retention of presumptive income for the self-employed, an overall revenue gain of EUR 1 billion (some 0.5% of GDP) could be envisaged.
44. **The authorities also have committed to refrain in the future from tax amnesties.** Greece has had a tradition of very frequent tax amnesties, partially in the form of very generous instalment plans for tax debts. Their frequent repetition has undermined incentives for tax compliance and the credibility of the government's willingness and capacity to enforce the tax law. This has

resulted in an erosion of tax morale and an increase in tax evasion. The Government has committed to forego any new tax or social contribution amnesties and to limit instalment plans to small debtors that suffer clearly identified acute financial hardship. In this respect, the Greek government repealed a recent law which would have extended the payment terms for tax debt and overdue social security contributions.

3.3.3. Revenue administration reforms

45. **The performance of the tax administration reform has been a notable disappointment of the programme.** The reforms in tax administration have moved slowly, in spite of technical support from both IMF and EC. Most of the structural benchmarks on tax audits have not been met and little progress has been realised in the re-training of staff and in the modernization of the administrative structures. There are also substantial delays in the operationalization of the performance-based system for office managers and tax auditors.
46. **The new government appears keen to address the shortcomings and plans to bring the situation back on track through a comprehensive reform programme.** To avoid risks of political interference the government is planning to grant bigger autonomy to the tax administration, while policy matters remain in the hands of the government. On the management side, a new Secretary General, with enhanced managerial powers, is envisaged to be appointed by December, after the definition of his or her functions through new legislation already adopted in November. The new regulations will give to the Secretary General more powers in disposing of the financial and human resources available to the tax administration, and guarantees will be put in place to ensure its independence from political pressure. Management rules with performance assessment targets techniques for auditors and managers, displacement of non performing individuals, and regular rotation of managers will be made fully operational. High priority tasks are rendering fully operational the specialized units for auditing large taxpayers, high wealth individuals, or large debtors, and the merge of small local offices into larger and more efficient units. The authorities are committed to ensure adequate staffing of those units with experienced auditors. The government also committed to strengthen the control methods by relying on a risk-based selection of audits, and by putting more focus on substantial rather than formal issues.
47. **A series of other reforms have been taken to empower the tax administration reform and strengthening the fight against corruption.** The replacement of the Code of Books and Records adopted in November 2012 and the enactment of a modern tax procedure code expected in mid-2013 are crucial to facilitate the implementation of the tax administration reforms and improve the scope of the tax policy reform. Several other measures are being implemented to improve tax collections: these include a strengthened focus on collectable tax revenue and new regulations to write-off non-collectable debts, while payments in cash are to be banned in tax offices. On corruption, the government is planning to start the implementation of the anti-corruption plan and reinforce the protection of whistle-blowers, while centralising decisions on internal disciplinary actions.
48. **During the next review, additional reforms need to focus on improving efficiency and simplifying processes.** To ensure a timely treatment by the courts of tax cases, their vast number must be reduced, which requires reforms to make the judiciary process more efficient. Improving the efficiency of the tax department's pre-court settlement scheme would avoid unnecessary tax disputes. Ensuring independence of reviewers from those who have made the tax assessment or audit is crucial to safeguard the process and reduce the risks of abuses and corruption.

3.3.4. Public Financial Management Reform

49. **Important progress has been achieved in implementing budgetary control.** Accounting officers have been appointed in most of the entities within the general government. The institution of commitment registers has also advanced, improving the monitoring of spending commitments. Despite initial delays, 72% of General Government entities reported data through commitment registries in June 2012, meeting the corresponding structural benchmark targets. The coverage is now projected at 90% in December 2012 as the main health insurance fund purchasing healthcare services (EOPYY) will start reporting data through the e-portal. On the contrary, the end-June structural benchmark target on the discrepancies on arrears' data (i.e., between arrears data from commitment registers and those from questionnaires submitted to suppliers) has been missed.
50. **However serious problems remain in the area of commitment registries.** While showing improvements compared to 2011, the 2012 audits on the commitment registries operated by the Ministry of Finance revealed some weaknesses in the actual financial monitoring framework, such as the understaffing of the General Directorates of Financial Services (GDFS) within many public entities and the incomplete functional evaluation and reorganisation of these Services. Serious problems have been identified in the EOPPY, the unified health insurance fund. Moreover the monitoring of commitments in the investment budget remains extremely limited, especially in the local governments, and based on a different IT interface than the one used for the monitoring of the ordinary budget. Timely provision of fiscal data has been improved due to the online submission of such data by line ministries, local governments and legal entities. However, the system needs further development so as to also include timely, comprehensive and accurate information on social security funds and on the public investment budget.
51. **Reforms to strengthen public expenditure management are expected to accelerate.** The government is planning to strengthen the organizational structure and staffing of the financial control services within the central government and expand fiscal reporting to all the phases of the budgetary cycle. Budgetary reporting in the other entities within the general government will also be strengthened and controlled through inspections by the Minister of Finance. Finally, the General Accounting Office has established a coordination committee to monitor and strengthen the implementation of commitment controls to prevent further accumulation of arrears. Lastly the General Accounting Office has established a coordination committee to monitor and strengthen the implementation of commitment controls to prevent further accumulation of arrears.
52. **The government has curtailed discretionary spending in light of the tight liquidity situation and weak revenue collection, but has also accumulated further arrears.** State primary cash expenditures, in particular public investment budget, are under-executed by a significant margin. Wages and pensions have been lower than budgeted thanks to a larger impact of the new wage grid and higher number of retirees. However, there have been slippages in the main public health fund, where the deficit is projected to be far from the original budget, mainly due to lower revenues than originally expected and overspending on medical services vis-à-vis the projected original budget. The Government urgently adopted contingency measures to increase revenue and reduce the overspending and minimize the negative carry-overs for 2013. However, as a result, the accounts payable to pharmacies and private health providers have increased by almost ½% of GDP in 2012. The high level of arrears, including in tax refunds, has a very negative impact on the economy as a whole. In this regard, the settlement of arrears would give a clearly positive impulse to the economy.
53. **A plan for the clearance of arrears and of tax refunds is being prepared and expected to be published by the government.** The conditions which a government unit must meet to allow funds for arrears clearance to be disbursed will include: (i) verification of arrears claims by an audit unit external to the relevant government unit; (ii) establishment by the unit of a fully

functioning commitment register; and (iii) reporting of at least three months of consistent data on commitments, payments, and arrears and, for tax refunds, verification of claims by the audit unit of the Ministry of Finance (the Directorate of Revenue Policy). The government is taking measures to ensure that sufficient administrative capacity is available to clear those arrears, including by staffing the relevant offices in those entities which accumulated most arrears.

Table 10. Arrears to suppliers
(EUR million)

	31-Dec-11	31-Mar-12	30-Jun-12	30-Sep-12
Total State	567.0	796.0	916.0	934.0
Local Government	882.0	895.0	771.0	756.0
Hospitals	1 281.0	1 556.0	1 630.0	1 783.0
Social Security Funds	3 730.0	3 808.0	3 979.0	4 492.0
Other government entities	268.0	329.0	329.0	329.0
Total General Government	6 728.0	7 384.0	7 625.0	8 294.0
Tax arrears				738.1

Source: General Accounting Office.

54. **The government is determined to secure tighter control over all general government spending.** Sectoral correction mechanisms supported by structural measures would help secure the achievement of the overall target. Explicit targets per sectors are envisaged, as well as timely monitoring and correction mechanisms in case of deviations from targets. To improve the fiscal framework the Government has taken steps to make effective an internal stability pact for local governments with a budget balance constraint and a system to monitor monthly budget execution for state-owned enterprises (SOEs) with sanction for those SOEs who do not respect budget targets. Other actions are planned to be taken in the course of the next months (see paragraphs 33, 34).

3.3.5. Making the public administration more efficient and effective

55. **While significant steps towards downsizing have been implemented since 2010 through the 1:5 attrition rule, more needs to be done to make the central public administration efficient and effective.** The government already committed in the first Economic Adjustment Programme to reduce public employment by at least 150 000 in the period 2011-2015. Progress so far (an expected decline by 79 923 during 2011-2012) may be largely explained by the application of the 1:5 attrition rule (by which only one in five employees exiting from the public sector should be replaced by a newly hired employee), combined with an increase in early retirements. A more targeted approach on downsizing is warranted, in order to protect crucial public sector functions and to ensure continuity. Preparations have started for comprehensive reforms consistent with the commitment to a smaller state expressed by the Greek authorities in August 2012: (i) the public administration reforms process is supervised and monitored by the newly-created high-level transformation steering group chaired by the Prime Minister; (ii) horizontal structures have been created; (iii) a single database to monitor stocks and flows of staff across government entities has been agreed between line ministries/institutions (this is a significant step, as until today there was no centralised database); (iv) an electronic automatic system linking the census database with the Single Payment Authority has finally been set up, allowing for a more efficient coverage, assessment and payment of employees; (v) medium-term staffing plans are now established. Meanwhile, the assessment/screening of sixteen ministries is on-going and an assessment of staff is being prepared. Both these assessments should provide the basis for a policy of mobility or of redundancy (essential to prevent mismanagement and cronyism), as well as for setting quarterly targets for mandatory exits through end-2014 after the completion of the staffing plans and the respective quantified savings. A bill is under preparation, providing the

government with a tool allowing mobility in the interest of the service, while the existing legal scheme will be utilised for mobility and exits.

56. **What was known before as the labour reserve has now been redesigned and relabeled as 'mobility scheme'.** By end-2012, 15 000 employees should have been placed in the labour reserve, but in fact only less than 100 (predominantly non-permanent SOE staff) were transferred. This evidenced that such an instrument was not fully operational. In an effort to re-launch the restructuring of the central public administration and the downsizing, the new mobility scheme facilitates the transfer of a significant number of civil servants, as new legislation has been proposed enabling mobility in the interest of the service. The aim of the new mobility scheme is to reassign civil servants to more useful jobs, therefore reinforcing the move towards a more productive public sector. The mobility scheme, where transferred personnel can remain for up to one year with a reduced rate of pay (substituting for severance payments), while they seek new employment and they are re-trained, will help the transition across job positions, if necessary towards the private sector. This means that, as downsizing in the public administration will need to continue, the employees in the scheme that are unable to find a new job in either the public or the private sector, will be dismissed after one year. After a first transfer of 2 000 employees in 2012, the further expected transfers to the mobility scheme for 2013 will be implemented gradually, in four tranches, totalling 27 000 staff by end-2013.
57. **Adherence to the agreed measures on public procurement is needed to generate fiscal savings and help the implementation of community funded projects.** Policies include first, the steady increase of the amount of supplies and services tendered through Central Purchasing Bodies and framework contracts; second, the completion of the e-procurement infrastructure and its gradual take up by the various contracting authorities at the central and regional level and third, the codification and simplification of the whole body of public procurement legislation (with completion expected by the end of 2013). Most of these policies and reforms have been under discussion since the start of the adjustment programme. They now need to be pushed by the new political leadership and implemented in a credible way.
58. **The Single Public Procurement Authority (SPPA) has started operations.** The new Authority, an independent watchdog, will increase transparency and ensure legal compliance of the administration's procurement practices. It has taken its first decisions to block various negotiated procedures without publication. However, despite progress made, its regulatory framework needs to be completed and its staffing levels increased with resources within the Greek public sector, to fulfil its mandate. Looking forward, the Authority must take a strategic leadership role in legislative reform and in overall policy guidance on public procurement.

3.3.6. Completing the pension reform to secure sustainability

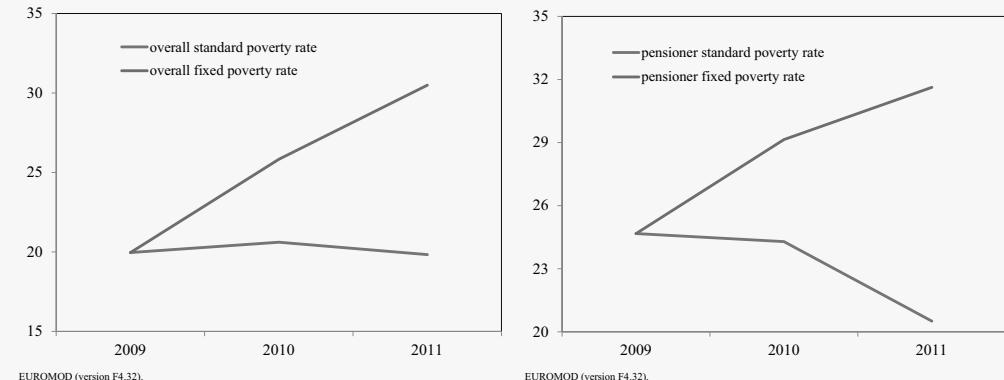
59. **Substantial progress has been achieved in the reform of the pension system.** In particular, the authorities have recently adopted a Law revising the supplementary pension system. The Law sets up a new single fund (ETEA) in which almost all funds have been merged. It also defines a new formula, based on an actuarially neutral calculation of pension benefits (a "notional defined contribution" system) and topped up by a sustainability factor to guarantee the future sustainability of the system. The new formula is applied retrospectively to pension rights accumulated since 2001 and will affect pension paid since January 2015. The coming months require strong efforts to implement the reform, in particular the organisational aspects of ETEA and the setting up of individualised pension files, possibly with technical assistance from other Member States. Too generous lump sum pensions at retirement have been substantially curtailed and the government is devising a new, actuarially neutral, formula for calculating future lump sum entitlements.

Box 12. Economic Adjustment Programme and Social Equity

Some commentators have criticised the social implication of the Greek adjustment programme, but neglect the fact that social considerations have been prominent in its design and implementation. Correcting large and unsustainable external and fiscal imbalances inevitably imposes a reduction in living standards. It is important that these are born fairly by the entire society. The social impact would have been even greater in the absence of the programme.

- **Pension reforms have tried to protect the lowest income pensioners.** The comprehensive pension reform of 2010 simplified the highly fragmented pension system, equalising retirement ages and decreasing the generosity of benefits, while introducing a universal minimum pension, limiting the effects on low- and middle-income earners. Recent reforms have also been progressive, mostly affecting those that are better off.
- **The on-going review of social programmes aims at better targeting and more effectively protecting the vulnerable.** The current system needs reforms, as it is disproportionately expensive for the benefits it provides and does not sufficiently target relief of poverty and hardship. The reform of family allowances removes benefits from most prosperous households and allows better focus on the less well-off.
- **Labour market policy changes are designed to improve job prospects for young people and the lower-skilled.** Despite a considerable reduction in output, rigidities in wage-setting has contributed to a sharp increase in unemployment, in particular of these more vulnerable groups. This action complements the targeted EU initiatives focusing EU structural funds on these groups.
- **The tax reform will make the tax system more progressive.** In particular, taxes will be reduced on low income wage and salary earners and over a million people will be taken out of the tax system altogether. The increase in property taxes will also contribute to a fairer taxation system. The fight against tax evasion is also critical for social equity, since pervasive tax evasion shifts the tax burden to wage and salary earners.

Poverty indicators. Poverty has inevitably increased as a result of the major economic recession. An absolute poverty threshold is based on the number of people earning below 60% of the median income in a given year in real terms. In the charts, the red line shows the number of people earning this level of income based on incomes in 2009 (see Matsaganis and Leventi 2011). There is a clear rise of poverty based on this standard between 2009 and 2011, although the increase slows somewhat after 2010. Nevertheless there is some evidence that policies have resulted in limiting the rise in poverty. The conventional or relative poverty rate is measured in terms of the proportion of the population with income below 60% of the median disposable income at a given date. This standard goes up as median incomes improve and of course goes down when median incomes fall. The blue line shows that the overall relative poverty rate has remained almost unchanged in the general population and has even fallen somewhat amongst pensioners, as a result of the progressive implementation of the pensions reform.

Graph 12.1. Poverty Indicators

EUROMOD (version F4.32).
Note: The conventional poverty threshold (60% of median) for a person living alone was EUR 571 per month in 2009, EUR 538 per month in 2010 and EUR 505 per month in 2011. The fixed poverty threshold (60% of the 2009 median, adjusted for inflation) was EUR 597 per month in 2010 and EUR 616 per month in 2011. Individuals are ranked according to their household disposable income, equivalised by the "modified OECD" equivalence scale. Household disposable income is defined as total income, from all sources, of all household members, net of taxes and social insurance contributions.

References

Matsaganis, M., Leventi, Ch., (2011), "The Distributional Impact of the Crisis in Greece", EUROMOD Working Paper No. EM3/11.

3.3.7. Modernising the healthcare system

- 60.** **Reform continues and an important policy impetus took place in March 2012 with the adoption of the new healthcare law (Law 4052/2012) and a large number of related Ministerial Decrees.** These legislated policies were directed at i) reducing and thereafter controlling expenditure in the pharmaceutical sector; ii) instituting a single universal social health insurance organisation – EOPYY (National Organisation for the Provision of Health Services) and iii) reforming the hospital sector. Following a period of slow progress during the election campaign, delays in policy implementation related to strong resistance by vested interests and lack of political will, authorities have recently re-affirmed their commitment to implement legislated reforms. As a result, a new set of reforms were included in the legislative package adopted in November 2012. Commitment must now turn into practice and the Government must now ensure the implementation of the policies just legislated.
- 61.** **Improvement has been observed in some areas and measures implemented so far have started to bear fruit.** The e-prescription system has been strengthened and electronic prescriptions constitute now more than 90% of all prescriptions. The system can provide real-time information for continuous monitoring and assessment of prescription behaviour and pharmaceutical spending by EOPYY and the Ministry of Health. Pharmaceutical spending in 2012 spending will likely not exceed EUR 3.1 billion, corresponding to about EUR 1 billion in savings as compared to 2012 (about EUR 4.1 billion). Regarding the hospital sector, 2012 will see a reduction in operation costs of more than 8%.
- 62.** **However, there have been costly delays in policy implementation** In particular, in the pharmaceutical sector, some crucial measures adopted in March were only partially implemented. One such example is the lack of full and proper implementation of doctor's compulsory prescription by active substance or INN (international non-proprietary name) prescription. Indeed, doctors have continued to prescribe by brand name, and therefore more expensive medicines, while patients are now only reimbursed the cheapest medicine in each active substance group (so-called "internal reference pricing"). Implementing such a reimbursement system without proper INN prescription, without enforcing mandatory generic substitution with cheapest medicines in pharmacies (as also legislated) and without full control of doctor prescriptions would lead to shifting the burden of adjustment onto citizens/patients (with risk of access to health care). While a reference price system for reimbursement is crucial to send a right signal to patients, it must be complemented with other measures, as already envisaged (INN, prescription guidelines, monitoring) that protect patients. Moreover, the current situation continues to leave room for wrong incentives to doctors, overprescription and outright fraudulent prescription behaviour. Another example regards the deadlock in the collection of the claw back from pharmaceutical companies, to be activated when public expenditure on outpatient pharmaceuticals is above the target. While the Law was adopted in March 2012, the clawback was calculated and requested with a delay of several months. Companies introduced legal action against some aspects of the clawback collection, resulting in zero clawback collection so far and the risk of budgetary slippages by the end of the year.

As a result, the Government has had to recently adopt a number of legislative steps to overcome such situations. Regarding, INN prescription an additional MD stating clearly the exemptions to INN has been published and a circular will be sent to all pharmacies to ensure that mandatory generic substitution takes place. In relation to the clawback, the authorities have just legislated a contingency measure (entry-fee to products on the positive list). In addition, the High Court has recently judged the clawback system as appropriate, and authorities have reactivated the procedure.

63. **Regarding health insurance, the consolidation of all existing health insurance in EOPYY will be achieved at the end of the year, after some delays cumulated since the beginning of the year.** While most health insurance schemes including the four largest health insurance schemes were merged into EOPYY already in April 2012, some health insurance schemes had refused to join the single fund, delaying the overall consolidation process. To fix this problem, the authorities have recently legislated that all remaining health insurance schemes should join EOPYY by December. Health contributions have not been equalised across all population groups, hindering equity in financing and access to care, which was to be achieved through the pooling of funding and health risks, more uniform contributions and services package. Most recently, OGA's contributions to EOPYY have been doubled, but they remain far below the average contributions paid by other population groups..
64. **To sum up, after a long period of slow progress and delay, the new set of legislated measures should give a new impetus to the reform of the health care system: efforts should continue and reforms have to go deeper.** The authorities must make the most of their renewed commitment to address vested interests in the sector in order to achieve agreed targets and limit unnecessary increase in the burden to patients. The measures adopted in March and those adopted most recently (mid-November) will have to be fully implemented, including INN prescription and generic substitution, monitor of prescription behaviour (on pharmaceuticals but also on diagnostic), regularly update and publish the price list and positive list of medicines and introduce competition in the generic market. The entire package of health services provided by EOPYY has been recently reconsidered and substantial savings are expected to be achieved in the field of access to private clinics and diagnostic, where expenditure has gone out of control in recent months. More use should be made of centralised tenders for hospital medicines and medical devices. Hospital reorganisation should now receive priority and the hospital network should be streamlined, excessive capacity (the number of beds) reduced, staff mobility increased and emergency and on-call structures reconsidered so as to increase efficiency and quality of care and reduce overtime work. Full implementation of those measures can produce significant and needed savings in 2013 and 2014.

3.3.8. Upgrading the education systems

65. **The education sector is undergoing limited but progressive changes.** While this is a complex sector, three reform areas are on-going: (i) a concrete and defined Action Plan provides guidelines for the improvement of education indicators (lagging today behind the EU average); (ii) Laws 4009/2011 and 4076/2012 on higher education are securing changes such as the introduction of governing boards (which may include non-academic managers), the financial autonomy and responsibility of universities, mergers of institutions, and the internationalisation of curricula. (iii) On primary and secondary education, a concrete evaluation policy of schools and teachers has been launched, including a schools' self-assessment project (reported on a quarterly basis), implying the revision of curricula, the introduction of teachers' evaluation, recurrent training of teachers, upgrading and extension of all-day schools. The reform includes the closure and merger of establishments with some 2 000 small schools already closed.

3.4. STABILISING THE FINANCIAL SYSTEM

66. **The recapitalisation process of the core banks is expected to be finalised by end April 2013.** This process has been postponed due to the delays caused by the elections. Current plans aim to carry out the process in three phases. First the HFSH will provide further 'bridge' recap facility in a form of capital advance to the core banks until end-2012. In a second step, by end-January 2013, the HFSF will subscribe to 100% of any convertible instruments that the banks will decide

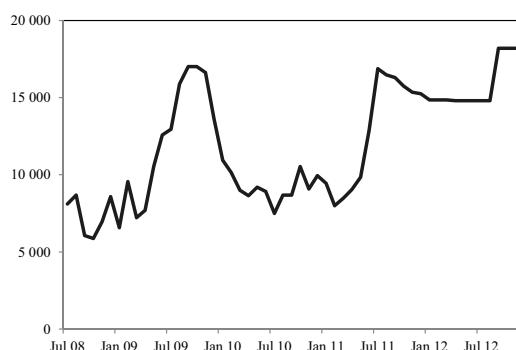
to issue. In the third stage, by end-April 2013, the core banks will complete the rights issue and any shares not subscribed by the private sector will be acquired by the HFSF subscription to the common equity. The Ministry of Finance together with the Bank of Greece and HFSF have prepared the term sheet for the recapitalisation of the four largest banks. The designed recapitalisation framework aims at the participation of private investors by providing incentives such as warrants and full private sector voting rights if at least a 10% private sector participation in the equity raising is reached.

67. **An exercise was carried out by the Bank of Greece to verify the final capital needs for banks, in view of the latest financial data.** In view of the negative economic developments of the first half of 2012, the BoG launched an exercise to verify whether the credit-loss projections estimated in 2011 are still valid. Even though a large part of the capital buffers established through the capital needs assessment exercise have been partially consumed, they have not been exhausted. Therefore, the current envelope of EUR 50 billion available for the recapitalisation and resolution of the Greek banking sector appears still sufficient, with a capital needs assessment reasonably conservative.
68. **Governance of the HFSF has been strengthened.** The overhaul of the HFSF governance structure is close to being completed. A two tier management system, with a General Council and an Executive Board has been established. The recapitalisation and resolution functions in the HFSF's internal organisation have been established. Relationship frameworks have been prepared that clarify the rights of HFSF vis-à-vis resolved and recapitalised banks and ensures that banks are run on a commercial basis. The frameworks differentiate between banks that remain under private control and those that have become fully controlled by the HFSF. Internal firewalls within the HFSF will aim at maintaining an independent oversight of individual banks, which will also support competition between them. The HFSF has also completed the due-diligence of banks that received capital advance. Auditors focused on the review of governance including loans to related parties, asset quality, and risk concentration. Any findings of interest to the supervisor will be communicated to the BoG.
69. **ATEbank, the largest state owned bank, was resolved in July 2012 via the Purchase and Assumption transaction.** The 'good' part of ATEbank assets and liabilities was acquired by Piraeus Bank, which plans to gradually integrate the two operations with the aim of reaping benefits from numerous synergies. The HFSF provided the funding gap and the necessary capital to Piraeus Bank. The remaining assets are under liquidation.
70. **The consolidation of the sector is on-going.** Emporiki Bank, the subsidiary of Credit Agricole has been acquired by Alpha Bank. Ahead of that transaction, Credit Agricole has fully recapitalised Emporiki in line with the BoG's requirements and committed to providing additional buffers for unexpected losses. Geniki, the subsidiary of Societe General has also been fully recapitalised and sold to Piraeus Bank. Both transactions are expected to yield synergies in terms of costs, funding and revenues.

3.5. FISCAL FINANCING AND TREASURY MANAGEMENT

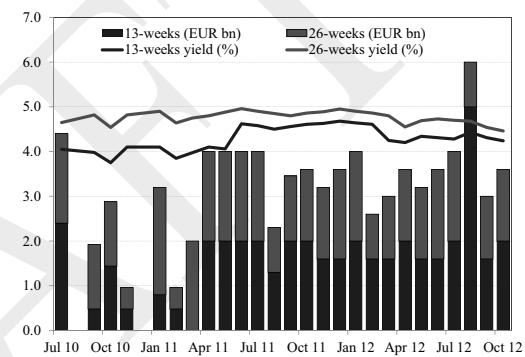
71. **The outstanding stock of T-bills remains large.** After increasing substantially in the summer 2011, the stock of T-bills remained relatively high reflecting the delayed disbursements under the first programme. The stock remained essentially constant after the first disbursement under the second programme in March. At the time of adoption, the second financing programme was expected to reduce reliance on T-bills by EUR 9 billion in a gradual manner. However, the T-bill stock even increased substantially in August 2012 to fund bond redemptions maturing in that month as the second disbursement under the new programme, initially foreseen for July, did not materialise. Greek banks and social security funds were the main participants in short-term debt auctions. In general, the yields on Treasury bills were slightly lower in the auctions after the approval of the second programme. The stock of short-term debt was EUR 18.4 billion at the beginning of November 2012.

Graph 24. Outstanding stock of T-bills (including commercial paper), EUR million



Source : General Accounting Office (GAO)

Graph 25. T-bills auctions since July 2010 (amounts EUR billion and yields)



Source : General Accounting Office (GAO)

72. **A financing gap over the programme has emerged due to lower privatisation proceeds, slower growth and concomitant lower revenues, and a longer horizon for correcting the excessive deficit.** Additional programme financing of some EUR 14 billion is required for the period through 2014 compared to the March 2012 assessment.
73. **The Eurogroup on 26 November 2012 approved a number of initiatives to address the financing gap including to forego the reduction of the T-bill stock and to postpone partly the build-up of the cash buffer** (see for more details in box 6).
74. **At this juncture, access to capital markets remains uncertain⁴.** Market access depends on many factors. Even though the perception of the overall policies and credibility of the government could improve significantly after two years of successful programme implementation, it is prudent to assume that markets may remain sceptical about Greece for a longer period, given the vulnerability resulting from the high debt ratio and political risks. In all likelihood further programme support will be needed after 2014. Additional financing needs for 2015-16 would amount to EUR 18 billion if market financing is not available in that period.
75. **A mechanism to better tracing and monitoring the official borrowing and internally-generated funds destined to service debt has been introduced to improve Greece's credit standing.** This mechanism includes a segregated account and the payment to this account of the necessary resources to service debt. Official disbursements to Greece still are conditional on compliance with the programme. Moreover, the government has adopted legislation giving

⁴ The second financing programme foresaw market financing resuming in 2015 with EUR 7.6 billion raised that year, and EUR 3 billion in 2016.

priority to the debt service vis-à-vis other cash outflows. While the segregated account has been used by the Greek Treasury for servicing its debt, its full operational use and advance funding has not yet materialised due to the delayed disbursement under the programme and the ensuing lack of liquidity in the treasury. To ensure this and to meet the pre-funding quarterly target for debt service, it was agreed by the Eurogroup of November 2012, that Greece would transfer all privatisation revenues and primary surpluses to this account. On 24 February 2012, Greece launched an exchange offer for bonds with an aggregate outstanding face amount of approximately EUR 206 billion. The initial deadline of the offer was 8 March but the invitation period was extended twice to eventually end on 20 April 2012 (for more details see box 4, p.47 in Occasional Paper 94, March 2012, "The second economic adjustment programme for Greece. March 2012"). The exchange offer allowed private sector holders to exchange eligible bonds for i) new bonds to be issued by Greece with a face value of 31.5% of the face amount of their exchanged bonds; ii) EFSF notes with a maturity date of two years or less and having a face value of 15% of the face amount of their exchange bonds, and iii) detachable GDP-linked securities issued by Greece iv) on the PSI settlement date, Greece also delivers short-term EFSF notes in discharge of all unpaid interest accrued on the exchanged bonds.

76. From a total of EUR 205 billion of Greek sovereign bonds eligible to the exchange offer, Greece received tenders for exchange and consents from holders of EUR 198 billion of bonds received through an exercise of collective action clauses, representing 96% of the outstanding face amount of these bonds. Holders of 3.6% of the outstanding face amount of these bonds had not been tendered for PSI exchange or become subject to mandatory exchange.

3.6. STRENGTHEN LABOUR MARKET INSTITUTIONS AND PROMOTING EMPLOYMENT

77. **Significant action has already been taken to reform the Greek labour market in the past two years but more efforts are needed in light of high levels of unemployment and still high non-wage labour cost.** The sharp recession has taken a heavy toll on employment and the unprecedented downward wage flexibility that has been observed throughout 2012 has not been sufficient to overcome the very high unemployment. Wages have been falling as the result of the recession and of previous wage-setting reforms, restrictions in the scope of sector collective agreements and allowing notably more opportunities for firm-level agreements, a limitation of the 'after-effects' on pay after the expiration of collective agreements, and reductions in minimum wages. Overall, wage cuts in the order of 20% have been observed on a growing number of collective agreements – something unseen at such a large scale in the EU or other developed economies. These trends may well continue until mid or late 2013.
78. **The newly agreed measures aim at further improving the functioning of the labour market over the medium term.** They comprise (i) a reform of the minimum wage framework; (ii) easing the degree of employment protection in order to facilitate job mobility and encourage job creation; (iii) less restrictive regulations for the adjustment of working hours to enhance the firm's efficiency in using labour services; (iv) lower non-wage labour costs by cutting social contribution rates and by abolishing red tape; (v) more efficient approaches to control undeclared work and informality, with a view to enforcing labour laws and contracts and mitigating revenue losses from social contributions evasion; (vi) curtail excessive and costly reporting requirements; (vii) policies to improve the employability of disadvantaged groups among the unemployed (e.g., long-term unemployed).
79. **The wage setting at national level is going through a major reform of the minimum wage framework.** The objective of the reform is to protect those employees and workers with less bargaining power by defining a lower floor for wages and salaries, while not jeopardising job opportunities if setting excessively high minimum wages. Every collective wage agreement or individual contract needs to respect the floor which will be decided by the government after consultation with social partners. A proper consideration of economic developments and prospects before setting the minimum wage rates is also expected, preferably in an institutionalised way, in order to strengthen the economic rationale behind the decisions.

Meanwhile, the national general collective labour agreement will only be binding for the signatories.

80. **Excessively expensive statutory severance pay slows down the labour market adjustment and hampers job creation.** This also hinders labour mobility to dynamic sectors and firms as acquired severance payment entitlements would be lost in case of taking up a job elsewhere. Statutory requirements on severance payments, which were visibly higher in Greece compared with other European countries will from now on be capped at 12 months of pay. Employees whose accrued potential entitlements at the moment of this reform had exceeded that cap will see their right preserved up to a monthly value of EUR 2 000 in case of future dismissal. Combining the reduction for severance pay with preservation of entitlements for low and middle income earners should allow the reform to have immediate effects in terms of facilitating hiring – since potential cost of firing of new hires will be lower in case the job matching is considered unsuccessful – without triggering a wave of firings. Notice periods will be reduced to a maximum of four months. Looking forward, this reform is an important complement to the product market reforms of the Programme: as the latter are expected to give rise to more dynamic market entries and exits of firms and thereby of potential employers, proper framework conditions enhancing labour mobility need to be in place.
81. **A reform to reduce social contribution rates will be prepared in 2013.** That will help in reducing non-wage labour costs, also by making taxation less distortive, thereby increasing incentives for employment and improving cost competitiveness. The reform is expected to allow for a revenue-neutral gradual reduction in social contribution rates over the programme period by simplifying and harmonising the rates across the various funds now in place, while at the same time broadening the bases for contributions. Details and exact phasing in of this reform are still to be decided. Efforts to streamline social contribution collection and to fight blatant evasion will also have to be stepped up significantly.
82. **The adaptability of working hours will be increased to facilitate efficiency and productivity gains.** While current limitations on the duration of the working week (including the 40-hours working week as a reference) and of minimum rests due to health reasons for specific categories of workers remain untouched, some more freedom will be given to adjust the working time to sector and firm specific needs. This includes (i) allowing a maximum number of 6 workdays per week in the retail sector as it is already the case for the rest of the economy; (ii) the minimum daily rest; and (iii) the timing of annual leave in seasonal sectors.
83. **Red tape on labour arrangements will be reduced.** The authorities are abolishing pre-approvals of overtime work and streamlining reporting requirements for employers' working hours' arrangements in order to reduce the administrative burden. These requirements, which have so far been in place in order to facilitate checks by the Labour Inspectorate have implied administrative burden that have become disproportionate with the basic requirements for such checks and controls. However, additional ways to improve the efficiency of the Labour Inspectorate's approach to fostering compliance with labour law and contracts and to controlling undeclared work and informality need to be identified in a more thorough review of its work and functioning.
84. **The fight against undeclared work and informality is being stepped up.** The Government has secured an independent external assessment of the Labour Inspectorate covering its mandate, activities and structure, and the enforcement and penalty structure for infringements of labour arrangements. Subsequent work in 2013 is expected to strengthen the fight against undeclared work and to raise the effectiveness of the Labour Inspectorate.
85. **To make the labour law more transparent and enforceable,** the Government will prepare a single Labour Code by end 2013.
86. **Further action is needed to limit long-term unemployment through active labour market policies.** This requires, first, that the jobless remain attached to the labour market and do not lose their employability and their primary labour skills. Second, a consistent reform approach is

needed aimed at supporting labour market flexibility. This requires a lasting improvement of the benefit system, providing the right incentives and resources to the unemployed to facilitate re-entry to employment after a limited period of job-search. Furthermore, the programme suggests that labour market policies should be strengthened with a view to facilitate the transition of workers across occupations and sectors, to promote the employability of the disadvantaged groups, to contribute to improving the overall level of human capital by better training policies and to mitigate the hardship of unemployment. However, given the fiscal constraints, it will take some time until Greece can afford a more extended publicly-funded social safety net. Nevertheless, first efforts with this aim are reflected in the proposals for a means-tested long-term unemployment assistance to start in 2014.

3.7. CREATING FAVOURABLE CONDITIONS FOR ECONOMIC ACTIVITY

87. The continued commitment to far-reaching growth-enhancing reforms remains a prerequisite for stabilizing the economy and strengthening the basis for economic growth. In the course of 2012, significant implementation delays were accumulated on account of the political uncertainty and lack of decisive commitment to the structural reform agenda over the prolonged election period. Following the recent labour market reforms, wages and hence production costs in the economy have declined, but output prices have not yet fallen commensurately. To foster competitiveness and support the citizens' purchasing power, product and services markets need to be comprehensively reformed by removing the remaining unnecessary restrictions and barriers to entry that currently impede competition and price adjustment. In many areas, such as business environment, energy, transport, retail trade and regulated professions, ambitious reforms have been designed and implemented. A persistently strong ownership of the reform agenda on the part of the Greek government remains essential for maintaining the reform momentum in this area and bringing the ongoing recession to an end.

3.7.1. Promoting an efficient and competitive business environment

88. Over 2012, the Government has taken measures to ease company creation and to reduce transaction costs. These include i) the creation of a new company form, with no minimum capital requirements and flexible rules for internal decision making; ii) the authorisation to the Ministry of Development to issue standardised articles of association for the establishment of various company types and iii) the elimination of the requirement to hire a lawyer for the drawing up of notarial deeds establishing société anonymes and limited liability companies. Other measures to facilitate doing business include the abolition of the mandatory registration in the chamber of commerce's export registry, before a company is allowed to export and the elimination of costly company publication requirements in newspapers.

89. For the first time since the start of the programme, Greece has improved substantially its performance on international business rankings. The World Bank Doing Business indicators are a case in point. The 2013 edition shows a year-on-year forward leap by eleven positions, underpinned by improvements in areas such as protecting investors, paying taxes, trading across borders and resolving insolvency. On the less positive side, starting up a company and registering property remains relatively expensive. In addition, there is room to reduce the time and the cost to export and import. These areas need to be targeted as a matter of priority.

90. However, the gap between Greece and the OECD average in indicators measuring business friendliness is large. The Government has committed to additional reforms. For example, it has pledged to curb by June 2013 the cost of creating companies and of registering property by 50%. Significant reductions in time to export and import are also targeted as per the October 2012 Trade Facilitation Strategy. Moreover, the time to get licenses for manufacturing activities and for environmental projects is expected to go down after the full implementation of the respective 2011 licensing laws. Furthermore, a systematic screening of legislation through the application of the OECD toolkit (for competition enhancement in sectors such as tourism, construction

3. Programme implementation

materials, retail and food processing) and the Standard Cost Model (for administrative burden reduction in 13 selected sectors) will also be undertaken, with results expected by Q4 2013.

3.7.2. Reforming the judicial system to support economic activity

91. **Further efforts are needed on judicial reform.** The focus is on the production of judicial statistics, the development of e-justice applications, the reduction of tax (and non-tax) case backlog in courts, the promotion of mediation and the revision of the Code of Civil Procedure. Specifically:

- In the first half of 2012, the Ministry of Justice has continued publishing statistical data on administrative and on civil courts. Whilst there is no data on recovery rates for tax cases and no breakdown according to case value, these gaps will be bridged in the near future with increased interministerial coordination and with revised brackets for court data breakdown. Close cooperation between the Ministry of Justice and ELSTAT (the Greek Statistical Authority) will also contribute to the collection and better use of data. Eventually, the development of e-justice applications, a medium term project, will improve dramatically the efficiency of court data compilation.
- The reduction of the backlog of tax cases has lagged behind programme targets. The June 2012 50% reduction target was missed, the breakdown by court showing that at appeal court level the target was reached in seven out of nine cases, but not met at first instance level (with an average backlog reduction of 34%). Aside from the protracted 2012 electoral period, the slippage was attributed by the Authorities to various strikes in the legal profession and above all, to the lack of administrative support staff for judges. To help reduce tax case backlog, the Authorities will request the re-allocation of resources from the central government to support the judiciary. The definition of backlog reduction remains an issue for further discussion between the Authorities and the mission.
- The Government has also presented its strategy for the development and promotion of civil mediation in Greece. Training programmes, awareness campaigns, day events and seminars are planned throughout the next three years and the first mediators are expected to be certified in autumn 2012. However, unlike other jurisdictions, the profession is reserved in exclusivity to members of the Bars, with no indication as to when the exclusivity will be lifted.
- Lastly, as this Compliance Report went to press, the presentation of the strategy to reduce the backlog in non-tax cases was pending.

92. **Looking forward, the focus of judicial reform will continue to be on correcting slippages from the backlog reduction target for tax cases,** defining a strategy for the reduction of the non-tax case backlog, on promoting civil mediation and on completing the on-going review of the code of civil procedure by the end of 2013.

3.8. EFFICIENT NETWORK INDUSTRIES AND SERVICES

3.8.1. Energy policy

93. **In 2012, the Government continued implementing the Third Energy Package.** Following the adoption of law 4001/2011, the unbundling of the electricity transmission system operator has progressed, including the submission of the certification file to the Commission for its opinion. However, the unbundling of DESFA (i.e., the gas company's Transmission System Operator) has cumulated delays. Nevertheless, the Government amended, prior to the disbursement, law 4001/2011 to provide for the ITO unbundling option for DESFA. It is important that the Government catches up with cumulated delays in the unbundling of the gas company, as it is prepared for privatization.
94. **The Greek electricity sector has been hit in 2012 by a severe liquidity crisis.** A number of factors (e.g., unpaid electricity bills, liquidity tensions in the Greek banking system and structural deficiencies of the Greek energy market) have tightened severely the cash position of PPC, the state owned vertically integrated electricity company. In parallel, LAGIE, the Greek electricity market operator, has accumulated unsustainable debts due to overly generous -and insufficiently financed- renewable energy support schemes (especially for Photovoltaic -PV), which it manages. As a result, the main actors in the Greek electricity system have piled up inter-sectoral arrears, eventually reaching other energy companies that cannot pass on these payment difficulties to their fuel suppliers.
95. **In response to the liquidity crisis, the Government granted in June 2012 emergency funding to PPC and to DEPA through the Loans and Consignment Fund.** The Authorities have also taken measures to reduce the high debt levels in the balance sheet of LAGIE. Lower PV feed-in-tariffs (including for rooftop PV) were approved and the RES levy (i.e., the fee financing feed-in-tariffs through the electricity bill) was raised in August 2012. Moreover, the Hellenic Parliament adopted in November 2012 a temporary –and retroactive- tax (solidarity contribution) on revenues from renewable energy installations.
96. **Additional measures to underpin the financial sustainability of renewable energy support schemes are needed in the next few quarters,** including by a revision of non-PV support mechanisms (to be applied to new contracts), semi-annual adjustments of the RES levy, and incentives for the implementation of licenses issued for renewable energy installations. The publication in 2013 of data and projections on the evolution of the RES account will bring transparency in the system. It will also contribute to minimize deviations from the end-2013 zero debt target in that account. The current debt level of the RES account is a significant contingent fiscal liability.
97. **The liquidity tensions in the Greek electricity market also call for other structural measures,** such as the liberalization (and full cost recovery) of end-user prices for low voltage customers, and to allow the entry of new companies in the generation market. The former is envisaged for June 2013; the Government plans to address the latter in the framework of PPC's privatization, the strategy of which remains to be unveiled. Whilst there is political resistance to increase low voltage end-user prices, cost recovery-based electricity tariffs are needed to foster the entry of new generation companies in the market and to help the incumbent electricity company cope with liquidity tensions.
98. **Legislation has also been passed to facilitate fuel distribution,** such as the liberalization of the opening hours of gas stations, easing the opening of gas stations by supermarkets, as well as eliminating unjustified restrictions in the transportation of fuel by independent retailers. Additional measures will be taken before year-end to ease the import of oil and of oil products (in the context of the transposition of the Directive of Security of Oil Stocks).

3.8.2. Electronic communications

99. **In the sector of electronic communications, the Government has eased the licensing of telecommunications' infrastructure;** by *inter alia*, instituting EETT, the Greek telecommunications' regulator, as a One-Stop Shop for the licensing of antennae and base stations. In addition, the authorities are actively pursuing the release of the Digital Dividend, so as to meet their obligations under EU law. The Digital Dividend and the development of Digital Television (DTV) will boost the wireless communication industry and make a major impact on competitiveness and growth.

3.8.3. Transport

100. **Sizeable and strategic changes are underway in the transport sector.** Land transport is being liberalised, as the restrictions on licenses for both road haulage and occasional passenger transport have been relaxed, providing a leeway for more market access. The simplification of the highly regulated structure of the regular passenger transport is also underway. Progress has been made with the restructuring of the railways sector, including a concrete strategy for privatisation. To reduce transport prices and to strengthen the growth of the tourism sector, the authorities have also committed to remove restrictions on the rental of pickup trucks and vans, chauffeur services and to allow shuttle services by hotels and tour agencies to use small vehicles and tour packages for small vans and off-terrain vehicles.
101. **In maritime activities and ports, as well as in airports, new strategies for growth are being identified.** These sectors are now leading the way in the process for the establishment of an independent regulatory framework, through a clear separation between administrative responsibilities and commercial activities. Given budget consolidation constraints, the authorities are preparing decisive measures to promote more flexible labour agreements and to bring expertise on how to prepare key assets for privatisation, mainly through concessions. Important reforms to strengthen the growth of the tourism sector in domestic maritime transport (such as launching public consultations for routing and labour arrangements in domestic ferry services) are underway. Additional medium-term objectives are in the pipeline to ensure a better intermodal connectivity between different types of transport means, by better prioritising public spending (including EU funds), by creating a hub, and by better exploiting Greece's regional competitive advantage in this vital economic sector.

3.8.4. The Retail Sector

102. **The Greek retail and wholesale sector stands out for having a higher share in value added and employment compared to the euro area average,** lower levels of labour productivity as well as for higher prices in key consumer basket items. A series of reforms extending over the next few quarters are needed to bring the main parameters of the retail sector to the average values in the EU.
103. **The Government adopted in the first half of 2012 two measures specifically aimed at introducing downward price flexibility in the sector,** such as the abolition of the prohibition of selling merchandise at prices below cost and the simplification of the system of submission of wholesale price lists and cost elements to the Ministry of Development. These were favouring price rigidities and collusion in prices from the dissemination / publication of collected data to competing companies. Whilst the simplification introduced to the system of reported prices is a step in the right direction, there remain potential competition policy concerns. These should be addressed in the on-going review of the Code of Market regulations, which was notified in mid-October 2012 to the Commission Services, as required by Directive 98/34.

104. **In addition, the Government has removed a number of outstanding restrictions in the retail sector.** Prior to the disbursement, it has adopted measures to i) distribute restricted product categories such as baby milk, tobacco, newspapers and magazines in supermarkets (in addition to the regular channels); ii) eliminate the requirement of minimum space for the sale of food products; iii) allow mixed shops to sell goods other than food, subject to hygiene and food and safety standards; iv) sell pre-packaged meat, cheese and fish products in supermarkets; and v) address labour market issues, by among others, delinking the working hours of employees in retail outlets from the opening hours of the establishment.
105. **Combined, these measures should allow a wider class of goods to be sold by more productive retailers, help reduce the sector's operating costs and eventually feed into higher downward price flexibility.** Looking forward, the Government will look into regulations on pricing, sales and labelling, as well as to the rules on transport applicable to retail outlets.

3.8.5. Regulated professions and professional qualifications

106. **Since the second programme, problems have occurred in liberalising the professions and several slippages in MoU compliance need to be corrected before year-end.** This is the case of the full assessment of the justification and the proportionality of the requirements reserving certain activities to providers with specific professional qualifications. In addition, work needs to be done to de-link fees charged by professionals from taxation, social security contributions and payments to professional associations. Steps have been taken by the engineering profession, but not for lawyers. Such de-linking is a prerequisite for the effective elimination of minimum fees charged for professional services, and hence, for allowing downward price flexibility.
107. **However, since July 2012, the reform of the Greek regulated professions has re-gained momentum.** Renewed emphasis on the reform of the regulated professions is welcome, as it follows a period of political inaction in the first half of the year, explained in part, by the long electoral process. The Government has eliminated unnecessary restrictions in 20 professional activities of high economic importance, as part of the conditionality prior to the disbursement. Compared to the previous review, there have been amendments to sector specific legislation, in various cases, going beyond what is strictly required by law 3919/2011 on professions, as per the opinions of the Hellenic Competition Commission. This is the case of lawyers, customs brokers, tourist guides and tourist offices, real estate brokers, temporary employment agencies, private labour consultancy offices, car-rentals, sworn in valuers and stevedores in ports and for land operators.
108. **Looking forward, the Government has committed to eliminating inconsistencies between the 2011 law and the sector specific legislation of each profession** (other than the abovementioned 20) **before the end of 2012.** The Government has already identified the professions falling under its scope (as these are not explicitly mentioned in the law) as well as the individual inconsistencies. However, there are divergences between the approach planned by the Government and the one recommended by the Commission services. Whilst the Government is seeking to issue instructions (circulars) addressed to the licensing bodies in the administration on the application of the 2011 law, the Commission services have pressed for the amendment of sector-specific legislation, in the interest of legal certainty.
109. **The authorities have also passed legislation easing further the professional recognition of franchised diplomas** (i.e., the recognition of diplomas offered by educational institutions located in Greece, providing (under a franchise agreement) the training program agreed with institutions in other countries). Lastly, the completion of the Point of Single Contact in the coming months, an infrastructure providing information about the procedures on the access to or exercise of a service activity and allowing for the online completion of those procedures, will also be a powerful complement to the liberalization of the professions.

3.9. INCREASING THE IMPACT OF STRUCTURAL AND COHESION FUNDS

110. **To accelerate the absorption of structural funds, there has been progress on the required measures that simplify project implementation and speed up the absorption.** A number of procedures have been simplified and enhanced monitoring has been established for the priority projects as well as for key areas in which issues had arisen. The necessary amounts to complete unfinished projects of the 2000-06 operational programmes, to cover non eligible expenditure as well as for the guarantee mechanism of the SMEs have been earmarked. Absorption for the first half of the year reached EUR 732.6 million. Around EUR 200 million were suspended from the claim due to issues with the development law that are being evaluated by the European Commission services and EUR 167 million of realised expenditure cannot be claimed until the Operational Programmes are revised. The country's absorption rates are above the EU average.

3.10. TECHNICAL ASSISTANCE AND MONITORING

111. **Greece is receiving technical assistance coordinated by the Commission's taskforce and provided by the Commission, Member States, the IMF and other sources.** Technical assistance (TA) concerns several areas which are crucial for the success of the programme, such as tax administration and fight against tax evasion, public financial management, the reform of the public administration, as well as in a range of projects improving the business environment. By providing advice based on best practice, TA contributes to enhancing the government's capacity to implement policies. It also helps to increase programme ownership, via the exchange of views and policy options between the government and the TA providers. (For more details on the several TA projects, the reader is referred to the quarterly reports by the Commission's Taskforce for Greece) Greece, the Eurogroup and the Commission have agreed TA should help further strengthening of Greece's institutional capacity in delivering the agreed policies. With this objective in mind, the Commission is significantly strengthening its presence on the ground in Greece. This will bolster its capacity to provide and coordinate technical assistance. Moreover, a continuous monitoring will contribute to the timely and full implementation of the programme.

**Annex 1: Assessment of compliance with the
Memorandum of Understanding on Specific Policy Conditionality
(seventh update, November 2012)**

Table A1- Fiscal Consolidation

<i>Fiscal consolidation</i>	
For 2012, the annual general government primary deficit should not exceed EUR 2 037 million; and for 2013 and 2014 the primary surplus should be at least EUR 3 652 million and EUR 9 352 million, respectively.	NOT OBSERVED. PROGRESS MADE Due to a deeper recession the achievement of the primary spending and deficit targets is delayed.
Prior to the first disbursement the Government adopts the following measures, through a supplementary budget, and other legal acts: - Reduction in pharmaceutical expenditure by at least EUR 1 076 million, in 2012 by reducing medicine prices (generics, off-patent and branded medicines), increasing co-payments, reducing pharmacists' and wholesalers' trade margins, application of compulsory e-prescription by active substance and protocols, the update of the positive list of medicines and the implementation of a mechanism of quarterly rebates (automatic claw-back) to be paid by the pharmaceutical industry.	OBSERVED - Law 4052/2012 (Official Gazette 41/A/01.03.2012) - Reduce medicine prices: Ministerial Decision YG/151/29.02.2012-Official Gazette 545/B/01.03.2012. - Reduce prices for off patent medicine: Ministerial Decision YG/151/29.02.2012-Official Gazette 545/B/01.03.2012. - Reduce generic prices: Ministerial Decision YG/151/29.02.2012-Official Gazette 545/B/01.03.2012. - Reduce off branded prices: Ministerial Decision YG/151/29.02.2012-Official Gazette 545/B/01.03.2012. - Increasing co-payments: Joint Ministerial Decision F42000oik2555/353/28.02.2012- Official Gazette 497/28.02.2012. - Reduction in pharmacists and wholesalers margins: Ministerial Decision YG/151/29.02.2012-Official Gazette 545/B/01.03.2012. - Compulsory prescription by e- prescription: Ministerial Decision YG/148/29.02.2012 Official Gazette 545/B/01.03.2012 - Compulsory protocols: Ministerial Decision Y4a/29.02.2012 Official Gazette 545/B/01.03.2012 - Only reimburse pharmacists on the basis of electronic prescription: Ministerial Decision YG/148/29.02.2012 Official Gazette 545/B/01.03.2012. - Rebates for positive list: Ministerial Decision YG/151/29.02.2012 Official Gazette 545/B/01.03.2012. - Circulars requesting the update on hospital's and social security funds' budgets . F.80000/5368/1108/06.03.2012 and 22435/06.03.2012 and Joint Ministerial Decision Y10/G.P. oik GY156/01.03.2012. - Claw back: Ministerial Decision GY 150/01.03.2012- Official Gazette 681/B/08.03.2012
- Reduction in overtime pay for doctors in hospitals by at least EUR 50 million.	OBSERVED - Reduction in overtime pay for doctors: Law 4051/2012, Official Gazette 40/A/29.02.2012.

	- Implementing circular 2/17589/022/29.02.2012
- Reduction in the procurement of military material by EUR 300 million (cash and deliveries).	OBSERVED Reduction in the procurement of military material: Law 4051/2012 Official Gazette 40/A/29.02.2012
- Reduction by 10 percent in the remuneration of elected and related staff at local level and reduction in the number of deputy mayors and associated staff in 2013 with the aim of saving at least EUR 9 million in 2012 and 28 million in 2013 onwards.	OBSERVED Reduction by 10% in the remuneration of elected and related staff: Law 4051/2012 Official Gazette 40/A/29.02.2012. The reduction in remuneration is immediate. However the reduction in the number of deputy mayors and associated staff will only become effective on 1 January 2013.
- Reduction in the central government's operational expenditure, and election-related spending, by at least EUR 370 million (compared to the 2012 budget), of which at least EUR 100 million in military-related operational expenditure, and at least EUR 70 million in electoral spending.	OBSERVED Reduction in central government's operational expenditure and electoral spending: Law 4051/2012 Official Gazette 40/A/29.02.2012. Although legislative changes have been made, the reduction of expenditure in some categories has been ex-post smaller than originally included in the programme due to the fact that some unexpected spending have not been sufficiently offset by other savings (thus requiring the increase of the appropriation through the contingency reserve).
- Reduction in operational expenditure by local government with the aim of saving at least EUR 50 million.	OBSERVED Cuts on subsidies and grants: Law 4051/2012 Official Gazette 40/A/29.02.2012
- Frontloading cuts in subsidies to residents in remote areas, and cuts in grants to several entities supervised by the several ministries, with the aim of reducing expenditure in 2012 by at least EUR 190 million.	OBSERVED - Remote areas: Joint Ministerial Decision 1411/25952/05.03.2012 - Grants: Ministerial Decision amending the budget of Ministry of Education F.1/A/137/23741/IB/06.03.2012, amending the implementing budget F.a/9017022/16.02.2012, on grants to universities on contractual university employees F.a/G23736/IB/06.03.2012, on grants to universities for operational expenditure 1/A/23740/IB/06.03.2012, on grants to universities on expenditure for food for students F.1/B 23738/IB/06.03.2012, on grants to technical schools for contractual employees, operational expenditure and food to students 23734/IB/06.03.2012. - On amended budget to Ministry of Culture and Tourism YPPOT/OIKON/A1/19924/05.03.2012
- Reduction in the public investment budget (PIB) by EUR 400 million: this cut will be implemented through cuts in subsidies to private investments and nationally-financed investment projects. The reduction in the PIB will not have any impact on projects that are co-	OBSERVED Reduction in PIB: Law 4051/2012 Official Gazette 40/A/29.02.2012

financed by structural funds (uncompleted project financed by the 2000-06 operational programmes, cohesion fund (2000-06) projects, 2007-13 operational programmes, and non-eligible expenditure related to the above projects, including TEN-T projects).	
- Changes in in supplementary pension funds and pension funds with high average pensions or which receive high subsidies from the budget and cuts in other high pensions, with the aim of saving at least EUR 450 million (net after taking into account the impact on taxes and social contributions).	OBSERVED - Changes in supplementary pensions Law 4051/2012 Official Gazette 40/A/29.02.2012. - Joint Ministerial Decision for NAT Official Gazette 499/B/28.02.2012
- Cuts in family allowances for high-income households, with the aim of saving EUR 43 million.	OBSERVED Cuts in family allowances Law 4052/2012 Official Gazette 41/A/01.03.2012
Prior to the first disbursement the Government also adopts the following pending acts: - Ministerial Decisions for the implementation of the business tax (minimum levy on self-employed) provided for Article 31 of Law 3986/2011;	OBSERVED Business tax: Ministerial Decision POL 1167/02.09.2011
Prior to the first disbursement the Government also adopts the following pending acts: - Ministerial Decisions to complete the full implementation of the new wage grid in all the pertinent entities, and legislation on the modalities for the recovery of wages paid in excess from November 2011 afterwards.	OBSERVED - Wage Grid: Law 4051/2012 Official Gazette 40/A/29.02.2012 - Joint Ministerial Decision for staff of ministerial offices 2-16306/0022/23.02.2012 Official Gazette 78/Yo/24.02.2012 - Joint Ministerial Decision for fixed term contracts 2-391/0022/17.02.2012 Official Gazette B 414/23.02.2012 - Joint Ministerial Decision for heavy duty tasks Official Gazette 465/B/24.02.2012 - Joint Ministerial Decision for lawyers Official Gazette 498/B/28.02.2012 - Joint Ministerial Decision for special scientist of independent authorities Official Gazette 498/B/28.02.2012
By end-June 2012 , the Government will legislate an average reduction by 12 percent in the so-called 'special wages' of the public sector, to which the new wage grid does not apply. This will apply from 1 July 2012 on and deliver savings of at least EUR 205 million (net after taking into account the impact on taxes and social contributions).	OBSERVED (see new MoU, Annex 9.6.1, PA) The Government adopted in November the cuts in special wage regimes; they have been included in the omnibus bill (Paragraph C.1/13-39). Although those cuts should have entered into force in June rather than in November, they are made retroactively as of 1 August 2012.
In order to prepare the measures that will be adopted with the 2013 and 2014 budgets and contribute to meet the fiscal targets, the Government initiates, before end-February 2012 , a review of public spending programmes. This review should be completed by June	ONGOING. KEPE carried out a review on public spending reflecting concrete results that the Government used as part of the measures adopted in the fiscal package.

2012. The review will draw on external technical assistance and will focus on pensions and social transfers (in a manner that will preserve basic social protection); defence spending without prejudice to the defence capability of the country; and restructuring of central and local administrations.	
By the same date (June 2012), a further rationalization of pharmaceutical spending and operational spending of hospitals, and of welfare cash benefits will also be specified.	OBSERVED
Preliminary results from the spending review will be included in the update of the medium-term fiscal strategy (MTFS), which will be tabled in Parliament by May 2012 .	OBSERVED (see new MoU, section 1.1, PA) Presentation of MTFS was delayed but it was finally adopted with the omnibus law (Section A, article 1)
The Ministry of Finance ensures a tight supervision of expenditure commitments by the government departments, including extra-budgetary funds, public investment budget, social security funds and hospitals, local governments and state-owned enterprises, and an effective tax collection, in order to secure the programme quantitative criteria. The Government stands ready to define and enact additional measures, if needed, in order to respect the budgetary targets.	OBSERVED AND ONGOING The activation of commitment registries is the most important element of this process; this is ongoing but not completed yet.

Table A2-Structural Fiscal Reforms

<i>Asset management and privatisation</i>	
<p>The Government implements the privatisation programme with the aim of collecting EUR 50 billion in the medium term.</p> <p>Cumulative privatisation receipts since June 2011 should be at least EUR 5 200 million by end-2012, EUR 9 200 million by end-2013 and, EUR 14 000 million by end-2014.</p> <p>The Government stands ready to offer for sale its remaining stakes in state-owned enterprises, if necessary in order to reach the privatisation objectives. Public control will be limited only to cases of critical network infrastructure.</p> <p>To ensure that the plan objectives are achieved, the Government will continuously transfer assets to the Hellenic Republic Asset Development Fund (HRADF). In particular, the Government will transfer to the HRADF all the assets that are expected in 2012 and 2013 at the request of the HRADF.</p>	PARTIALLY OBSERVED (see new MoU, section 2.1,d-g, PA, and 2.1.11). Expected privatisation receipts have been adjusted. Full transfer of assets still pending, namely regional ports.

All legal, technical and financial advisors for the privatisations planned for 2012 and 2013 will be appointed by end Q1-2012 .	PARTIALLY OBSERVED. (see new MoU, section 2.1.j, PA) Still pending appointment of advisors for EAS.
Privatisation is conducted in a transparent manner and will clearly set out post-privatisation property rights and obligations. For a number of assets, successful privatisation requires a proper regulatory framework ensuring that entry in a competitive market is possible after privatisation, consumers are adequately protected, and privatised assets are deployed in competitive markets. The conditions for sales or concessions shall avoid the creation of unregulated private monopolies, prevent any form of discrimination, facilitate open access, and impose full transparency of accounts. Intermediate steps for privatisation are specified, including clearing all legal titles, securing state-aid approval, unbundling assets, respecting public procurement rules, having a more comprehensive inventory of real estate assets; reallocating land uses; seeking the council of experts' and audit court's approvals.	ONGOING (see new MoU, section 2.1.1, DECEMBER 2012 to JUNE 2013)
The Government will neither propose nor implement measures which may infringe the rules on the free movement of capital. Neither the State nor other public bodies will conclude shareholder agreements with the intention or effect of hindering the free movement of capital or influence the management or control of companies. The Government will neither initiate nor introduce any voting or acquisition caps, and it will not establish any disproportionate and non-justifiable veto rights or any other form of special rights in privatised companies. No further special rights will be introduced in the course of future privatisation projects. To ensure compliance with the EU Treaty, the Government repeals or appropriately amends the existing special rights granted to the State in the process of privatisation. In particular, the Law on Strategic Companies (Law 3631/2008, Art 11) is repealed or appropriately amended. [Q2-2012]	OBSERVED FEK of legislative act is A' 175/07.09.2012
In order to ensure a timely clearance of state-aid issues that could constitute a hurdle for privatisation: - the Government appoints an interlocutor formally designated for ensuring compliance of privatisation with State aid rules by end-Q1 2012.	NOT OBSERVED (see new MoU, section 2.6.2, JANUARY 2012) The appointed interlocutor unit has not delivered the expected results and needs strengthening and readjustment.
- the Government, in cooperation with the HRADF, submits by end-Q2 2012, to the Commission information on the financial situation of each asset that will be privatised in the course of 2012 , whether	PARTIALLY OBSERVED (see new MoU, section 2.6.1, PA) Pending issues related to Casino Mont Parnes (entrance fees have been adjusted by law, although still not

<p>the privatisation needs to be preceded by restructuring and respective modalities; liabilities to the state which might hinder the privatisation process or the final price; legislation which grants an advantage to the firm (or concessionaire), such as tax discrimination or monopoly status, etc.; conditions that may be imposed on interested buyers, as well as conditions on buyers' eligibility; and the method of privatisation planned (public tender, negotiation with existing shareholders, IPO, etc.). A similar report will be submitted in Q4-2012 for each asset that is expected to be launched for privatisation in 2013.</p>	<p>approved - recovery of illegal State aid still pending, as the authorities need to appeal from the suspension of the recovery orders (or alternatively, ignore the suspension decisions) and LARCO (relevant material not submitted yet).</p>
<p>The Government continues compiling and publishing a comprehensive inventory of state-owned assets, including stakes in listed and non-listed enterprises and commercially viable real estate and land. The inventory will be published in successive stages by mid-2012 and end-2012 on the Ministry of Finance's website.</p>	<p>OBSERVED AND ONGOING (new commitment in new MoU 2.1.g, PA)</p>
<p>The Government accelerates state land ownership registration. For this purpose, the Government (i) prepares a comprehensive asset-inventory (ii) prepares a special law for the land development of the Hellinikon Area (iii) clarifies land-use status for the single assets and/or portfolios of assets that will be assessed and selected for exploitation within 2012. [Q2-2012]</p>	<p>OBSERVED (see new MoU, section 2.1.j, PA)</p>
<p>Reducing waste in public enterprises and other public entities: Tariffs in OASA, OSE Group and Trainose increase by at least 25 percent, while their business plans are appropriately updated. [Q1-2013]</p>	<p>NOT RELEVANT YET (see new MoU, section 6.3.4.5, MARCH 2013)</p>
<p><i>Tax policy</i></p> <p>The Government will prepare a tax reform that aims at simplifying the tax system, eliminating exemptions and preferential regimes, including and broadening bases, thus allowing a gradual reduction in tax rates as revenue performance improves. This reform relates to the personal income tax, corporate income tax and VAT, property taxes, as well as social contributions, and will maintain the relative tax burden from indirect taxes. The reform will be adopted by June 2012. In March 2012, the Government will announce the full schedule of intermediate steps until the reform is tabled. These intermediate steps will include public consultation and appropriate review by the European Commission, ECB and IMF staff.</p>	
<p>By June 2012, the Government will revise the legal values of real estate to better align them with market</p>	<p>NOT OBSERVED. PROGRESS MADE (see new MoU, section 2.2.3. MARCH 2013)</p> <p>According to Bank of Greece, the shortfall of real estate</p>

prices.	prices in 2011 and 2012 reduced de facto the discrepancy between prices and legal values by 80%. Therefore, Authorities focused their efforts on a dynamic process to timely update legal values towards market prices. The Ministry of Finance has initiated the design and implementation of a standard procedure for revision of legal values. An amendment has been drafted for placing the respective responsibility in the Directory of Capital Taxation. This new process will reduce the political interference in the determination of real-estate prices for taxation purpose.
<i>Revenue administration reforms</i>	
Articles 3 and 21 of Law 4038/2012 are amended prior to the disbursement . The suspension of criminal prosecution and asset freezing is eliminated; the conditions to extend the instalment plans for overdue taxes and social contributions are revised so that the instalment plans will only apply to existing overdue amounts below EUR 10 000 for individuals and EUR 75 000 for corporations. Tax payers applying for an extended instalment plan should disclose all their financial statements to the tax authorities. Moreover, during the years covered by the economic adjustment programme, the Government commits not to adopt new tax amnesties, or extend existing amnesties for the collection of taxes and social contributions.	OBSERVED
The Government will define 'tax refunds in arrears,' set standards for their processing [Q1-2012] and publish on the web [Q2-2012] monthly data on these arrears with a lag of 20 days after the end of each month.	OBSERVED Ministerial Decision 02.04.2012 POL 1090. While standards for processing tax refunds were set in Ministerial Decision 02.04.2012 POL 1090, tax refunds in arrears were defined in a letter signed by the Deputy Minister of Finance on 07.09.2012 (letter ref. 2/6533/ΔΠΓΚ). The Authorities have published September data in the budget execution bulletin (October).
In line with the anti-tax evasion action plan, the Government will step up audits of large-scale tax payers, high-wealth individuals and self-employed. It will also accelerate the resolution of tax arrears, and better integrate anti-money laundering tools into the strategy. Progress will be monitored by quantitative indicators according to targets set under the anti-tax evasion plan (key performance indicators). These indicators concern completion of full scope and temporary audits of large taxpayers, of risk-based audits of self-employed and high wealth individuals and of non-filers. They also involve collection of assessed taxes and penalties from new audits of large taxpayers, of the existing stock of tax debt, and increase in the number of registered VAT	PARTIALLY OBSERVED (see new MoU, section 2.3.2.4, DECEMBER 2012) Of the ten tax administration structural benchmarks, five are seriously lagging their full year targets: 10 percent of new (2012) debts were recovered against a target of 20 percent; EUR 0.7 billion of old debts were recovered against the annual target of EUR 2.0 billion; less than 10 percent of the annual target for full-scope audits and 35 percent of temporary audits for large taxpayers were completed at June 30 while around 25 percent of the annual audit target for HWI is achieved. Achievement of December targets appears to be also at risk.

taxpayers filing returns.	
The achievement of the completion of 75 full-scope audits and 225 VAT audits of large taxpayers, as targets set in the memorandum of 31 October 2011 for end-December 2011, are prior to the disbursement .	OBSERVED
To advance the reforms of revenue administration, the Government: - increases the staff of the large-taxpayers unit by 40 auditors to step up the fulfilment of audits in progress [end-March 2012]	OBSERVED (new MoU 2.3.c, PA). The Authorities took two Ministerial decisions to move auditors (MD 31/10/2012 to transfer 100 auditors to Large taxpayers Unit, and another MD D2A 1157921 16/11/2012 was issued to move more auditors to fill gaps). Staff of LTU has been reported to reach 100 new auditors on 19/11/2012. The management of tax files has been centralised.
- steps up the hiring procedure in order to complete the first wave of auditor reassessment and hiring (1 000 staff), [end-April 2012] with the objective to achieve the target of 2 000 tax auditors fully operational by end-2012 within the overall limits for public hiring;	NOT OBSERVED. PROGRESS MADE (see new MoU, section 2.3.2.2, June 2013) A competitive examination took place internally and 235 employees were selected as tax auditors. The rest of the tax auditors were employees selected by the directors of DOY according to qualitative criteria and approved by the Central Mgmt with contracts' signature. A legislative provision is in force that enables the increase of the auditors to the one required although this objective will be reached in mid-2013 rather than at end-2012 (Omnibus law section E article 14).
- removes barriers to effective tax administration [June 2012], including a formal performance review and replacing managers who do not meet performance targets;	OBSERVED (see new MoU, section 2.3.2.3, DECEMBER 2012 and 2.3.5.1, CONTINUOUS) Re-assessment of auditors has proceeded. Following this assessment a few new contracts have been offered to reassessed auditors. The process has been too slow. To reverse this trend, the new Government decided to take actions to bring back the highest number of tax auditors and introducing quarterly performance (Omnibus law section E article 14).
- continues to centralise and merge tax offices; 200 local tax offices, identified as inefficient, will be closed, by end-2012;	PARTIALLY OBSERVED (see new MoU, section 2.3.1.3, JUNE 2013) 6 tax offices closures in April (May tax adm monitor) which brings the total of closed offices to 51. By mid-October additional 48 tax offices will be disrupted. Current plan is to close all the local tax office leaving only 90-110 offices in place.
- centralises the management of tax files related to the taxpayers in the list of big debtors; [Q1-2012]	OBSERVED The management of tax files has been centralised, but the unit still lacks effective means to do meaningful recovery work

<ul style="list-style-type: none"> - revises the procedures to write-off tax debts, so that the administrative efforts may focus on effectively collective debts, by end-2012; 	ONGOING (see new MoU, section 2.3.3.2, FEBRUARY 2013)
<ul style="list-style-type: none"> - discontinue payments in cash and cheque in tax offices which should be replaced by bank transfers, so that staff time is freed-up to focus on more value added work (audit, collection enforcement and taxpayer advice) [Q2-2012]; 	NOT OBSERVED. PROGRESS MADE (see new MoU, section 2.3.3.3 DECEMBER 2012) The required institutional changes have been identified and the necessary action to complete this task is underway. To be completed by December 2012. Work is in progress to complete the payment of assessed debts through the banking system to be completed by end-October. It will include debts that are under instalment plans (currently the majority due to the crisis).
<ul style="list-style-type: none"> - starts to publish on the web key performance indicators for the tax department [Q2-2012]; 	OBSERVED
<ul style="list-style-type: none"> - puts in place a new IT system that interconnects all tax offices. 	ONGOING (see new MoU, section 2.3.6.2, MARCH 2013)
<p>The preparation of the new IT system involves the following main steps in relation to the new data centre, web-facing and back-office applications:</p> <ul style="list-style-type: none"> - the new data centre hardware is in place and running by end-March 2012; - 20 more new electronic services and enhancements by end-June 2012. These concern mainly taxes withheld at source; - database and application design and implementation, by end-October 2012; - 8 remaining new electronic services and enhancements by end-December 2012. These concern forms filed late with a fine, real-estate tax, and VAT administration; - system and user tests, user training, and migration of all tax offices to the centralized database: by end-December 2012; - operational use of the new IT infrastructure by all tax offices: 1 January 2013. 	OBSERVED AND ONGOING (see new MoU, section 2.3.6.3-7 MARCH 2013) The new data centre hardware is in place and running by end-March 2012; According to GSIS secretariat the first major upgrade has been completed. All systems are delivered and operational.
<p>To strengthen the anti-corruption framework for the tax administration, the Government will:</p> <ul style="list-style-type: none"> - reform the financial inspections' unit, which should focus only on auditing tax collectors and revenue administration issues [June 2012]; 	OBSERVED Further to orders nr GDOE 1140569/10.10.2011 and GDOE 1119710/26.08.2011, whereby Financial Inspectors were instructed to focus on the audit of tax collection, Financial Inspection operations are being reformed through interventions such as: <ul style="list-style-type: none"> - use of the new custom-made IT application (within IIS Elenxis) to assess risk and perform investigations efficiently - using the Complaints Prioritization Committee to screen information about employee misconduct and focus on serious cases (Ministerial Decision to be signed

	<p>shortly)</p> <ul style="list-style-type: none"> - setting up a Committee for the Review of Inspection Reports, which aims to provide Financial Inspectors with legal coverage and more freedom in their investigations (Ministerial Decision drafted and expected to be signed shortly) - applying the means of tax audit reviews, to re-examine 3% of tax audits that were completed in the first half of 2012 (order issued 10 Aug. 2012) - relieving Financial Inspection from the burden of financial audits of public entities (legislation drafted and expected to pass shortly). <p>It is expected that a) the training (by the National Centre of Public Administration) of 80 new recruits and b) the structural changes to be legislated by the Ministry of Administrative Reform and E-Government by the end of 2012, shall further enhance Financial Inspection's capacity.</p>
- activate an Internal Affairs Directorate [June 2012];	<p>PARTIALLY OBSERVED (see new MoU, section 2.3.2.7 APRIL 2013)</p> <p>Law (ΦEK 811/19-3-2012). However the Internal Affairs Directorate does not have powers to adopt disciplinary actions so far. The anti-corruption strategy should still gain momentum and it should be redirect to tackle the entire public Administration and not only the Tax Administration.</p>
- require the Financial Intelligence Unit to audit annually at least 200 asset statements of tax officials [June 2012];	<p>NOT OBSERVED. PROGRESS MADE</p> <p>The Authorities report that the General Auditor for Public Administration has already assessed more than 500 tax officials asset declaration. The Financial Intelligence Unit is involved in Anti Money Laundering activities and its activity has not yet been redirect towards audits of tax auditors.</p>
- establish procedures for the rotation of managers on a periodic basis [June 2012];	<p>OBSERVED (see new MoU, section 2.3 lett. d PA)</p> <p>Omnibus Law, E 2 , article 14, number 1.a</p>
- improve the system to protect whistle-blowers who report corruption [June 2012];	<p>NOT OBSERVED (see new MoU, section 2.3.2.6 MARCH 2013)</p>
- prepare a fully-fledged anti-corruption plan [September 2012].	<p>NOT OBSERVED (see new MoU, section 2.7.1.1.8 FEBRUARY 2013)</p>
Moreover, the Government will define powers to be delegated from the political level to the tax administration. These powers will include control over core business activities and management of human resources. The Government will also tighten the control of local tax offices by central offices, and fill the position of Secretary General of Revenue Administration with an	<p>OBSERVED (see new MoU, section 2.3 lett. b PA)</p> <p>Section E, Article 6 omnibus Law</p>

external appointee with appropriate professional experience. [March 2012]	
The Government adopts secondary legislation to make arbitration operational and certifies arbitrators by end-March 2012 . By the same date, legislation will make it compulsory to exhaust administrative dispute phase for large tax cases, before entering the judicial appeals.	OBSERVED Laws on Article 70A committee and independent arbitration were enacted and amended several times in 2011-2012, but the outcomes are still poor due to the presence of bottlenecks. A change in legislation is needed and expected to be approved by November.
The Code of Books and Records is repealed in its entirety and replaced by simpler legislation. [not later than June 2012]	OBSERVED (New MoU 2.3.2.1 PA) The Code of Books and records was abolished and replaced by the Code of tax recording of transactions, by (Omnibus) Law 4093 (Official Journal 222/A/12.11.2012, in l. of part E1). Amendment in "Minibus" act FEK 229A/19.11.2012 ref. Chapter B, Article 4. MD on issuance of electronic tickets FEK 1208/16.11.2012.
<i>Public financial management reforms</i>	
A plan for the clearance of arrears owed to suppliers by public entities is published by June 2012 and the Government ensures that the stock of arrears steadily declines. Clearance of arrears of government entities by the state budget will be contingent on progress in relation to the commitment registry, and no additional accumulation of arrears by each public entity. Data on arrears are published monthly with a lag of not more than 20 days after the end of each month.	NOT OBSERVED. PROGRESS MADE (see new MoU, section 2.4.4) A draft of the plan has been prepared but it will be finally presented by end-November.
To strengthen expenditure control, the Government: - continues the process of establishing commitment registries, which should fully cover the central government by March 2012, and the investment budget and at least 70 percent of general government units [June 2012] and extended to other general government entities;	OBSERVED AND ONGOING (see new MoU, section 2.4.3.i. DECEMBER 2012) Circular on commitment registers for the investment budget issued in March. 72% of spending units reported data from commitment registers in July meeting the relevant structural benchmark (the other one concerning discrepancies between data reported through surveys and those by commitment registers was missed by a small margin).
- enforces the obligation of accounting officers to report commitments, including by enacting sanctions to entities not submitting the data and disciplinary action for accounting officers; [June 2012]	PARTIALLY OBSERVED (see new MoU, section 2.4.3.iii. CONTINUOUS) Enforcement mechanism has been put in place as cuts in grants for those entities which do not report fiscal data properly. Disciplinary actions were not taken. There is still a lack of staff and the need to provide training in some entities.
- adopts legislation streamlining the procedure for submission and approval of supplementary budgets, [October 2012] and establishes an administrative	PARTIALLY OBSERVED (see new MoU, section 2.4.1 FEBRUARY 2013) An administrative calendar for the update of the medium-

calendar for the update of the medium-term fiscal strategy. [Q1-2012]	term fiscal strategy has been established in Q1. The MTFS has been adopted. Adoption of legislation to streamline procedures for submission and approval of supplementary budget under discussion with the Authorities.
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Table A3 - Pensions

Pensions	OBSERVED
<p>Prior to the disbursement, the Government proceeds, through a framework law, with an in-depth revision of the functioning of secondary/supplementary public pension funds.</p> <p>The aim of the revision is to stabilise pension expenditure, guarantee the budgetary neutrality of these schemes, and ensure medium- and long-term sustainability of the system. The revision achieves:</p> <ul style="list-style-type: none"> - the elimination of imbalances in those funds with deficits; - the unification of all existing funds; - reduction of overall operational and payroll costs including an adequate reduction in staff headcount (by at least 30 percent) in the new single fund; - the long-term sustainability of secondary schemes through a strict link between contributions and benefits. 	
The reform of the secondary/supplementary schemes is designed in consultation with the European Commission, ECB and IMF staff, and its estimated impact on long-term sustainability is validated by the EU Economic Policy Committee. The parameters of the new secondary notional defined-contribution system ensure long-term actuarial balance, as assessed by the National Actuarial Authority. [Q1-2012]	OBSERVED
The individual pension benefit will be calculated on the basis of (i) a notional rate of return linked to the rate of growth of the wage bill of insured workers; (ii) a sustainability factor that adjust benefits to promptly eliminate any future imbalances should they occur. [Q1-2012]	OBSERVED
The Government will reduce nominal supplementary pension benefits starting from January 2012 to eliminate deficits. The new single fund sets up in a cost effective way a computerised system of individual pension accounts. [Q1-2012]	PARTIALLY OBSERVED (see new MoU, section 2.8.2, 1H 2013 to Q4 2013) Supplementary pension have been reduced as of January 2012. However, the new computerised system will start to be implemented only in 2013.
The Government identifies the schemes for which lump sums paid on retirement are out of line with contributions	NOT OBSERVED (see new MoU, section 2.8.3, Q4 2012)

paid, and adjusts the payments. [Q1-2012]	The technical work to establish an actuarial formula for the calculation of supplementary pensions will be completed in November. A Ministerial Decision will be adopted by December.
The Health Committee set up by Law 3863/2010 will produce a first quarterly report of its activities aimed at revising the disability status and reduce the disability pensions to not more than 10 percent of the overall number of pensions. [Q1-2012]	NOT OBSERVED (see new MoU, section 2.8.4, Q1 2013) The Ministry of Labour will produce a report based on the activities of Health Committees by early 2013.
The Bank of Greece commits not to grant pension privileges to its staff and to revise the main parameters of its pension scheme, so that they remain aligned to those of IKA.	OBSERVED
The Government will ensure that social security's assets, including the liquidity that results from the ongoing debt exchange is invested in government bills, deposits in Treasury, or any other instrument that consolidates in government debt.	OBSERVED The Social Security Funds already invest in government paper, through the Bank of Greece. Only a very small amount needed for liquidity is held in other forms.

Table A4 – Public sector modernisation

<i>Public administration</i>	
By December 2012, and in accordance with the roadmap established, the Government has to: i) set up a high-level transformation steering group, chaired by the PM, that will supervise, monitor and ensure the implementation of administrative reforms; [February 2012] ii) establish a stable structure for Inter-Ministerial Coordination; [May 2012] iii) create basic horizontal structures in each Ministry, implementing the relevant procedures with Budget/Finance [February 2012] , Audit, Internal Control, Human Resource Management, acting under common rules. A framework legislation, to be drafted in line with the roadmap agreed and adopted, will provide the legal reference for implementing such a reform.	OBSERVED AND ONGOING (new commitment in new MoU 2.7.1.1, OCTOBER 2012 to DECEMBER 2013) (i) observed [Cabinet Office Decision 10 August 2012]; (ii) ongoing; (iii) observed [horizontal structures have been established to all Ministries and General Directors have been placed in every Ministry].
A specific roadmap is created, translating all principles of coherence and efficiency at the central level into the decentralized regional/local level. [March 2012]	PARTIALLY OBSERVED (see new MoU, section 2.7.1.1.4 DECEMBER 2012 to DECEMBER 2013, and Annex 9.6.9, 2013) Roadmap identified next steps in the context of the public administration functional review and of the strengthening mechanisms for local budgets.
The on-going functional review on social programmes is finalised by end-March 2012 . The review report will include recommendations to the Government on the objectives, design and implementation of social policies,	ONGOING (new MOU annex 9.6.8) - Fiscal Measure The OECD report on social programmes has not yet been finalised nor agreed with the Greek authorities. Nonetheless, some of its findings were used to change

as well as on the need to keep a balance between achieving savings and protecting the most vulnerable.	policies on social programmes.
<i>Public sector wages and human resource management</i>	
<p>The Government publishes and updates on a quarterly basis its medium-term staffing plans per department, for the period up to 2015, in line with the rule of 1 recruitment for 5 exits. The recruitment/exit rule applies to the general government as a whole. The staffing plans should be consistent with the target of reducing public employment by 150 thousand in end-2010–end-2015. If necessary, the Government will enact temporary hiring freezes.</p> <p>Staff transferred to the Government from either state-owned enterprises or other entities under restructuring are considered as new recruitments. The same applies to staff in the labour reserve that is transferred to other government entities, after screening of professional qualifications by ASEP under its regular evaluation criteria. The overall intake in the professional schools (e.g. military and police academies) is reduced to a level consistent with hiring plans.</p> <p>The staffing plans per Ministry and each group of public entities will include tighter rules for temporary staff, cancellation of vacant job post and reallocation of qualified staff to priority areas and takes into account the extension of working hours in the public sector. The staffing plans and monthly data on staff movements (entries, exits, transfers among entities) of the several government departments are published on the web.</p> <p>[monthly starting March 2012]</p>	<p>OBSERVED AND ONGOING (see new MoU, section 2.7.1.1, OCTOBER 2012 to JANUARY 2013)</p> <p>Progress made in collecting and cross-checking data for General Government estimates, aiming at creating a single database to monitor stocks and flows of staff across government entities. Publication of staffing plans to be made consistent. Monitoring of progress will be easier once database is in place. Revision to the intake rules for professional schools is considered within the broader discussion of budgetary savings.</p>
15 000 redundant staff will be transferred to the labour reserve in the course of 2012 , in connection with the identification of entities or units that are closed or downsized. Staff in the labour reserve will be paid at 60 percent of their basic wage (excluding overtime and other extra payments) for not more than 12 months, after which they will be dismissed. This period of 12 months may be extended up to 24 months for staff close to retirement. Payments to staff while in the labour reserve are considered part of their severance payments.	<p>NOT OBSERVED (see new MoU, section 2.7.1.2, NOVEMBER 2012 to END 2013)</p>
<p>The Government commissions an expert assessment of the new wage grid. [Q1-2012] This assessment will focus on the wage drift that is embedded in the new promotion mechanism. If the assessment reveals any excessive wage drift, the promotion rules are adjusted before end-2012. No promotion takes place before the assessment and adjustment to the promotion rules.</p>	<p>OBSERVED AND ONGOING</p> <p>Expert assessment completed. Concrete results to be identified.</p>

The Government sets up an electronic automated system linking the census data base with the Single Payment Authority (SPA)'s, which will allow for a more effective coverage, assessment and payment of employees. This system will be coordinated with other ministries. [Q2-2012]	OBSERVED
<i>Public procurement</i>	
<i>Single Public Procurement Authority (SPPA)</i>	
The Government issues decisions: - to appoint the members of the SPPA. [February 2012] - to provide for the institution and establishment of positions for the SPPA's personnel, as well as for the organization of human resources and services of the Authority in accordance with the provisions of the law on the SPPA. [March 2012] - to provide for the Implementing Regulation of the SPPA. [April 2012]	NOT OBSERVED. PROGRESS MADE (new MOU 2.7.2.1.1, DECEMBER 2012) The decisions regarding the appointment of the members of the SPPA board, for the establishment of positions for the SPPA personnel, as well as the Presidential Decrees on the rules of operation of the SPAA (PD 122/2012; FEK A 215/5.11.2012) and on the organization of SPAA (PD 123/2012; FEK A 216/5.11.2012) have all been adopted. The Presidential Decree on the SPPA's financial regulation will be ready in November.
The SPPA starts its operations to fulfil its mandate, objectives, competences and powers as defined in the law on the SPPA and the Action Plan agreed with the European Commission in November 2010. [April 2012]	OBSERVED The members of the Board have been appointed and 7 staff (5 lawyers, 2 engineers) have been moved to the Authority from various Greek public sector bodies (as of mid-September 2012). The SPPA is currently sharing the premises of the Greek Secretary General of Commerce and will be moved to a new building later in 2012. Also, as of mid-September, the SPPA had adopted 27 negative decisions against the adoption of a negotiated procedure without publication in the healthcare sector.
<i>E-procurement</i>	
The Government presents a detailed plan for the development of the e-procurement platform, including its phased roll-out, communication and training programmes, its target usage levels, and planned revision of the current legislation (if needed). [Q1-2012]	NOT OBSERVED, PROGRESS MADE (new MOU 2.7.2.3.1, DECEMBER 2012) A timeline for the development of the National Electronic Public Procurement System was submitted to the Commission Services on 1 August 2012. However, it does not qualify as a detailed plan for the development of the e-procurement platform. According to the updated MoU, the Authorities will submit in December 2012 a plan for the development of the e-procurement platform and to gradually extend its use to all public sector bodies in Greece.
The Government presents a pilot version of the e-procurement system. [Q2-2012]	PARTIALLY OBSERVED (new MOU 2.7.2.3.2, DECEMBER 2012/ 1st HALF 2013) The Government presented in October 2012 to the Commission services the software of the e-procurement platform. According to the new MoU, the platform will be tested between December 2012 and June 2013 on a

	pilot basis.
The e-procurement platform is fully operational and ready for use and a common portal is created for the publication of all procurement procedures and outcomes. The e-procurement framework is placed under the responsibility of the SPPA, which supervises its operations. [Q1-2013]	ONGOING. (new MOU 2.7.2.3.2, JULY 2013) According to the Authorities' estimates, the e-procurement platform will be fully operational in July 2013.
The whole public sector uses the e-procurement platform [Q4-2013] and the government presents results of the monitoring activities covering year 2013 against the target usage levels. [Q1-2014]	NOT RELEVANT YET (see new MoU, section 2.7.2.3.3.iii, Q4 2015)
<i>Efficiency of procedures</i>	
The Government identifies a number of potential sectoral Central Purchasing Bodies (CPB) at central government level. The first CPBs are fully operational and coordinated by the SPPA. [Q2-2012]	OBSERVED The identified CPBs are the Health Procurement Committee (HPC) for health supplies and the General Secretariat of Commerce for supplies and services. Given the recent creation of the Single Public Procurement Authority (in April 2012), these CPBs are not yet coordinated by the Single Public Procurement Authority.
The Government establishes centralised purchasing/framework contracts for frequently purchased supplies or services at central government level with the obligation for ministries and central government bodies to source via these contracts and optional use for regional entities. [Q3-2012]	NOT OBSERVED (new MOU 2.7.2.2.2, DECEMBER 2012)
The Government proposes an Action Plan to establish CPB at regional/local level, at least one per administrative region. [Q3-2012] Regional/local CPBs are fully operational and coordinated by the SPPA.	PARTIALLY OBSERVED (new MOU 2.7.2.2.1, DECEMBER 2012) A note on CPBs was sent to the Commission in October 2012, and TFGR has presented expertise to the Government to prepare an action plan within the deadline set in the new MOU (December 2012).
The Government undertakes a reform of the public procurement system including works, supplies and services with a view to (a) simplifying, streamlining and consolidating the body of public procurement legislation, and (b) rationalising the administrative structures and processes in public procurement to desired procurement results in terms of efficiency and efficacy. The review starts from an analysis of the state of play (flowcharts, procedural phases, actors involved, timelines, statistics). A first Action Plan for the reform is developed in agreement with the European Commission. [Q2-2012]	PARTIALLY OBSERVED (new MOU 2.7.2.2.4, JANUARY 2013) A Steering Committee has been set up to coordinate the secretary generals with public procurement responsibilities in Greece. The Committee is chaired by the Deputy Minister of Development. Meanwhile, the EC has outsourced a study to map public procurement legislation, which will be used in the context of the review of Greek public procurement legislation and be ready in December 2012. The new MoU calls the government to agree with the Commission services on an action plan for the reform of the public procurement system by January 2013 and to submit the draft legislation by Q3 2012. The action plan

	will factor in the findings of the EC study on the Greek public procurement system.
Government presents drafts of the necessary legislative and organisational measures to implement the above-mentioned Action Plan to the European Commission. [Q4-2012]	NOT RELEVANT YET (see new MoU, section 2.7.2.2.5, Q3 2013)
The Government undertakes a thorough review of the system of redress against award procedures with the objective of (1) reducing the significant and frequent delays triggered by excessive use and lengthy processing of redress in public procurement procedures and of (2) assessing the role to confer to the SPPA in this area. The Government proposes an Action Plan in agreement with the European Commission. [Q2-2012]	PARTIALLY OBSERVED (see new MoU, section 2.7.2.2.5, Q3 2013) The Greek government has submitted data on the Greek redress system to the Commission services, the last time, on 4 October 2012. The information needs to be supplemented with data from the Administrative Courts of Appeals, which have a critical role in the adjudication of actions/interim measures requests against the decisions of the contracting authorities. Looking forward, the review of the redress system will become part of the review of the public procurement legislation.
Statistics	
The on-going strengthening of the European Statistical System includes the introduction of Commitments of Confidence in Statistics, to be signed by all Member States. The Government will sign such a Commitment, which will be endorsed by Parliament, prior to the disbursement . This Commitment includes the revision of the Statistical Law to reform the ELSTAT governance arrangements and establish the ELSTAT Board as an advisory body, and to clarify further the professional authority of the ELSTAT President as chief officer and coordinator of the national statistical system.	OBSERVED Law 4051/2012 Official Gazette 40/A/29.02.2012

Table A5 – Health sector

<i>To modernise the health care system</i>	
The Government continues to implement the comprehensive reform of the health care system started in 2010 with the objective of keeping public health expenditure at or below 6 percent of GDP, while maintaining universal access and improving the quality of care delivery. Policy measures include reducing the fragmented governance structure, reinforcing and integrating the primary healthcare network, streamlining the hospital network, strengthening central procurement and developing a strong monitoring and assessment capability and e-health capacity.	ONGOING (see new MoU, section 2.9, CONTINUOUS) In March Law 4052/2012 was adopted in Parliament bring additional important changes to the system in line with the MoU.

<p>The Government continues the efforts undertaken in 2010-11 and intensifies measures to reach savings in the purchasing (accruals basis) of outpatient medicines of close to EUR 1 billion in 2012 compared to the 2011. This will contribute to the goal of bringing average public spending on outpatient pharmaceuticals to about 1 percent of GDP (in line with the EU average) by end-2014.</p>	<p>ONGOING (new MOU 2.9, CONTINUOUS) The implementation of the claw back mechanism has been reactivated and the Authorities have legislated contingency measures. To boost compulsory prescription by active substance and compulsory substitution of cheapest product, prior actions in March 2012, the Authorities have published a decree listing the exemptions to INN. The price and the positive lists have been published only and cost-sharing for medicines has been changed which will produce savings in 2012 and 2013.</p>
<i>Governance</i>	
<p>To strengthen health system governance, improve health policy coherence, reduce fragmentation in the purchasing of health services and reduce administrative costs, the Government further concentrates all health-related decision making procedures and responsibilities (including payroll expenditures) under the Ministry of Health by at the latest June 2012. In order to do this, the Government prepares a plan and the necessary legislative changes by end-February 2012. As part of this concentration process, all health insurance funds are merged into EOPYY and come under the responsibility of the Ministry of Health. EOPYY buys services in a cost effective way from NHS facilities and private providers through contracts. All other welfare / social assistance schemes under the Ministry of Health are moved to the Ministry of Labour by at the latest June 2012.</p>	<p>OBSERVED AND ONGOING (new MOU 2.9.1.a PA) Following a number of legislative steps since March 2012, all health insurance schemes have now been merged into EOPYY. This will be followed by administrative adjustment processes to smoothen the merging.</p>
<p>From January 2013 EOPYY will purchase hospital services on the basis of prospective budgets following the development of costing of procedures by treatment/ pathology categories (full absorption cost DRGs).</p>	<p>ONGOING (see new MoU, section 2.9.1., JANUARY 2013) Preparations have initiated.</p>
<p>As a result of the concentration process, EOPYY rationalises the number of contracts with private doctors so as to bring down the doctor-to-patients ratio close to the much lower EU average. [Q2-2012]</p>	<p>OBSERVED AND ONGOING (see new MoU, section 2.9.1.2., DECEMBER 2012 and 2013) Some reduction in the number of contracted doctors has been achieved and the number of EOPYY contracts is lower than the sum of the contracts of the four main funds prior to when they were merged into EOPYY. Currently the ratio of patients to EOPYY doctor is about 1600 patients per doctor. Importantly, EOPYY restricts the number of visits, therefore, independently of the number of doctors, EOPYY controls the total number of visits and therefore the expenditure.</p>
<p>Contributions paid by OGA members are progressively equalised to those of other members of EOPYY, as envisaged in the medium-term fiscal strategy. The process of equalisation of contributions will be completed</p>	<p>ONGOING (see new MoU, section 2.9.3.1.6, 2013) New legislation doubled all the contributions, though they remain much below those paid by members of other funds.</p>

in 2013.	
<i>Controlling pharmaceutical spending</i>	
<p>In order to achieve EUR 1 billion of reduction in outpatient pharmaceutical spending in 2012, the Government will simultaneously implement a set of consistent policies comprising changes in pricing, prescribing and reimbursement of medicines that enhance the use of less expensive medicines, control prescription and consumption and prosecute misbehaviour and fraud. The Government defines a consistent set of incentives and obligations for all participants along the medicines supply chain (including producers, wholesalers, pharmacies, doctors and patients) to promote the use of generic medicines.</p>	<p>ONGOING (see new MoU, section 2.9.2 , DECEMBER 2012)</p> <p>On top of the implementation of measures aimed at reducing price and quantity, the target is to be achieved by the implementation of the claw back mechanism.</p>
<p>The Government will revise the co-payment system in order to exempt from co-payment only a restricted number of medicines related to specific therapeutic treatments. [Q1-2012]</p>	<p>OBSERVED (new commitment in MoU 2.9.2.1, Q4 2012)</p> <p>A ministerial decree was adopted to reduce the number of medicines exempted of co-payments. It defines and reduces the number of the disease categories that are in the two lowest co-payment categories and therefore the co-payment level for the medicines that are associated with the treatment of those diseases. All other medicines not related with the treatment of those diseases have the highest co-payment. In October, authorities have published a ministerial decree with further reductions in the number of medicines in the two lowest co-payment categories.</p>
<i>Pricing of medicines</i>	
<p>The Government continues to update, on a quarterly basis, the complete price list for the medicines in the market, using the new pricing mechanism based on the three EU countries with the lowest prices. [Q1-2012]</p>	<p>OBSERVED AND ONGOING (see new MoU, section 2.9.2.2.1, CONTINUOUS)</p> <p>The new price bulletin has been published. With the new price bulletin authorities expect a reduction of 12% in prices starting in Q4-2012. The list is updated every quarter.</p>
<p>The Government introduces an automatic claw-back mechanism (quarterly rebate) on the turnover of pharmaceutical producers which guarantees that the outpatient pharmaceutical expenditure does not exceed budget limits. [Q1-2012]</p>	<p>ONGOING (new MOU 2.9.2.2.2, CONTINUOUS)</p> <p>Following a number of legislative steps and a related decision by the High Court, the mechanism has been re-activated after a deadlock period due to pharmaceutical companies having initiated legal action on some aspects of the system. In addition, the Authorities have legislated contingency measures.</p>
<p>Starting from Q1-2012, the pharmacies' profit margins are readjusted and a regressive margin is introduced - <i>i.e.</i> a decreasing percentage combined with flat fee of EUR 30 on the most expensive medicines (above EUR 200) - with the aim of reducing the overall profit margin to</p>	<p>OBSERVED AND ONGOING (see new MoU, section 2.9.2.2.6, Q1 2013)</p> <p>Law 4052/2012 has been adopted by Parliament. Authorities have removed the 6, 7 and 8% of profit margin of pharmacies for medicines above 200 as in Law 4052/2012 by end of September. As a result only</p>

below 15 percent.	the 30 euro apply to medicines above 200 euro.
Government produces an implementation report on the impact of the new profit margins by Q1-2013 . If it is shown that this new model to calculate profit margins does not achieve the expected result, the regressive margin will be further revised.	ONGOING (see new MoU, section 2.9.2.2.6, Q1 2013)
Starting from Q1-2012 , the wholesalers' profit margins are reduced to converge to 5 percent upper limit.	OBSERVED Law 4052/2012 has been adopted by Parliament.
<i>Prescribing and monitoring</i>	
The Government - takes further measures to extend in a cost-effective way the current e-prescribing to all doctors, health centres and hospitals. E-prescribing is made compulsory and must include at least 90 percent of all medical acts covered by public funds (medicines, referrals, diagnostics, surgery) in both NHS facilities and providers contracted by EOPYY and the social security funds. [Q1-2012]	OBSERVED AND ONGOING (see new MoU, section 2.9.2.3.1 Q4 2012 and Q2 2013) Law 4052/2012 and respective Ministerial Decree have been adopted. Coverage of e-prescription stands at 90%+ of prescriptions of pharmaceuticals. The e-prescription system for referrals and diagnostic tests exists but its coverage is still limited and not yet integrated with the other e-prescription system. Authorities are working with Swedish authorities to improve the e-prescription system. Authorities will merge the e-diagnosis into the e-prescription system for medicines by mid-November.
- introduces a temporary and cost-effective mechanism (until all doctors are able to use the e-prescription system) which allows for the immediate and continuous monitoring and tracking of all prescriptions not covered by e-prescription. This mechanism will make use of the web-based e-prescription application established by IDIKA, which allows the pharmacies to electronically register manual prescriptions from a specific doctor to a specific patient. For medicines to be reimbursed by EOPYY (and other funds), pharmacies must register in the web-based application all manual prescriptions. For this service, doctors who prescribe manually will be charged a monthly administrative fee by EOPYY to compensate the pharmacies. The introduction of this temporary mechanism would ensure that all prescriptions are electronically recorded, allowing for the full and continuous monitoring of doctors' prescription behaviour, their compliance with prescription guidelines. [February 2012]	OBSERVED AND ONGOING (see new MoU, section 2.9.2.3.2, Q4 2012) IDIKA has developed a software - API - which is to link the pharmacies electronic system with the e-prescription system. With API, pharmacies only have to scan and introduce the dispensing medicine once for the medicine to be registered in the two systems. The system is being piloted in some pharmacies and will be rolled-out at the end of November. Authorities will fully implement this system by end 2012.
- continues publishing prescription guidelines/protocols for physicians. Starting with the guidelines for the most expensive and/or mostly used medicines the government makes it compulsory for physicians to follow prescription guidelines. Prescription guidelines/protocols are defined by EOF on the basis of international prescription	OBSERVED AND ONGOING (see new MoU, section 2.9.2.3.3, CONTINUOUS) Law and ministerial decrees have been published. Guidelines exist and are being published and continue to be developed.

guidelines to ensure a cost-effective use of medicines and are made effectively binding. [Q1-2012]	
- enforces the application of prescription guidelines also through the e-prescription system, therefore discouraging unjustified prescriptions of most expensive medicines and diagnostic procedures. [Q1-2012]	OBSERVED AND ONGOING (see new MoU, section 2.9.2.3.4, Q2 2013) A link has recently been introduced in the e-prescription system. In addition, authorities are introducing rules in the e-prescription so that some specific medicines are only prescribed to the groups of patients for which they are therapeutically indicated.
- produces (Ministry of Health and EOPYY together with the other social security funds until they merge) detailed monthly auditing reports on the use of e-prescription in NHS facilities and by providers contracted by EOPYY and other social security funds (until they merge). These reports are shared with the European Commission, ECB and IMF staff teams. [Q1-2012]	OBSERVED AND ONGOING (see new MoU, section 2.9.2.3.6, CONTINUOUS) EOPYY has now daily access to e-prescription data and are able to produce reports on e-prescription. Authorities have shared a very simple first report in early October.
- implements (Ministry of Health and EOPYY together with the other social security funds until they merge) an effective monitoring system of prescription behaviour. They establish a process to regularly assess the information obtained through the e-prescribing system. [Q2-2012]	OBSERVED AND ONGOING (see new MoU, section 2.9.2.3.7, CONTINUOUS) Authorities have presented detailed information on e-prescription and prescription value and volume. They are working with Sweden to continue to improve monitoring and assessment of e-prescription data.
- produces regular reports, at least on a quarterly basis, on pharmaceutical prescription and expenditure which include information on the volume and value of medicines, on the use of generics and the use of off-patent medicines, and on the rebate received from pharmacies and from pharmaceutical companies. These reports are shared with the European Commission, ECB and IMF staff teams. [Q1-2012]	OBSERVED AND ONGOING (see new MoU, section 2.9.2.3.8, QUARTERLY) Authorities are producing data and analysing it. Authorities have shared a very simple first report in early October.
- provides feedback and warning on prescription behaviour to each physician when they prescribe above the average of comparable physicians (both in NHS facilities and contracted by EOPYY and other social security funds until they merge) and when they breach prescription guidelines. This feedback is provided at least every month and a yearly report is published covering: 1) the volume and value of the doctor's prescription in comparison to their peers and in comparison to prescription guidelines; 2) the doctor's prescription of generic medicines vis-à-vis branded and patent medicines and 3) the prescription of antibiotics. [Q2-2012]	OBSERVED AND ONGOING (see new MoU, section 2.9.2.3.9, CONTINUOUS) The monitoring system is in place and feedback to doctors is in place.
- enforces sanctions and penalties as a follow-up to the assessment and reporting of misconduct and conflict of interest in prescription behaviour and non-compliance with the EOF prescription guidelines. Continuous or	OBSERVED AND ONGOING (see new MoU, section 2.9.2.3.10 CONTINUOUS) According to the law, if doctors do not comply they can lose contract and will not be able to prescribe. Sanctions

<p>repeated non-compliance with the prescription rules will lead to the termination of the contract between the doctor and the EOPYY and the doctor's permanent loss of his/her capability/right to prescribe pharmaceuticals which are reimbursed by the government/EOPYY in the future. [Q1-2012]</p>	<p>have been activated.</p>
<p>- continuously updates the positive list of reimbursed medicines using the reference price system developed by EOF [Q1-2012]</p>	<p>OBSERVED AND ONGOING (new MOU 2.9.2.3.11, PA) The positive list was recently published. The number of medicines in the positive list has been reduced and aligned with the experience in other countries. Medicines have been moved to the negative list. In addition, a reference price for reimbursement has been introduced. Authorities expect the measure to result in significant savings. Relatedly, authorities will remove cost-ineffective packages from the list.</p>
<p>- selects a number of the most expensive medicines currently sold in pharmacies, to be sold in hospitals or EOPYY pharmacies, so as to reduce expenditure by eliminating the costs with outpatient distribution margins, and by allowing for a strict control of the patients who are being administered the medicines. [Q1-2012]</p>	<p>OBSERVED</p>
<p>If the monthly monitoring of expenditure shows that the reduction in pharmaceutical spending is not producing expected results, additional measures will be promptly taken in order to keep pharmaceutical consumption under control. These include a prescription budget for each doctor and a target on the average cost of prescription per patient and, if necessary, across-the-board further cuts in prices and profit margins and increases of co-payments. [Q2-2012]</p>	<p>OBSERVED (new MOU 2.9.2.1.b, PA) Authorities have legislated contingency measures (entry fee to positive list) to deliver the target in 2012 and 2013.</p>
<p>In compliance with EU procurement rules, the Government conducts the necessary tendering procedures to implement a comprehensive and uniform health care information system (<i>e-health system</i>). [Q1-2012]</p>	<p>OBSERVED AND ONGOING (see new MoU, 2.9.5.3, CONTINUOUS) Tenders were launched but process not yet finalised.</p>
<p><i>Increasing use of generic medicines</i></p> <p>A comprehensive set of measures is adopted simultaneously to promote the use of generic and less expensive medicines. The aim of these measures is to gradually and substantially increase the share of the generic medicines to reach 35 percent of the overall volume of medicines sold by pharmacies by end-2012, and 60 percent by end-2013. This will be achieved by:</p> <ul style="list-style-type: none"> - reducing the maximum price of the generic to 40 percent of the price of the originator patented medicine with same active substance at the time its patent expired. 	<p>OBSERVED AND ONGOING (see new MoU, section 2.9.2.4.1.i., QUARTERLY) Technical work has been done. The price bulletin, which includes a revision in the price of generics has been published. With the new price bulletin authorities expect a reduction of 12% in the prices of generics compared to the April list.</p>

This is set as a maximum price; producers can offer lower prices, thus allowing an increased competition in the market. [Q1-2012]	
- automatically reducing the prices of originator medicines when their patent expires (off-patent branded medicines) to a maximum of 50 percent of its price at the time of the patent expiry. Producers can offer lower prices, thus allowing an increased competition in the market. [Q1-2012]	OBSERVED AND ONGOING (see new MoU, section 2.9.2.4.1.ii QUARTERLY)
- creating dynamic competition in the market for generic medicines through price reductions of at least 10 percent of the maximum price of each generic follower. [Q4-2012]	NOT RELEVANT YET
- associating a lower cost-sharing rate to generic medicines that have a significantly lower price than the reference price for reimbursement (lower than 40 percent of the reference price) on the basis of the experience of other EU countries, while increasing substantially the co-payment of more expensive medicines in the reference category and of new molecules. [Q1-2012]	OBSERVED AND ONGOING On substance, the cost-sharing is lower for cheapest generics as Law 4052/2012 and ministerial decree indicate that only the cheapest medicine in each INN group would be reimbursed and for the others the patient would pay the price difference. In other words, the price of the cheapest generic is the reference price for reimbursement. Authorities have introduced an internal reference price system at ATC-4 level, together with the publication of the positive list in mid-November.
- deciding about the reimbursement of newly patented medicines (i.e. new molecules) on the basis of objective criteria and, until internal capacity is in place, by relying on best practice health technology assessment of their cost-effectiveness carried out in other member states, while complying with Council Directive 89/105/EEC. [Q1-2012]	OBSERVED AND ONGOING (see new MoU, section 2.9.2.4.1.v, CONTINUOUS) So far no new patent medicine has been introduced in the list.
- excluding from the list of reimbursed medicines those which are not effective or cost-effective, also on the basis of the experience of other countries. [Q1-2012]	OBSERVED AND ONGOING (new MOU 2.9.2.4.1.iii, QUARTERLY) The positive list has been published and a number of products have been moved to the negative list. A new positive list had been prepared but the authorities have decided to re-examine the proposal in order to reduce the number of medicines in the positive list and align it with the experience of other countries.
- making it compulsory for physicians to prescribe by international non-proprietary name for an active substance, rather than the brand name. [Q1-2012]	ONGOING (new MOU 2.9.2.4.1.vii, PA) Although this measure was legislated (law 4052/2012 and ministerial decree) in March 2012 as a prior action in the second adjustment programme, there was strong resistance from doctors and authorities to implement it. Recently, Authorities pledged to implement this measures and have now published the related ministerial decree listing the INN exemptions and requesting

	IDIKA to implement the INN system.
- mandating the substitution of prescribed medicines by the lowest-priced product of the same active substance in the reference category by pharmacies (compulsory "generic substitution"). [Q1-2012]	ONGOING (new MOU 2.9.2.4.1.viii, PA) Legislated (law 4052/2012 and ministerial decree) in March 2012, the Authorities will now send a circular to all pharmacies to ensure proper implementation.
The Government takes further measures to ensure that at least 40 percent of the volume of medicines used by public hospitals is made up of generics with a price below that of similar branded products and off-patent medicines. This should be achieved, in particular by making compulsory that all public hospitals procure pharmaceutical products by active substance, by using the centralised tenders procedures developed by EPY and by enforcing compliance with therapeutic protocols and prescription guidelines. [Q2-2012]	ONGOING (new commitment in new MoU 2.9.2.4.2, CONTINUOUS) Circular sent to all hospitals, Tenders have been launched.
The Government, pharmaceutical companies and physicians adopt a code of good conduct (ethical rules and standards) regarding the interactions between pharmaceutical industry, doctors, patients, pharmacies and other stakeholders. This code will impose guidelines and restrictions on promotional activities of pharmaceutical industry representatives and forbids any direct (monetary and non-monetary) sponsorship of specific physicians (sponsorship should be attributed through a common and transparent allocation method), based on international best practice. [Q1-2012]	NOT OBSERVED (see new MoU, section 2.9.2.4.4, Q4 2012) There has been some initial work by EOF that was delivered to the MoH by mid-October.
The Government simplifies administrative and legal procedures, in line with EU legal frameworks, to speed up the entry of cheaper generic medicines in the positive list. [Q2-2012]	OBSERVED AND ONGOING (see new MoU, section 2.9.2.4.5, Q4 2012) However, in order to respect the timetable and deadlines set up by EU legislation, EOF needs additional human resources and IT.
<i>Pricing and use of diagnostic services</i>	
Fees for diagnostic services contracted to private providers are reviewed with the aim of reducing related costs by EUR 45 million in 2012. [Q1-2012]	ONGOING (new MOU 2.9.3.1, iv, PA) MoH created a committee to revise prices further. This is urgent and necessary now in view of the emerging large deficit of EOPYY in 2012. Authorities have legislated in mid-November substantial increases in co-payments and revision of contractual arrangements with providers leading to substantial cuts in fees and prices.
The government starts publishing a quarterly report on the prescription and expenditure of diagnostic tests. [Q1-2012]	ONGOING (see new MoU, section 2.9.3.2, QUARTERLY) Authorities are producing data and analysing. A preliminary draft of the report has been received early October, but it needs to be substantially improved.
<i>NHS (ESY) service provision</i>	

<p>The plan for the reorganisation and restructuring is implemented for the short and medium term with a view to reducing existing inefficiencies, utilising economies of scale and scope, and improving quality of care for patients. The aim is to reduce further hospital operating costs by 8 percent in 2012. This is to be achieved through:</p> <ul style="list-style-type: none"> - increasing the mobility of healthcare staff (including doctors) within and across health facilities and health regions. - adjusting public hospital provision within and between hospitals within the same district and health region. - revising the activity of small hospitals towards specialisation in areas such as rehabilitation, cancer treatment or terminal care where relevant. - revising emergency and on-call structures. - optimise and balance the resource allocation of heavy medical equipment (e.g. scanners, radiotherapy facilities, etc.) on the basis of need. 	<p>OBSERVED AND ONGOING (new commitment in MoU 2.9.4.1, 2013) [MINISTERIAL DECREE TO BE PUBLISHED]: the reduction in operational costs is more than 8% in 2012. Hospital reorganisation has started but slowly. Law 4052/2012 legislates several hospital mergers although implementation is due by January 2013. Authorities plan to reduce unnecessary (11000) beds. Minister has adopted the merger of two hospitals. The new hospital map will be published in the gazette in two days. Authorities will have to publish a ministerial decree by end November specifying the new organisational chart of the new 85 hospitals.</p>
<p>A first annual report comparing hospitals performance on the basis of the defined set of benchmarking indicators will be published by end-March 2012.</p>	<p>OBSERVED AND ONGOING (see new MoU, section 2.9.4.1.2, ANNUAL) Authorities are producing data and analysing. Authorities have provided a first draft report by end September. The structure and content of the report needs to be substantially improved.</p>
<p><i>Wages and human resource management in the health care sector</i></p>	
<p>The Government updates the existing report on human resources conducted by the Ministry of Health to present the staff structure according to specialty. This report will be updated annually and will be used as a human resource planning instrument. The 2012 report will also present plans for the allocation and re-qualification of human resources for the period up to 2013. It will also provide guidance for the education and training system and it will specify a plan to reallocate qualified and support staff within the NHS with a focus in particular on training and retention of primary care healthcare professionals and hospital nurses. [Q3-2012]</p>	<p>OBSERVED AND ONGOING (see new MoU, section 2.9.4.1.3, QUARTERLY) A first report has been submitted and will be updated annually.</p>
<p>The revised payment system used by EOPYY for contracting with physicians, and the efficiency gains in the use of staff (including reduction in overtime costs) will lead to savings of at least EUR 100 million in the overall social security costs associated with wages and fees of physicians in 2012. [Q4-2012]</p>	<p>OBSERVED</p>
<p><i>Accounting and control</i></p>	
<p>Internal controllers are assigned to all hospitals and all hospitals adopt commitment registers. [Q1-2012]</p>	<p>OBSERVED AND ONGOING (see new MoU, section 2.9.4.2.1 Q4 2012) Most but not all hospitals have been assigned internal</p>

	controllers. A report on their activity should be submitted to the Commission by end-November.
By end-March 2012 , the Government publishes the monthly report with analysis and description of detailed data on healthcare expenditure by all social security funds with a lag of three weeks after the end of the respective month. This report will make it possible a detailed monitoring of the budget execution, by including both expenditure commitments/purchases (accruals basis) and actual payments (cash basis). The report will also (1) describe performance of entities on execution of budget and accumulation of arrears, (2) highlight any defaulters, and (3) recommend remedial actions to be taken. [Q1-2012]	PARTIALLY OBSERVED (2.9.4.2.2, DECEMBER 2012) Authorities are producing data and analysing. Authorities have provided a first draft report by end September. The structure and content of the report needs to be substantially improved.
EOPYY and other social security funds (until they merge) start publishing an annual report on medicine prescription. The annual report and the individual prescription reports examine prescription behaviour with particular reference to the most costly and most used medicines. [Q1-2012]	OBSERVED AND ONGOING (see new MoU, section 2.9.2.3.8, QUARTERLY) Authorities are producing data and analysing. Authorities have provided a first draft report by end September. The structure and content of the report needs to be substantially improved.
<i>Hospital computerisation and monitoring system</i>	
The necessary tendering procedures are carried out by HDIKA to develop the full and integrated system of hospitals' IT systems. [Q1-2012]	OBSERVED AND ONGOING (see new MoU, section 2.9.5.3, CONTINUOUS) Final steps to awarding a contract should be finalised in coming months.
Throughout 2012, further measures are taken to improve the accounting, book-keeping of medical supplies and billing systems, through: - the introduction of analytical cost accounting systems and the regular annual publication of balance sheets in all hospitals. [Q2-2012]	ONGOING (see new MoU, section 2.9.4.2.3.i, CONTINUOUS) Only a minority of hospital have started the analytical cost accounting. Authorities will provide a note on the process for introducing analytical cost accounting by hospital.
- the calculation of stocks and flows of medical supplies in all the hospitals using the uniform coding system for medical supplies developed by the Health Procurement Commission (EPY) and the National Centre for Medical Technology (EKEVYL) for the purpose of procuring medical supplies. [Q1-2012]	ONGOING (see new MoU, section 2.9.4.2.3.iv, Q4 2013) EPY now has a monitoring system applied to all hospitals - observe.net - but the coding process for medical devices is still ongoing.
- timely invoicing of full treatment costs (including staff payroll costs) - i.e. no later than 2 months to other EU countries and private health insurers for the treatment of non-nationals/non-residents. [Q2-2012]	ONGOING (see new MoU, section 2.9.4.2.3.v, 4Q 2012) Authorities are considering concentrating the billing in one unit in EOPYY and how to bill the full cost of treatment (including personnel costs). They consider this a priority but have not provided a deadline for the full implementation of the measure.
- enforcing the collection of co-payments and	ONGOING (see new MoU, section 2.9.4.2.3.vi,

implementing mechanisms that fight corruption and eliminate informal payments in hospitals. [Q2-2012]	CONTINUOUS) Authorities have strengthening internal supervision and a special police has been created to look at ESY facilities. A note on recent developments will be submitted by end-November.
ELSTAT starts providing expenditure data in line with Eurostat, OECD and WHO databases i.e. in line with the System of Health Accounts (joint questionnaire collection exercise). [Q1-2012]	ONGOING (see new MoU, section 2.9.4.2.4, Q4 2012) But not yet finalised, probably due to shortages of human resources in ELSTAT and not a priority.
The programme of hospital computerisation allows for a measurement of financial and activity data in hospital and health centres. Moreover, the Minister of Health defines a core set of non-expenditure data (e.g. activity indicators) in line with Eurostat, OECD and WHO health databases, which takes account of the future roll-out of DRG (diagnostic-related groups) schemes in hospitals. [Q1-2012] The programme of hospital computerisation will continue the development of a system of patient electronic medical records. [Q3-2012]	ONGOING (see new MoU, section 2.9.4.2.5, CONTINUOUS) There is already a web application ESY.net which is able to compile financial and activity data but some more work needs to be done to align it with DRGs which are still being developed. The first and important steps have been taken but the process needs further improvement.
In all NHS hospitals, the Government pilots a set of DRGs, with a view to developing a modern hospital costing system for contracting (on the basis of prospective block contracts between EOPYY and NHS). To support the development of DRGs, the government develops clinical guidelines and assesses existing international examples of DRG-base schemes, in particular considering observations on DRG costing and proportionality of DRG-based tariffs. DRGs include a detailed item on costs of personnel. [Q3-2012]	ONGOING (see new MoU, section 2.9.4.2.7, CONTINUOUS) The government has developed a basic set of DRGs. Nevertheless, these need to be further improved and authorities are working with the Ministry of Health in Germany to develop full scale DRGs. This is a long process that will be monitored over the coming years.
An analysis will be made of how hospital accounting schemes integrate DRGs at hospital level in view of future activity-based cost reporting and prospective budgets payment for hospitals [Q3-2012]	ONGOING (see new MoU, section 2.9.4.2.8, Q4 2012)
<i>Centralised procurement</i>	
Government continues centralised procurement through EPY and regional procurement through the Regional Health Authorities, with the aim of increasing substantially the number of expenditure items and therefore the share of expenditure covered by centralised tender procedures. [Q4-2012]	ONGOING: (see new MoU, section 2.9.5.1, CONTINUOUS) Several tenders have been launched for medical devices and medicines used in hospitals and can result in important savings.
EPY will undertake a major effort to utilise tender procedures for framework contracts for the most expensive medicines used in the outpatient context so as to substantially reduce the price paid by EOPYY. [Q4-2012]	NOT RELEVANT YET (see new MoU, section 2.9.5.2, Q4 2012)

Government puts in place the procurement monitoring mechanism. [Q1-2012]	OBSERVED EPY has developed observe.net.
<i>Independent task force of health policy experts</i>	
The Independent Task Force of Health Policy Experts, established as an advisory group, produces an annual report on the implementation of reforms. [Q4-2012]	NOT RELEVANT

Table A6 – Financial sector

<i>Assessment of capital needs</i>	OBSERVED
All banks will be required to achieve a core tier 1 capital ratio set at 9 percent by Q3-2012 , reaching 10 percent in Q2-2013 . The Bank of Greece, with the support of external consultants, will undertake a comprehensive assessment of banks' capital needs prior to disbursement . This assessment will be based on, <i>inter alia</i> , the results from the BlackRock loan diagnostic exercise, the PSI impact, and the business plans banks have submitted. In addition, banks' capital needs will be determined on the basis of a requirement to maintain a 7 percent core tier 1 capital ratio under a three-year adverse stress scenario (pillar II requirements). Based on these capital needs identified by the Bank of Greece, banks will revise their business plans and submit capital raising plans by Q1-2012 .	The Bank of Greece has prepared a comprehensive and detailed assessment of capital needs for all banks. The increase in capital ratios to 9% and 10% will be delayed because of the changes in the programme disbursement schedule.
A strategic assessment of the banking sector will be carried out. In consultation with the Commission, ECB and IMF staff, the Bank of Greece will conduct a thorough and rigorous assessment of each bank, using a set of quantitative and qualitative criteria. The criteria will include in non-exhaustive terms: shareholders' soundness and willingness to inject new capital; quality of management and risk management systems; capital, liquidity, and profitability metrics (both forward and backward looking); quality of Bank of Greece's assigned ratings to bank risks; and a sustainable business model. The assessment will be completed by Q1-2012 .	OBSERVED The Bank of Greece has prepared a comprehensive and detailed assessment.
Based on the ongoing work by the commissioned external audit firm, a study will be completed prior to disbursement on how to address ATE. The study will illustrate the legal, operational and financial aspects of the different solutions and lay out associated costs.	OBSERVED The final report was delivered on 7 March 2012. A letter by Minister of Finance to the EC, the ECB and the IMF on 8 March 2012 has endorsed the study and its conclusions and committed to take a final decision choosing a specific course of action by end March. The bank has now been resolved.
<i>Recapitalization and resolution actions</i>	
Banks will be given time to raise capital in the market.	ONGOING (see new MoU, section 3.2.1., Q4 2012 to

<p>Based on an assessment of their viability and capital raising plans, by end-April 2012, the Bank of Greece will communicate to banks specific deadlines to raise capital in the market. The deadlines to raise capital will be set for each bank on a case by case basis, with a maximum duration by to Q3-2012, taking into account the regulatory framework and the requirements set by the Hellenic Capital Market Commission.</p>	<p>APRIL 2013) Delayed due to the changes in the programme disbursement schedule.</p>
<p>The Government will ensure that Greek banks have business autonomy both <i>de jure</i> and <i>de facto</i>. The voting rights of the HFSF for the common shares it holds will be strictly limited to specific strategic decisions (unless the private participation in the form of common shares is less than a given minimum percentage of the bank's total capital needs). This percentage will be defined in the amended HFSF law. The shares and/or the voting rights acquired by the HFSF shall not be transferred or sold to any other state-related entity in any form. Private shareholders will be given incentives to purchase HFSF-held shares. A ministerial decree agreed in consultation with the European Commission, ECB and IMF staff shall provide the technical details of the banks' recapitalisation framework, embodying these principles, by Q1-2012.</p>	<p>NOT OBSERVED. PROGRESS MADE (see new MoU, section 3.2.1., PA) Largely observed. The Ministerial decree delayed due to unexpected complexities.</p>
<p>Banks that do not submit viable capital raising plans and do not raise the capital needed to meet the regulatory requirements within the deadline set by the Bank of Greece will be resolved in an orderly manner and at the lowest cost to the State, in a way that ensures financial stability and which follows the overall strategic plan for resolved banking system assets. Resolution options will include the tools available under the law such as, <i>inter alia</i>, purchase and assumption (transfer order), interim credit institution (bridge banks), and orderly wind down.</p>	<p>ONGOING (see new MoU, section 3.3.1, NOVEMBER 2012 to JUNE 2013)</p>
<p>To ensure that the system remains well-capitalized, by Q2-2013, the Bank of Greece will conduct a new stress-test exercise, based on end-2012 data, using a methodology determined in consultation with the Commission, ECB and IMF staff.</p>	<p>ONGOING (see new MoU, section 3.6.1, Q4 2013)</p>
<p>Legislation will be enacted prior to disbursement to support the strategy for bank recapitalisation and resolution:</p> <ul style="list-style-type: none"> - Capital adequacy requirements. The banking law (3601) will be amended to enable the Bank of Greece to set new bank capital standards through regulation, and the Bank of Greece will introduce regulation to phase in the foreseen increases in Core Tier 1 requirements. 	<p>OBSERVED Capital adequacy, technical aspects and recapitalisation : Law 4051/2012 Official Gazette 40/A/29.02.2012 and law 4056/2012 Official Gazette 52/A/12.03.2012 Resolution: Law 4052/2012 Official Gazette 41/A/01.03.2012. Decision of the Bank of Greece General Council A GS2/2-20.02.2012</p>

<p>- Technical aspects of bank resolution. Building on the recent changes in the bank resolution framework and the experiences gained so far, the authorities will clarify the procedures and responsibilities for the valuation of assets and liabilities and thus for the opening balance sheet of the interim credit institutions. The authorities will also strengthen the framework to ensure that future resolutions initially use conservative asset valuations of failed banks' assets, based on fair value, and subsequently allowing for a proper due diligence and revaluation followed by complementary asset transfers within a specified time period. The authorities will also identify the legislative impediments to a flexible management of employment contracts in the context of bank resolutions and adopt the needed legislative changes to remove them.</p>	OBSERVED
<p>- Recapitalisation framework. The HFSF law will be amended to allow the use of contingent convertible bonds and to provide for restrictions on HFSF voting rights for a 5-year period. The voting rights of the HFSF for the common shares it holds will depend on the size of the capital injection by private investors via common shares. If this injection is below a given minimum percentage of a bank's total capital needs (to be defined in the HFSF law), the HFSF will have full voting rights. The HFSF shall hold its shares for a period of two years, with the possibility to extend for an additional two years for financial and market stability reasons. If instead this private injection is larger than this percentage, the HFSF voting rights will be strictly limited to specific strategic decisions. In this case, the legal framework will be revised to allow the HFSF to hold bank shares for 5 years.</p>	ONGOING (see new MoU, section 3.2.1., Q4 to APRIL 2013)
<p>- Resolution framework. The Government and the Bank of Greece will introduce a clear separation of the supervisory, resolution and restructuring functions. In particular, the legal framework shall vest resolution responsibilities in a separate department in the Bank of Greece and restructuring responsibilities (pertaining to management of all temporary credit institutions) in the HFSF. As regards interim credit institutions, the Bank of Greece will continue pursuing its financial stability role, notably via its supervisory authority, while the HFSF will continue aiming at safeguarding its investments.</p>	OBSERVED
<p>The Government will ensure that enough financing is available to provide for recapitalization and resolution needs. Total bank recapitalization needs and resolution costs are estimated to amount to EUR xx billion. The phasing will be determined taking into account the</p>	OBSERVED

expected timeline for bank resolution and recapitalization, and requirements for continued ECB liquidity support.	
The Bank of Greece, stands ready to disburse adequate liquidity support in a timely manner. Adequate liquidity support must be consistent with plans to reduce banks' reliance on exceptional central bank support in the medium term. To this end, medium-term funding plans will be updated after completion of the recapitalization and restructuring exercise to ensure that the gradual unwinding of exceptional liquidity support proceeds at a pace consistent with the program's macroeconomic, fiscal, and financial framework.	OBSERVED
<i>Hellenic Financial Stability Fund</i>	
The Government will revise the legal framework to clarify that the HFSF shall have two departments, responsible for separate functions: <ul style="list-style-type: none"> - A department responsible for managing its ownership interest in banks on behalf of the Government. In this capacity, its mandate shall be to ensure that the banks under its stewardship operate on a commercial basis and are restored to a well-functioning and profitable part of the Greek financial sector, which can eventually be returned to private ownership in an open and transparent manner. - A department for management of interim credit institutions (bridge banks), established following the resolution of non-viable banks. It will undertake this role in a cost-effective manner, based on a comprehensive strategy agreed by the Bank of Greece, Ministry of Finance and HFSF, and in compliance with EU state aid rules. From time-to-time, this function may require funding to accomplish its restructuring role. Such funding will be reduced, either partly or entirely, by a contribution from the HDIGF Depositor Branch to the extent of its obligations for deposit insurance. 	OBSERVED Law 4051/2012 Official Gazette 40/A/29.02.2012
The Government will revise the HFSF's governance structure to include a General Council and an Executive Board: <ul style="list-style-type: none"> - The General Council shall have five members: two members, including the Chair, with relevant international experience in banking, one other member, one representative from the Ministry of Finance, and one member nominated by the Bank of Greece. All members shall be appointed by the Minister of Finance with the approval of the Euro Working Group (EWG); other than the representative from the Ministry of Finance and the nominee from the Bank of Greece. European Commission and ECB observers on the Council will be 	OBSERVED Law 4051/2012 Official Gazette 40/A/29.02.2012 and Law 4056/2012 Official Gazette 52/A/12.02.2012

<p>maintained.</p> <p>- The Executive Board shall have three members: two members—one of which shall be the CEO—with international experience in banking and bank resolution, and one member nominated by the Bank of Greece. All members shall be appointed by the Minister of Finance with the approval of the EWG. Staff and officials of the Bank of Greece shall not sit on the Board of the HFSF.</p>	
<p>The Government, in consultation with the HFSF, will adopt regulations to help the HFSF execute its mandate with full autonomy and at the same time coordinate effectively with the Ministry of Finance. It will cover reporting lines and frequencies, strategic decision-making (and the involvement of the Ministry of Finance therein), investment mandate and business plan, relationship with the Ministry of Finance (in its role as shareholder in the HFSF), and remuneration policy.</p>	<p>ONGOING (see new MoU, section 3.7.3, Q1 2013)</p>
<p><i>Hellenic Deposit and Investment Guarantee Fund</i></p>	
<p>The Government will strengthen the funding of the HDIGF Depositor Branch by revising the HDIGF Law to: (i) prescribe that fees shall be increased if its funds fall below a certain level of coverage of insured deposits, which should be set taking due account of developments in the financial system; (ii) ensure adequate diversification of re-deposits of HDIGF funds and to gradually eliminate re-deposits in covered banks, as developments with the restructuring of the Greek banking sector permit; and (iii) clarify that the HDIGF's status as privileged creditor does not impinge on claims secured with financial collateral in the sense of the financial collateral directive and follows best practice with respect to secured creditors in general. With a view to limiting any real or perceived conflicts of interest, HDIGF board membership will be prohibited for individuals who are actively involved in credit institutions and introduce in the law strong conflict of interest rules for Board members.</p>	<p>OBSERVED Law 4051 Official Gazette 40/A/29.02.2012 and law 4056</p>
<p>The Bank of Greece will carry out a new insurance sector analysis to evaluate insurers' solvency under Solvency I and Solvency II risks of defaults based on the Q3-2012 results. Clear obligations will be established in law concerning the governance, role and tasks of the Greek Motor Auxiliary Insurance guarantee funds in Greece to ensure that they can comply with their obligations related to compensation of car accidents' victims, by Q2-2012.</p>	<p>NOT OBSERVED</p>
<p>The Bank of Greece will evaluate, by Q1-2013, the capacity of the insurance sector to assume social</p>	<p>ONGOING</p>

<p>security/pension schemes taking into consideration the under development Solvency II regime for institutions for occupational pensions (IOPR Directive). In this regard, the Bank of Greece will establish a list of additional changes in legislation/structure of Greek insurance industry and the relevant legislation will be adopted by Q2-2014.</p>	
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Table A7- Growth enhancing structural reforms

<i>Transport</i>	
<i>Road</i>	
A report is submitted on the functioning of the regular passenger transport services (KTEL), presenting options for liberalisation. [Q1-2012]	OBSERVED
The transitional period established in Law 3887/2010 for the reduction in costs for issuing new road transport operator licences has been brought to an end in January 2012. Prior to the disbursement , the necessary secondary legislation as foreseen in that law (Article 14(11)) is published, specifying the cost for issuing new road transport operator licences. This cost is transparent, objectively calculated in relation to the number of vehicles of the road transport operator and does not exceed the relevant administrative cost.	OBSERVED [Government Gazette 249B, 13/02/2012].
In line with the policy objectives of Law 3919/2011 on regulated professions, the Government removes entry barriers to the taxis market (in particular, restrictions on the number of licences and price of new licences), in line with international best practice. [Q1-2012]	OBSERVED [Law 4070/2012].
<i>Port</i>	
The Government defines a strategy to integrate ports into the overall logistics and transport system, specifying the objectives, scope, priorities and financial allocation of resources. The strategy will ensure the implementation of the TEN-T priorities and the establishment of the foreseen corridors. It will also ensure the efficient use of the assigned Structural and Cohesion Funds [Q2-2012]	OBSERVED AND ONGOING. (see new MoU, section 6.3.2, OCTOBER 2012 to MARCH 2013) Completed comprehensive background document for the national port strategy. Working document to be edited and finalized based on progress underway for the regulatory framework and the privatisation of small and large ports.
<i>Aviation</i>	
The Government submits a policy paper, indicating how regional airports will be merged into groups ensuring that regional airports become economically viable in compliance with State aid rules, including realistic projections identified by the appointed financial advisors. [Q2-2012] After ensuring that regional airports are economically viable, the Government launches an	OBSERVED AND ONGOING. (see new MoU, section 6.3.3, DECEMBER 2012 to JANUARY 2013) Draft policy paper submitted, more information required on projections and regulatory framework.

effective transaction strategy leading to their privatisation. [Q4-2012]	
Railways	
The rail regulatory authority establishes the procedures for issuing licenses and decisions affecting non-discriminatory access of EU railway undertakings to Greek rail infrastructure. It identifies the benchmarking data on the cost effectiveness of the infrastructure manager. The authority conducts on its own initiative procedures and respects the legal time lines for such decisions set out in the EU railway Directives, including cases on international traffic. All operators are awarded licenses and safety certificates. [Q2-2012]	OBSERVED [Ministerial Decision FEK B 56/25.01.2012]. Interested companies have submitted applications and are waiting for new licences to be issued. TRAINOSE (rail operator) has already been licensed; STASY S.A. (urban transport subsidiary) to be licensed early-Oct.
The Government establishes independent award authorities for passenger services by rail that can organise competitive tenders. Contracts concluded in 2014 or later will generally be awarded by means of competitive tender. The rolling stock that is not used/needed by Trainose should be transferred to a body which leases it on market conditions, including to winners of such tenders. The documentation for calls for a first bundle of services is ready, general rules on the ticket prices are established and a decision on the provision of rolling stock is taken. [Q4-2012]	NOT RELEVANT YET (see new MoU, section 6.3.4.4, JANUARY to APRIL 2013)
Energy	
<i>Unbundling of network activities</i>	
The Government ensures that network activities are effectively unbundled from supply activities. In particular, for electricity: - all the necessary transfers of staff and assets of the transmission system operator (TSO) are completed; the TSO management, its supervisory body and the compliance officer are appointed in accordance with the Electricity Directive 2009/72/EC. [February 2012] - all necessary transfers of staff and assets to the legally unbundled distribution system operator (DSO) are completed. [Q1-2012] - the unbundled TSO is certified by the Greek energy regulator. [Q2-2012]	OBSERVED Staff and assets have been transferred to ADMIE, the new electricity TSO in February 2012. The draft decision for the certification of ADMIE by RAE, the Greek energy regulator, was submitted to the European Commission in August 2012. The unbundling of electricity DSO has been completed by decision taken in PPC's general assembly of 29 March 2012. All necessary transfer of staff and assets to the electricity DSO, DEDDIE, have been done. No certification by RAE is required for the DSO under EU law.
For gas: - unbundling is implemented as provided for in Art. 9 of Directive 2009/73/EC on common rules for the internal market in natural gas. [Q1-2012] - the unbundled TSO is certified by the Greek energy regulator. [Q3-2012]	NOT OBSERVED. PROGRESS MADE (new MOU 6.1.1.1, NOVEMBER 2012) The Parliament has adopted legislation providing for the details of the ITO-option for gas TSO (Cfr. section J4 of the Law on the approval of the medium-term fiscal policy framework 2013-2016 and on urgent implementation measures for law 4046/2012 and for the medium-term fiscal policy framework 2013-2016, as amended). Following the approval by Parliament of the draft provisions, DESFA will apply before RAE for

	certification.
The Government commits to launch the privatisation of PPC and DEPA following the unbundling of the TSOs in line with the commitments of this memorandum and monitors the process to ensure competition in the market. The Government undertakes that whichever the outcome of the privatisation process the gas industry structure will be fully compliant with Directive 2009/73/EC.	NOT OBSERVED (see new MoU, section 6.1.1. and 6.1.2, NOVEMBER 2012 to Q1 2013) DEPA's privatisation was launched in February 2012, but halted due to political cycle. It is open whether DEPA will be privatised as a vertically integrated company or DEPA and DESFA, the Greek gas TSO, will be privatised separately. In any case, DESFA has not yet been unbundled from DEPA, so the condition has not been observed. The privatisation procedure for PPC has not started yet.
The Government undertakes that whichever the outcome of the privatisation process the gas industry structure will be fully compliant with Directive 2009/73/EC.	NOT RELEVANT YET (see new MoU, section 6.1.2.2 CONTINUOUS)
<i>Measures to increase competition on the generation of electricity</i>	
The Government finalises the remedies to ensure the access of third-parties to lignite-fired electricity generation. [Q1-2012]	OBSERVED The Greek authorities agreed in March 2012 with the Commission services on a list of measures to grant third parties access to lignite fired electricity generation.
The Government starts implementing the measures ensuring the access by third parties to lignite-fired electricity generation. [Q3-2012]	NOT RELEVANT This follows the ECJ judgements in cases T-169/08, PPC v Commission, and T-421/09, PPC v Commission, by which the General Court annulled the Commission decisions of 2008 and 2009 in case 38700 – (i.e., the Greek Lignite case).
The implementation of the measures to ensure access by competitors of PPC to lignite-fired electricity generation is completed. Third parties can effectively use lignite-fired generation in the Greek market. [November 2013]	NOT RELEVANT This follows the ECJ judgements in cases T-169/08, PPC v Commission, and T-421/09, PPC v Commission, by which the General Court annulled the Commission decisions of 2008 and 2009 in case 38700 – (i.e., the Greek Lignite case).
In the context of the privatization of PPC, the Government takes the necessary steps to be able to sell hydro capacity and other generation assets to investors. That sale is separate from the divestiture of lignite capacity provided for in the Commission's decision on the Greek lignite case. Nevertheless, investors may be given the possibility to buy hydro capacity / other generation assets jointly with the lignite capacity provided for in that decision. The sale of hydro capacity will i) not delay the sale of lignite assets beyond the time frame provided for in the relevant Commission Decision and ii) not prevent the sale of lignite assets without a minimum price.	NOT RELEVANT YET (see new MoU, section 6.1.2.1, NOVEMBER 2012)
<i>Regulated tariffs</i>	

<p>Further measures are adopted to ensure that the energy component of regulated tariffs for households and small enterprises reflects, at the latest by June 2013, wholesale market prices, except for vulnerable consumers. [Q2-2012]</p>	<p>NOT OBSERVED The increase in 2012 end user prices amounted to 3% and was below RAE's recommendation of an increase of 12%. Further increases of end user prices should, ideally, have taken place at the end of Q2-2012 to avoid a one-off sharp increase in prices for low voltage consumers once end user prices are removed in July 2013. The Government has announced that it will increase electricity low voltage end -user prices in January 2013.</p>
<p>The Government removes regulated tariffs for all but vulnerable consumers [Q2-2013]</p>	<p>NOT RELEVANT YET (see new MoU, section 6.1.3.1,iii Q2 2013)</p>
<p><i>Renewables</i></p>	
<p>The Government completes the transposition and the implementation of the renewable energy Directive (2009/28/EC) and submits the progress report required by the Directive. [Q1-2012]</p>	<p>OBSERVED Greece has notified the transposition of Directive 2009/28/EC. The Progress Report submitted to the European Commission on 26/04/2012.</p>
<p>The Government prepares a plan for the reform of the renewable energy support schemes such that they are more compatible with market developments and reduce pressures on public finances. The plan should contain:</p> <ul style="list-style-type: none"> - a timetable scheduling meetings and stakeholder discussions on the reform of the support scheme. - options for reform of the support scheme, including a feed in premium model, and specifying in each option the method of tariff calculation and the means of avoiding possible over compensation. - current and expected trends in costs for all relevant technologies. - consideration of the option of automatic tariff digression. - measures for the development of wind and solar energy resources. [Q1-2012] 	<p>PARTIALLY OBSERVED (see new MoU, section 6.1.5.4, Q4 2012) YPEKA has published a report on its website on options to reform renewable energy support schemes. The report was commissioned to a working group to assess the state of play of the RES framework and explores measures to remedy potential deficits, on the basis of which the government would define measures. The report benefited from the input of industry stakeholders as well as other experts in the field such as CRES. The report explores suggestions for improvement. However, YPEKA is not the formal author of the document, although its findings will help /have helped the government elaborate its plan for reform (as required by the MoU) as well as measures adopted in August 2012 to stabilise the financial situation of the renewable energy support scheme (consisting of a reduction of FiT for Photovoltaic (PV) and for rooftop PV as well as an increase in the RES levy).</p>
<p>The Government pursues implementation of the renewable energy project 'Helios,' through legislation [Q1-2012], facilitation of licensing process [Q2-2012] and cooperation with other EU countries for the export of solar energy.</p>	<p>OBSERVED Completed by law 4062/2012, adopted on 29/03/2012.</p>
<p><i>Other measures</i></p>	
<p>The Government ensures that its regulatory framework for the energy sector fully complies with the provisions in the Electricity and Gas Regulation, in particular concerning transparency, congestion management and non-discriminatory and efficient allocation of capacity on gas and electricity networks. In particular, the</p>	<p>OBSERVED The Ministry of Environment, Energy & Climate Change has communicated the actions taken to the European Commission (EC). The EC intends to close the infringement case as the grievances raised there are complied with, however, further work has to be done by</p>

<p>Government commits to resolve all open issues regarding the infringement case 2009/2168 for non-compliance with the Electricity Regulation. This resolution will include the adoption by the Independent Regulatory Authority (RAE) of a modified electricity market code and establishing cross-border electricity trading procedures for the interconnectors with Bulgaria in line with the provisions of Regulation (EC) 714/2009 and its annexes. [Q1 2012]</p>	<p>the Greek authorities to fully comply with the Electricity Regulation.</p>
<p>The Government undertakes to:</p> <ul style="list-style-type: none"> - Establish a One-Stop Shop for the licensing and permitting of the following classes of infrastructure projects [Q4-2012]: LNG installations, natural gas storage and transmission pipeline projects and electricity transmission lines. 	<p>NOT RELEVANT ANYMORE</p>
<p>The Government undertakes to:</p> <ul style="list-style-type: none"> - Establish an LNG code, approved by RAE, which ensures transparency and non-discriminatory access to the Revithoussa LNG plant and the efficient allocation of unused capacities. [Q3 2012] 	<p>NOT RELEVANT ANYMORE</p>
<p><i>Electronic communications</i></p>	
<p>The Government adopts the Common Ministerial Decision on "Base stations and antennae constructions that are exempted from authorisation" provided for in Art. 31.8 of Law 3431/2006 and in Art. 29.9 of the draft law on the Regulation of the functioning of the postal market, matters of electronic communications and other provisions. [end-February 2012]</p>	<p>OBSERVED Ministerial Decision 13913/319/20.03.2012, GG B/862/20.03.2012</p>
<p>The Government adopts the provisions instituting EETT as a One-Stop Shop for the licensing of antennae and base stations. [end-February 2012]</p>	<p>OBSERVED Law 4053/2012, GG A44/07.03.2012</p>
<p>The Law transposing the 2009 Reform Package (<i>i.e.</i>, Directive 2009/140/EC and Directive 2009/136) is adopted by Parliament. [Q1-2012]</p>	<p>OBSERVED Law 4070/2012, GG A82/10.04.2012</p>
<p>Regarding the Digital Dividend, the Government (and/or EETT):</p> <ul style="list-style-type: none"> - defines a legal framework in primary law that envisages a mandatory date for switch-off of analogue broadcasting for 30/06/2013 and a technologically neutral utilisation of the 800MHz band after the switch off, taking also into account the provisions of the draft Radio Spectrum Policy Programme (RSPP). [Q1-2012] 	<p>PARTIALLY OBSERVED. (see new MoU, section 6.2.1.v, MARCH 2013) The Greek authorities have requested a derogation from the deadline provided by Article 6(4) of the Radio Spectrum Policy Program (RSPP) and communicated to the Commission services a draft ministerial decision with a tentative date for the switch off.</p>
<p>- completes the studies on the evaluation of the value of the Digital Dividend and on the strategy for the granting</p>	<p>OBSERVED The study by Analysis Mason (on the value of the digital</p>

of the Digital Dividend (800 MHz band). [Q1-2012].	dividend) was put on public consultation in March 2012. The strategy was presented on 5 April 2012.
- resolves cross-border coordination issues with neighbouring countries. If difficulties on international coordination make this date unfeasible, the frequency and broadcasting plans might indicate alternative channels for re-location of broadcasters, while continuing negotiations with third countries in view of the final assignment of frequencies to broadcasters and mobile operators. [Q2-2012]	ONGOING (new MoU 6.2.1.4, CONTINUOUS) Greece should continue its efforts to resolve any cross-border coordination problems as soon as possible. In the digital map put under public consultation (see MoU item below), the Digital Divided band is free from any broadcasting.
- launches the consultation for the amendment of the frequency and broadcasting plans. [Q2-2012]	OBSERVED The public consultation for the broadcasting plan finished on 23 September 2012.
- amends the frequency and the broadcasting plans, depending on the outcome/actual state of play of international coordination. [Q3-2012]	NOT OBSERVED. PROGRESS MADE (see new MoU, section 6.2.1.i, NOVEMBER 2012)
- adopts necessary secondary legislation for the assignment of licenses for broadcasting and for the establishment of licensing procedures, antennae specifications, etc. [Q3-2012]	NOT OBSERVED. PROGRESS MADE (see new MoU, section 6.2.1.ii, MARCH 2013)
- launch the public consultation on the tender procedure for the assignment of the digital dividend to broadband. [Q4-2012]	NOT RELEVANT YET (see new MoU, section 6.2.1.iii, DECEMBER 2012) The new deadline may be amended according to the decision of the Commission on the request for derogation from the deadline provided by the Radio spectrum policy programme submitted by the Government in May 2012.
- proceed to the tender for the assignment of definitive rights of use for broadcasting transmission. [Q1-2013]	NOT RELEVANT YET (see new MoU, section 6.2.1.vi, MARCH 2013)
- proceed to the tender procedure for the assignment of frequencies of the digital dividend, allocating and authorising the use of the digital dividend (800 MHz band) to Electronic Communications Services in line with EC Decision 2010/267/EU and in respect of the deadlines and procedures of the RSPP. [Q2-2013]	NOT RELEVANT YET (see new MoU, section 6.2.1.vii, DECEMBER 2012) The new deadline may be amended according to the decision of the Commission on the request for derogation from the deadline provided by the Radio spectrum policy programme submitted by the government in May 2012.
<i>R&D and innovation</i>	
The Government pursues an up-to-date and in-depth evaluation of all R&D and on-going innovation actions, including in various operational programmes and existing tax/subsidy incentives with their costs and benefits. It presents a strategic action plan for policies aimed at enhancing the quality and the synergies between public and private R&D and innovation, as well as tertiary education. This action plan identifies a clear	OBSERVED

<p>timetable for relevant measures to be taken, taking the budgetary impact into account and harmonising these actions with other relevant initiatives in these areas, in particular the investment law. [Q1-2012]</p> <p><i>Better regulation</i></p> <p>Legislation is adopted to improve regulatory governance [Q1-2012], covering in particular:</p> <ul style="list-style-type: none"> - the principles of better regulation. - the obligations of the regulator for the fulfilment of those principles. - the tools of better regulation, including the codification, recast, consolidation, repeal of obsolete legislation, simplification of legislation, screening of the entire body of existing regulation, ex-ante and ex-post impact assessments and public consultation processes. - the transposition and implementation of EU law and exclusion of gold plating; - the setting-up of better regulation structures in each ministry as well as the creation of a Central Better Regulation unit. - the requirement that draft laws and the most important draft legislative acts (Presidential Decrees and Ministerial Decisions) are accompanied by an implementation timetable. - electronic access to a directory of existing legislation and an annual progress report on Better Regulation. - the requirement that the government produces an annual plan with measurable targets for administrative burden reduction, deregulation and other policies for the simplification of legislation. <p>On impact assessments, legislation provides that:</p> <ul style="list-style-type: none"> - implementing legislation with potentially large significant impact is also subject to the requirement to produce an impact assessment. - impact assessments address the competitiveness and other economic effects of legislation by making use of the Commission Impact Assessment guidelines and the OECD Competition Assessment toolkit. - the Central Better Regulation Unit can seek the opinion of other ministerial departments and independent authorities for regulations that fall under their respective competences so as to improve the quality of impact assessments. - an independent authority and the Central Better Regulation Unit carry out quality checks of impact assessments; the independent authority also gives an opinion on progress made on the governments' better regulation agenda. - the Central Better Regulation Unit delivers its opinion on the quality of impact assessments before draft legislation is sent to the Cabinet. 	<p>OBSERVED</p> <p>Cfr. Law No 4048 on regulatory governance: principles, procedures and tools of good law-making, published on the GG of 23 February 2012.</p>
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<p>- the Central Better Regulation Unit consults the Hellenic Competition Commission when formulating and drafting the guidelines to be implemented by the ministries' better regulation units.</p> <p>- impact assessments are published.</p> <p>Under no circumstances will this law impede the passing of urgent legislation during the duration of the programme.</p>	
<p>The Government will set a deadline for the completion of measurements in each of the priority areas, for the identification of proposals to reduce burdens and for the amendment of the regulations. This policy initiative should reduce administrative burdens by 25 percent (compared with the baseline year 2008) in the 13 priority areas. [February 2012]</p>	<p>OBSERVED</p> <p>The government will apply the Standard Cost Model to identify unnecessary administrative burdens. The OECD will assist the Government in delivering results. The technical assistance project will run over a 10 months' period and is expected to be completed in September 2013. The contract between the Greek government and the service provider (OECD) was signed in the second week of September 2012.</p>
<i>To raise the absorption rates of structural and cohesion funds</i>	
<p>The Government meets targets for payment claims and major projects in the absorption of EU structural and cohesion funds set down in the table below. Compliance with the targets shall be measured by certified data.</p>	<p>ONGOING (see new MoU, section 7.1. Q4 2012)</p> <p>The target for the first half of the year has not been observed.</p> <p>The Greek authorities have submitted payment of claims of EUR 732.62 million; EUR 200 million have been suspended from the claim (due to the development law and state aid clearance on infrastructure projects); EUR 167 million of realised expenses cannot be claimed (as it has exceeded the budget limit, until revision of OPs). This realised expenditure is pending approval by the EC services, for which the payment claim can go to EUR 1,099.62.</p>
<p>In meeting absorption rate targets, recourse to non-targeted state aid measures is gradually reduced. The Government provides data on expenditure for targeted and non-targeted <i>de minimis</i> state aid measures co-financed by the structural funds in 2010 and in 2011. [Q1-2012]</p>	<p>OBSERVED</p>
<p>Legislation is adopted, and immediately implemented, to shorten deadlines and simplify procedures on contract award and land expropriations, including the deadlines needed for the relevant legal proceedings. [Q1 2012]</p>	<p>PARTIALLY OBSERVED (see new MoU, section 7.5, Q1 2013)</p> <p>Legislation has only been adopted on the expropriation [Law 4070/2012]</p>
<p>The Government earmarks amounts to:</p> <ul style="list-style-type: none"> - complete unfinished projects included in the 2000-06 operational programme closure documentation (ca. EUR 260 million). [Q2 2012] - complete the implementation and closure of the 2000-06 cohesion-fund projects. [Q2 2012] - cover the required national contribution, including non- 	<p>OBSERVED</p> <p>Funding is ensured. The Ministry has asked all Managing Authorities to send payment requests for all unfinished projects. Managing authorities are submitting their requests and the Ministry has allocated the relevant funds.</p>

<p>eligible expenditure (i.e. land acquisitions) in the framework of the 2007-13 operational programmes. [Q2 2012]</p>	<p>Ibid. Funding is ensured: the Ministry has asked all Managing Authorities to send payment requests for the implementation and completion of the 2000-06 cohesion-fund projects.</p> <p>The Ministry allocated relevant funds to cover the national contribution including non-eligible expenditure</p>
<p>The Government identifies the necessary amounts from ERDF within the 2007-13 operational programmes for the first allocation to the guarantee mechanism for small and medium-sized enterprises. [Q1 2012]</p>	<p>OBSERVED The Ministry identified the necessary amounts for the first allocation to the guarantee mechanism</p>
<p>The Government ensures that the web-based monitoring tool of procedures for the approval of project proposals and for the implementation of public projects is available to the public by February-2012.</p>	<p>OBSERVED</p>
<p>Based on the assessment of the measures adopted since May 2010 to accelerate the absorption of structural and cohesion funds, the Government takes measures to speed up absorption and to simplify project implementation by i) mapping responsibilities and removing unnecessary steps; ii) consolidating management capacities where appropriate (e.g. waste treatment) in accordance with existing management and control systems. [Q2-2012]</p>	<p>OBSERVED</p> <ul style="list-style-type: none"> - Simplification of tax and social security of NSRF project beneficiaries - Law 4072 Official Gazette 86/A/11.04.2012 - Possibility of advance payment in co financed public projects - Law 4072 Official Gazette 86/A/11.04.2012 - Expropriations - Law 4070 Official Gazette 82/A/10.04.2012 - Financing of ineligible VAT - Common Ministerial Decision 26931 Official Gazette 1968/B/18.06.2012 - Abolishment of further specialisation of selection criteria for the Monitoring Committees - Circular 31695/13.07.2012 - Abolishment of non necessary steps in the procedure of non significant modification of a selection decision - Circular 31693/13.07.2012
<p>To accelerate the absorption of EU financing and following the increase in the EU co-financing rates, Government will, by Q1-2012:</p> <ul style="list-style-type: none"> - establish appropriate monitoring tools for priority projects. These projects should be operational by 2015 at the latest. 	<p>OBSERVED A detailed monitoring system for the priority projects has been adopted.</p>
<ul style="list-style-type: none"> - report to the Commission the final results of the activation or elimination of sleeping projects (i.e. projects already approved in the operational programmes but not yet contracted within the timeframes defined at the national level). For retained projects, the Government indicates the conditions that must be met to keep the co-financing. 	<p>OBSERVED The Ministry reports to the Commission on the removal of sleeping projects in NSRF OPs.</p>
<ul style="list-style-type: none"> - create a central database monitoring compensation and the time elapsed for the completion of expropriations 	<p>OBSERVED New database – Monitoring Tools of Expropriations- was</p>

incurred in the framework of the implementation of projects co-financed by the ERDF and the Cohesion Fund.	created after the adoption of Law 4070/2012 on expropriations. The database is an extension of the existing MIS database.
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Table A8 – Education

<i>To upgrade the education system</i>	OBSERVED AND ONGOING (see new MoU, section 2.10.1 DECEMBER 2012; 2.10.2 MARCH 2013; 2.10.3 MARCH 2013)
The Government implements the Action Plan for the improvement of the effectiveness and efficiency of the education system and regularly reports (twice a year) on the progress of its implementation, including an indicative planning of self-evaluations and external evaluations of Higher Education institutions in compliance with the new Law 4009/2011 on Higher Education. [Q2-2012]	While the action plan has been improved, progress on implementation still needs proper monitoring through credible enforcement mechanisms. ADYP now operational, since recent appointment of its President.

Table A9 – Judicial system

<i>To reform the judicial system</i>	OBSERVED
Specifically, the Government submits the draft law addressing issues of fair trial and denial of justice to the Greek Parliament, which <i>i.a.</i> encompasses an amendment of Law 1756/1988 on the organisation of courts and the situation of court officials, and dissuasive measures against non-cooperative debtors in enforcement cases, with a view to having it adopted during the current parliamentary term. [Q1-2012]	Law 4055/2012 on fair trial and denial of justice was adopted by the Hellenic Parliament on 6 March 2012.
The Government establishes a task force, which is broadly representative of the legal community, including but not limited to academia, practising lawyers, in-house lawyers, and lawyers from other EU Member States established or offering their services in Greece. This taskforce reviews the Code of Civil Procedure to bring it in line with international best practice on, <i>inter alia</i> , i) judicial case management, including the possibility of removing dormant cases from court registers; ii) relieving judges from non-adjudicatory work, such as pre-mortgaging of immovable property, formation and dissolution of incorporated entities and consensual/non-litigious family law applications, iii) the enforcement of decisions and of orders to pay, in particular small claims cases with a view to reducing the role of the judge in these procedures, and iv) enforcing statutory deadlines for court processes, in particular for injunction procedures and debt enforcement and insolvency cases. For the purposes of this Memorandum, judicial case	OBSERVED The government has appointed nine Greek experts, who started operating on 10 April 2012. Two international experts have been appointed (with the assistance of the TFGR). The Ministry of Justice expects that a new draft Code of Civil Procedure will be ready by the end of 2013. The draft will then be submitted to the Parliament and voted following the fast track procedure for codified legislation.

<p>management means the possibility of judges to be involved early in identifying the principal factual and legal issues in dispute between the parties, require lawyers and litigants to attend pre-hearing conferences and manage the conduct of proceedings and the progression of the case to achieve the earliest and most cost-effective resolution of the dispute. [Q1-2012]</p>	
<p>In order to facilitate the work of the existing task force mandated to design a performance and accountability framework for courts, the Government will compile and publish the information indicated in Annex 2.</p>	<p>PARTIALLY OBSERVED (see new MoU, Annex 9.4, CONTINUOUS) The MoJ has submitted statistical data on administrative and on civil courts. However, there is no information on recovery rates for tax cases and no breakdown according to case value. Statistical information can be found on the MoJ's website -the Authorities explained that courts cannot gather data on recovery rates, as they do not have information of what happens after a judge rules on the case. Data on recovery rates on tax / customs cases can be gathered by the Ministry of Finance. So far, the process of collecting data is based on manual contributions from judges, thus involving a time gap between collection and publication of such data. The development of e-justice applications is expected to improve the efficiency of court data compilation. Cooperation between ELSTAT (Hellenic Statistical Authority) and the MoJ on judicial statistics should also be improved, in particular as regards the special service in the Ministry of Justice dealing with statistics which has been set up. The taskforce in charge of designing a performance and accountability framework submitted its final report, which was passed to the EC/IMF/ECB during the technical meeting of 30 July 2012.</p>
<p>The Government presents a qualitative study on recovery rates in enforcement proceedings, evaluating the success rates and the efficiency of the various modes of enforcement. [Q2-2012]</p>	<p>OBSERVED The Ministry of Justice submitted the study to the Commission services on 14 September 2012.</p>
<p>The Government decides on the date by when it will open the access to the regulated profession of mediator to non-lawyers in line with the conditionality on regulated professions and presents an action plan ensuring that non-lawyers may offer mediation services starting from that date. [Q1-2012]</p>	<p>NOT OBSERVED (see new MoU, section 5.2.7.3, DECEMBER 2013) No date has been fixed so far. The government only intends to consider the date for opening access by the end of 2013. However, this is contrary to the wording of the MoU and the Ministry's communication of 6 April 2012. The Ministry of Justice has shown reservations to the opening of mediation activities to non-lawyers, citing unsuccessful past experiences. According to the MoJ, the support of the legal profession (which would be lost if lawyers lost the exclusivity in mediation services) is critical to ensure a seamless development of mediation in</p>

	Greece.
Following on the submission of the work plan for the reduction of the backlog of tax cases in all administrative tribunals and administrative courts of appeal in January 2012, which provides for intermediate targets for reducing the backlog by at least 50 per cent by end-June 2012, by at least 80 per cent by end-December 2012 and for the full clearance of the backlog by end-July 2013, the Government presents by end-May 2012 and thereafter once a quarter, updated and further refined work plans (ensuring that priority is placed on high value tax cases –i.e., exceeding €1 million-) and takes remedial action in case of anticipated or actual deviations.	PARTIALLY OBSERVED. (new MOU 5.2.3, CONTINUOUS) The update was presented on 5 July 2012. The Q2 2012 50% reduction target has not been met. Whilst at appeal court level the 50 per cent target has been reached in seven out of nine cases, at first instance level the average backlog reduction is 34 per cent (with 26 out of 30 courts having missed the 50 per cent reduction target). The Authorities attribute the slippage to the April-June 2012 electoral period, to the lawyers' strikes and above all, to the lack of administrative support staff for judges (with the ratio of administrative staff to judges being one of the lowest in the EU). The Authorities find it imperative to recruit 300 new staff (including secretaries, clerks, and IT specialists) promptly, to increase the productivity of judges.
The task force mandated to review the Code of Civil Procedure to bring it in line with international best practice will prepare a concise concept paper which will identify the core issues and bottlenecks at the pre-trial, trial and enforcement stages of civil cases, examples of which are outlined above, and set out proposed solutions in general terms. [Q2 2012]	OBSERVED The concept paper was received on 16 July 2012.
As publicly announced, the Government adopts a Presidential Decree providing for the rationalisation and reorganisation of the magistrates' courts and the allocation of appropriate human resources and infrastructure for the new structure of magistrates' courts resulting from this reform. [Q2 2012]	OBSERVED The Presidential Decree on the rationalisation and reorganisation of the magistrates' courts was published on the Government Gazette on 15 October 2012.
The Government prepares a strategy on the active promotion of pre-trial conciliation, mediation, and arbitration, with a view to ensuring that a significant amount of citizens and businesses make use of these modes of alternative dispute resolution. [Q2-2012]	OBSERVED Law 4055/2012 introduced court based mediation. The courts have appointed judges who will act as mediators. First indications from courts appear to be encouraging and show that the system has started working. Meanwhile, the MoJ has prepared an application to obtain funding to promote mediation under the operational programme Human Resource Development managed by the Ministry of Labour and Social Security. Initiatives fall under the following three categories: i) training activities for certified trainers; ii) awareness campaigns on mediation; iii) day events and seminars, involving businessmen and lawyers. These actions will be carried out throughout the next three years, with the first actions under ii) and iii) already envisaged for autumn 2012; action i) will start at a later stage.

<p>Starting from end-June 2012, Government updates and further refines every quarter the e-justice work plan of December 2011 for the use of e-registration and e-tracking of the status of individual cases in all courts of the country and for e-filing. The updates will contain deadlines for the evaluation and completion of pilot projects and information regarding the extension of e-registration and e-tracking to all courts by end-2013.</p>	<p>OBSERVED (see new MoU, section 5.2.3, CONTINUOUS) An updated version of the e-Justice action plan was submitted to the EC/IMF/ECB on 12 July 2012. The MoJ has expressed its commitment to develop e-Justice applications before end-2015 - the last year of the current National Strategic Reference Framework programming period. On e-filing, the MoJ has granted 500 signatures to date within the framework of the pilot project at the Athens Court of First Instance. The Athens Bar Association should increase efforts to promote e-signature and e-filing, and provide training to applicants.</p>
<p>By end-August 2012, Government presents, based on the study of the backlog of non-tax cases in courts conducted jointly with an external body of experts and to be presented by end-June 2012, an action plan with specific measures for a reduction of such backlog of at least 50 per cent by end-July 2013 and starts implementing the action plan. The study has not been sent to the Commission services to date.</p>	<p>NOT OBSERVED (see new MoU, section 5.2.4, OCTOBER 2012 and JANUARY 2013) The Ministry of Justice has requested an extension for the delivery of the external study of the backlog of non-tax cases in courts until the end of September and corresponding extensions for the implementation of measures linked to this study. The extension does not affect the originally agreed deadline of end-July 2013 to reduce the backlog of non-tax cases by at least 50 per cent. The submission of the study is cumulating delays.</p>
<p>The Government holds a series of workshops to discuss the findings and recommendations in the concept paper prepared by the task force on the review of the Code of Civil Procedure. These workshops will allow for broad consultation of domestic stakeholders and participation from recognised international experts in the field of civil procedure. [Q3-2012]</p>	<p>NOT OBSERVED (see new MoU, Annex 9.3, MAY 2013)</p>
<p>The Government conducts an assessment of whether the enactment of Law 3898/2010 on mediation in civil and commercial matters has delivered the results which the legislation had set out to do, and presents data and analysis concerning costs, time and success rates associated with the enforcement of agreements arising from alternative dispute resolution as compared with the enforcement of judicial decisions. [Q4-2012]</p>	<p>NOT INITIATED / NOT RELEVANT YET (see new MoU, section 5.2.7.2, SEPTEMBER 2013)</p>
<p>The task force on the review of the Code of Civil Procedure prepares a detailed paper outlining the main proposals for amendments to the Code of Civil Procedure. [Q4-2012]</p>	<p>NOT INITIATED / NOT RELEVANT YET (see new MoU, Annex 9.3, MARCH 2013)</p>
<p>The Government implements the Presidential Decree on the reform of the magistrates' court by creating their new structure, filling vacant positions with graduates from the National School of Judges and redeploying judges and administrative staff on the basis of existing resources available within Greece's judiciary and public</p>	<p>NOT INITIATED / NOT RELEVANT YET (see new MoU, section 5.2.5, Q1 2013)</p>

administration. [Q4-2012]	
The Government launches, jointly with an external body of experts, a study on the costs of civil litigation, its recent increase and its effects on workload of civil courts, with recommendations due by end-December 2013. [Q2-2013]	NOT INITIATED / NOT RELEVANT YET (see new MoU, section 5.2.8.4, Q2 2013)

Table A10 – Labour market

<i>To ensure a rapid adjustment of the labour market and strengthen labour market institutions</i>	
Given that the outcome of the social dialogue to promote employment and competitiveness fell short of expectations, the Government will take measures to foster a rapid adjustment of labour costs, fight unemployment and restore cost-competitiveness, ensure the effectiveness of recent labour market reforms, align labour conditions in former state-owned enterprises to those in the rest of the private sector and make working hours arrangements more flexible. This strategy should aim at reducing nominal unit labour costs in the business economy by 15 percent in 2012-14. At the same time, the Government will promote smooth wage bargaining at the various levels and fight undeclared work.	OBSERVED AND ONGOING (see new MoU, section 4) Significant progress in the reduction of wage labour cost to date, with evidence of sizeable declines in wages in the private sector possibly to lead to a reduction of 15% in unit labour costs in the private sector by 2014. Major measures to fight undeclared work are still to be taken.
<i>Exceptional legislative measures on wage setting</i>	
Prior to the disbursement , the following measures are adopted: - The minimum wages established by the national general collective agreement (NGCA) will be reduced by 22 percent compared to the level of 1 January 2012; for youth (for ages below 25), the wages established by the national collective agreement will be reduced by 32 percent without restrictive conditions. - Clauses in the law and in collective agreements which provide for automatic wage increases, including those based on seniority, are suspended.	OBSERVED Law 4046/2012 Official Gazette 28/A/14.02.2012 A cabinet act Official Gazette 38/A/28.02.2012 Joint Ministerial Decision 3800/359/01.03.2012 Official Gazette 565/B/02.03.2012 Circular 4601/304/12.03.2012
<i>Reforms in the wage-setting system</i>	
The Government will engage with social partners in a reform of the wage-setting system at national level. A timetable for an overhaul of the national general collective agreement will be prepared by end-July 2012 . The proposal shall aim at replacing the wage rates set in the NGCA with a statutory minimum wage rate legislated by the government in consultation with social partners.	ONGOING / INITIATED (see new MoU, section 4.1.a) This was done with the adoption of the Omnibus Law, which represents a delay compared with the deadline.
<i>Measures to foster the re-negotiation of collective contracts</i>	
Prior to the disbursement , legislation on collective	OBSERVED

<p>agreements is amended with a view to promoting the adaptation of collectively bargained wage and non-wage conditions to changing economic conditions on a regular and frequent basis. Law 1876/1990 will be amended as follows:</p> <ul style="list-style-type: none"> - Collective agreements regarding wage and non-wage conditions can only be concluded for a maximum duration of 3 years. Agreements that have been already in place for 24 months or more shall have a residual duration of 1 year. - Collective agreements which have expired will remain in force for a period of maximum 3 months. If a new agreement is not reached, after this period, remuneration will revert to the base wage and allowances for seniority, child, education, and hazardous professions will continue to apply, until replaced by those in a new collective agreement or in new or amended individual contracts. 	<p>Law 4046/2012 Official Gazette 28/A/14.02.2012 Cabinet Act Official Gazette 38/A/28.02.2012 Circular 4601/304/12.03.2012</p>
<p><i>Raising the potential of recent labour market reforms</i></p>	
<p>Prior to the next disbursement, legislation is revised so that arbitration takes place when agreed by both employees and employers. The government will clarify that arbitration only applies to the base wage and not on other remuneration, and that economic and financial considerations are taken into account alongside legal considerations.</p>	<p>OBSERVED Law 4046/2012 Official Gazette 28/A/14.02.2012 Cabinet Act Official Gazette 38/A/28.02.2012 Circular 4601/304/12.03.2012</p>
<p>Moreover, by October 2012, an independent assessment of the working of arbitration and mediation shall be prepared, with a view to improve the arbitration and mediation services in order to guarantee that arbitration awards adequately reflect the needs of wage adjustment.</p>	<p>NOT RELEVANT ANYMORE Assessment delayed. Authorities have contacted ILO for the undertaking of the assessment of OMED. However, issue is now less urgent as Arbitration is very little used since laws have been changed in February 2012.</p>
<p><i>Legacy issues and special labour conditions</i></p>	
<p>Prior to the disbursement, clauses on tenure (contracts with definite duration defined as expiring upon age limit or retirement) contained in law or in labour contracts are abolished.</p>	<p>OBSERVED Law 4046/2012 Official Gazette 28/A/14.02.2012 Cabinet Act Official Gazette 38/A/28.02.2012 Circular 4601/304/12.03.2012</p>
<p>The Government carries out an actuarial study of first-pillar pension schemes in companies where the contributions for such schemes exceed social contribution rates for private sector employees in comparable firms/industries covered in IKA. Based on this study, the Government reduces social contributions for these companies in a fiscally-neutral manner [Q3-2012].</p>	<p>NOT OBSERVED (see new MoU, section 4.3.3-4, Q2 to Q4 2013) Results of the studies should be published by Q2 2013 and measures taken by Q4-2013.</p>
<p><i>Non-wage labour costs, fighting undeclared work and social contribution evasion</i></p>	
<p>The Government will enact legislation to reduce social contributions to IKA by 5 percentage points and implement measures to ensure that this is budget neutral. Rates will be reduced only once sufficient measures are</p>	<p>PARTIALLY OBSERVED AND ONGOING (see new MoU, section 4.3.1-2, Q4 2013) Law 4046/2012 closed OEK and OEE and Cabinet Act 6/2012 of 28.02.2012 specified that there will not be any</p>

<p>in place to cover revenue losses. The measures to finance rate reductions will be legislated in two steps. First, as a prior action, legislation will be enacted to close small earmarked funds engaged in non-priority social expenditures (OEK, OEE), with a transition period not to exceed 6 months. Second, by end-September 2012, the government will adjust pensions (with protections for low-income pensioners), and adjust the base for contribution collections.</p>	<p>new programmes subsidies by OEK and OEE. Existing programmes were shifted to OAED. Social contribution rates were reduced by 1.1 percentage point with adoption of the November 2012 Omnibus Law. The cut of the remaining 3.9 percentage points will be taken within a broader reform of social contributions that should be prepared in 2013 and phased in as of 2014.</p>
<p>An independent assessment on the effectiveness of the Labour Inspectorate structure and activities will be carried out. Corrective actions to tackle the ineffectiveness found in that assessment will be presented. These may include changes in the organisation and work of the Labour Inspectorate, reinforced anti-fraud and anti-corruption mechanisms and reinforced monetary and legal penalties for infringement of law and labour regulations and for social contribution evasion. Quantitative targets on the number of controls of undeclared work to be executed will be set for the Labour Inspectorate [Q2-2012].</p>	<p>INITIATED (see new MoU, section 4.4.b, PA) The authorities have agreed with the ILO on this assessment. Assessment has started and should be ready by end Q4-2012, meaning the original deadline was missed.</p>
<p>A fully articulated plan for the collection of social contribution will be developed by end-September 2012. Already by end-March 2012, the collection of taxes and social contributions of the largest tax debtors is unified, and there will be common audits of tax and social contributions for large payers.</p>	<p>PARTIALLY OBSERVED (see new MoU, section 2.3.3.5 MARCH 2014) An action plan was just finalised and is expected to be confirmed soon through a circular (should lead to an assessment of 'observed' for the action plan). The unification of tax and social contributions collection is not expected to take place before 2014. The unification of the collection of taxes and social contributions of the largest tax debtors for large tax debtors was not unified by March 2012 as previously agreed.</p>
<p>The Labour Card is progressively introduced as of March 2012 and every firm in specific sectors will be obliged to use it by end-2012. For those firms using the labour card, the simultaneous payment by electronic means of wages, withheld payroll taxes and social contributions will be made compulsory. [Q2-2012]</p>	<p>NOT OBSERVED No progress on Labour Card, which may be less relevant looking forward, as there are many practical problems and concerned reactions with this initiative. Payment of wages, withheld taxes and social contributions by electronic means expected to be made compulsory soon.</p>

Table A11 – Professions

<p>Regulated professions Implementation of Chapter A of Law 3919/2011</p>	
<p>Prior to the disbursement, the Government screens and makes the necessary changes to ensure that the regulatory framework (e.g., laws, presidential decrees, ministerial decisions, circulars) of the following professions and economic activities is fully in line with chapter A of law</p>	<p>OBSERVED (new MOU, Annex 9.2.1, PA) Cfr. section L3 of the Law on the approval of the medium-term fiscal policy framework 2013-2016 and on urgent implementation measures for law 4046/2012 and for the medium-term fiscal policy framework 2013-</p>

3919/2011: - private providers of primary care services i.e., i) private providers of primary health care (private doctors and dentists' practices; private group doctors' and dentists' practices; private diagnostic centres; private centres for physical medicine and rehabilitation); ii) chronic dialysis units other than in hospitals and clinics; iii) dental laboratories; iv) shops for optical use and contact lenses; v) physiotherapy centres; vi) beauty salons; vii) slimming/dietary businesses;	2016.
- stevedores (loaders for land operations at central markets);	OBSERVED (new MOU, Annex 9.2.1, PA) Cfr. section K7 of the Law on the approval of the medium-term fiscal policy framework 2013-2016 and on urgent implementation measures for law 4046/2012 and for the medium-term fiscal policy framework 2013-2016, as amended.
- sworn-in valuers;	OBSERVED (new MOU, Annex 9.2.1, PA) Cfr. section E6 of the Law on the approval of the medium-term fiscal policy framework 2013-2016 and on urgent implementation measures for law 4046/2012 and for the medium-term fiscal policy framework 2013-2016.
- accountants and tax consultants;	OBSERVED (new MOU, Annex 9.2.1, PA) Cfr. section H5 of the Law on the approval of the medium-term fiscal policy framework 2013-2016 and on urgent implementation measures for law 4046/2012 and for the medium-term fiscal policy framework 2013-2016, as amended.
- actuaries;	OBSERVED (new Commitments in new MOU, Annex 9.2.1, PA) Cfr. Circular ADA B4PPH-X1F However, interpretative circulars should eventually be confirmed by the adoption of formal amendments to the sector specific legislation. Moreover, in its opinion no. 14/VI/2012, the Hellenic Competition Commission recommended to review the regulatory framework governing the examination process so as to prevent the Hellenic Actuarial Society (HAS) from determining indirectly the number of successful candidates in the examinations in the inters of the incumbents. Draft legislation accommodating the opinion of the Hellenic Competition Commission was submitted to the Commission services on 12 September 2012.
- temporary employment companies;	OBSERVED (new MOU, Annex 9.2.1, PA) Cfr. section K8 of the Law on the approval of the medium-term fiscal policy framework 2013-2016 and on urgent implementation measures for law 4046/2012 and

	for the medium-term fiscal policy framework 2013-2016.
- private labour consultancy offices;	OBSERVED (new MOU, Annex 9.2.1, PA) Cfr. section K9 of the Law on the approval of the medium-term fiscal policy framework 2013-2016 and on urgent implementation measures for law 4046/2012 and for the medium-term fiscal policy framework 2013-2016.
- tourist guides;	OBSERVED (new Commitments in new MOU, Annex 9.2.1, PA) Cfr. section N1 of the Law on the approval of the medium-term fiscal policy framework 2013-2016 and on urgent implementation measures for law 4046/2012 and for the medium-term fiscal policy framework 2013-2016, as amended.
- real-estate brokers.	OBSERVED (new Commitments in new MoU, Annex 9.2.1, PA) Cfr. Arts. 198-204 of law 4072/2012 (Business Friendly Greece law) as amended by section H1.11-13 of the Law on the approval of the medium-term fiscal policy framework 2013-2016 and on urgent implementation measures for law 4046/2012 and for the medium-term fiscal policy framework 2013-2016.
The Government publishes on its website a report [Q1-2012] on the implementation of Law 3919/2011, including: - the list of all professions/economic activities falling under the scope of that law. - a timetable to screen and eliminate inconsistencies between Chapter A of Law 3919/2011 and the regulations (i.e., laws, presidential decrees, ministerial decisions and circulars) of professions and economic activities falling under that chapter. The timetable specifies the list of professions and economic activities prioritised by economic importance that will be assessed every quarter with a view to finalizing this exercise by end-2012.	OBSERVED (see new MoU, 6.5.1.3, CONTINUOUS) A progress report was submitted by the MoF on 6 July 2012. The report updates the list of regulated professions/ economic activities falling under law 3919/2011. In addition, the progress report includes a timeline for the revision of the regulatory framework of regulated professions of high economic importance.
For professions where reinstatement of restrictions is required in line with the principles of necessity, proportionality and public interest, the Government will pass the required legislation no later than end-June 2012 upon consultation with the HCC and the Commission, IMF and ECB staff teams.	NOT OBSERVED. PROGRESS MADE (see new MoU, section 6.5.1.2, DECEMBER 2012) Draft legislation reintroducing justified restrictions in specific regulated professions (following the opinion of the Hellenic Competition Commission on whether these restrictions are justified and proportionate) was submitted to the Commission services on 12 September 2012. The authorities have announced that they will include provisions in that piece of legislation to increase transparency in professional bodies -see below- and to

	empower the Ministry of Finance to review legislation on regulated professions coming from other ministries before it is enacted.
<i>Measures for regulated professions falling under chapter B of law 3919/2011</i>	
<p>The Government also adopts legislation [Q2-2012] to:</p> <ul style="list-style-type: none"> - reinforce transparency in the functioning of professional bodies by publishing on the webpage of each professional association the following information: - the annual accounts of the professional association. - the remuneration of the members of the Governing Board broken down by function. - the amounts of the applicable fees broken down by type and type of service provided by the professional association as well as the rules for their calculation and application. - statistical and aggregate data relating to sanctions imposed, always in accordance with the legislation on personal data protection. - statistical and aggregate data relating to claims or complaints submitted by consumers or organisations and the reasons for accepting or rejecting the claim or the complaint, always in accordance with the legislation on personal data protection. - any change in the professional codes of conduct, if available. - the rules regarding incompatibility and any situation characterised by a conflict of interests involving the members of the Governing Boards. 	<p>NOT OBSERVED. PROGRESS MADE (see new MoU, section 6.5.1.4, DECEMBER 2012)</p> <p>The MoJ has introduced some transparency requirement for lawyers and the former Ministry of Infrastructure has done the same for engineers. However, for the legal profession it has not been specified what information should be provided by the Bar association and for the engineers, the transparency requirements do not cover all the items listed in the Memorandum.</p> <p>In any case, the transparency requirement, covering all professional associations, will be included in the legislation prepared by the government to reintroduce justified restrictions (see MoU requirement above).</p>
<i>Additional measures on regulated professions</i>	
<p>On fixed fees applied by the main regulated professions:</p> <ul style="list-style-type: none"> - The Government amends Art. 10 of Presidential Decree 100/2010 on the authorization process and applicable fees for energy inspectors, to repeal the minimum fees for energy inspection services provided for thereof and to replace the fixed fees per square meter by maximum fees. [Q2-2012] 	<p>OBSERVED. (new MOU Annex 9.2.1, PA)</p> <p>Cfr. section J1 of the Law on the approval of the medium-term fiscal policy framework 2013-2016 and on urgent implementation measures for law 4046/2012 and for the medium-term fiscal policy framework 2013-2016, as amended.</p>
<ul style="list-style-type: none"> - For the legal profession, the Government issues a Presidential Decree, which sets prepaid amounts for each procedural act or court appearances (i.e., it sets a system of prepaid fixed/contract sums for each procedural act or appearance by a lawyer which is not linked to a specific ‘reference amount’). [Q1-2012] 	<p>NOT OBSERVED (see new MoU, section 6.5.1.5, NOVEMBER 2012)</p> <p>There is a draft Presidential Decree ready for the Minister of Justice's signature. However, its signature is cumulating delays.</p>
<ul style="list-style-type: none"> - The Government carries out an assessment regarding the extent to which the contributions of lawyers and architects to cover the operating costs of their professional associations are reasonable, proportionate and justified. [Q1-2012] 	<p>OBSERVED</p>

<ul style="list-style-type: none"> - The Government identifies ways of decoupling taxation, social contributions, distribute funds (if applicable) and payments to the professional associations from legal fees. [April 2012] 	<p>PARTIALLY OBSERVED (see new MoU, section 6.5.1.5, DECEMBER 2012)</p> <p>For lawyer's court appearances, this requirement would be fulfilled if the PD setting prepaid amounts for each procedural act or court appearances (see above) was enacted. Regarding the fees for contracts, the situation remains unchanged.</p> <p>For engineers, legislation has been passed de-linking the payment of contributions to the Technical Chamber of Greece from legal fees (see section H6.4 of the Law on the approval of the medium-term fiscal policy framework 2013-2016 and on urgent implementation measures for law 4046/2012 and for the medium-term fiscal policy framework 2013-2016).</p> <p>In the context of the tax reform, taxation will be de-linked from legal fees / reference amounts.</p>
<ul style="list-style-type: none"> - The Government defines contributions of lawyers and engineers to their professional associations that reflect the operating costs of the services provided by those associations. These contributions are paid periodically and are not linked to prices charged by professions. [Q3-2012] 	<p>NOT OBSERVED (see new MoU, section 6.5.1.5, DECEMBER 2012)</p>
<p>Revision of the areas of reserve of activities of regulated professions:</p> <ul style="list-style-type: none"> - The Government presents the results of screening of the regulations of the professions to assess the justification and the proportionality of the requirements reserving certain activities to providers with specific professional qualifications. [Q2-2012] 	<p>PARTIALLY OBSERVED (see new MoU, section 6.5.1.6.i, NOVEMBER 2012)</p> <p>The Government has submitted information regarding the engineering profession. The information on other relevant professions, such as the legal profession, is missing.</p>
<ul style="list-style-type: none"> - The Government modifies the unjustified or disproportionate requirements reserving certain activities to providers with specific professional qualifications, starting from the main regulated professions. [Q3-2012] 	<p>NOT OBSERVED (see new MoU, section 6.5.1.6.ii, Q1 2013)</p>
<p><i>Reform of the Code of Lawyers</i></p> <p>In the context of the Government's initiative to revise the Code of Lawyers, the Government amends the terms of entry and re-entry as well as the conditions for the exercise of the profession. Draft legislation is presented to the European Commission by end-February 2012 and is adopted by end-June 2012.</p>	<p>NOT OBSERVED (new MOU 6.5.1.7.ii, NOVEMBER 2012)</p> <p>The Authorities have communicated to the Commission services that they will submit the draft Code of Lawyers to the EC by end-October, though no document has been submitted so far.</p>
<p>Before end-June 2012, legislation is adopted to:</p> <ul style="list-style-type: none"> - amend or repeal provisions on pricing and on access to, and exercise of, professional or economic activities that are against Law 3919/2011, EU law and competition principles. In particular, legislation: - repeals Art. 42.1 of Legislative Decree 3026/1954, regarding the mandatory presence of a lawyer for the 	<p>OBSERVED (new MOU 6.5.1.7.i, PA)</p> <p>Cfr. section M1.8. a-c of the Law on the approval of the medium-term fiscal policy framework 2013-2016 and on urgent implementation measures for law 4046/2012 and for the medium-term fiscal policy framework 2013-2016, as amended.</p>

<p>drawing up of documents before a notary for a series of legal transactions;</p> <ul style="list-style-type: none"> - repeals Arts. 92.2 and 92A of Legislative Decree 3026/1954 providing for the minimum amounts and for the scale of minimum monthly amounts that are due to lawyers that are only remunerated for services rendered with a fixed periodic fee. This is without prejudice to having fee regulations for trainee lawyers. 	
<i>Recognition of professional qualifications</i>	
<p>All the necessary measures are taken to ensure the effective implementation of EU rules on the recognition of professional qualifications, including compliance with ECJ rulings (<i>inter alia</i>, related to franchised diplomas). In particular, the Government:</p> <ul style="list-style-type: none"> - keeps updating the information on the number of pending applications for the recognition of professional qualifications, and sends it to the European Commission. 	<p>OBSERVED (see new MoU, section 6.5.2.2, CONTINUOUS on a quarterly basis)</p>
<ul style="list-style-type: none"> - presents draft legislation by end-March 2012, to be adopted by Q2-2012, in order to remove the prohibition to recognise the professional qualifications derived from franchised degrees. Holders of franchised degrees from other Member States should have the right to work in Greece under the same conditions as holders of Greek degrees. 	<p>OBSERVED (new MOU 6.5.2.3, NOVEMBER 2012) <i>Cfr. section I.16 of the Law on the approval of the medium-term fiscal policy framework 2013-2016 and on urgent implementation measures for law 4046/2012 and for the medium-term fiscal policy framework 2013-2016, as amended.</i></p>
<i>Services Directive</i>	
<p>The Government completes the adoption of changes to existing sectoral legislation in key services sectors such as retail (e.g. open air markets and outdoor trade), agriculture (e.g. slaughter houses), employment (employment agencies), real estate services and technical services (cfr. the section on business environment). The Government also adopts changes to the remaining sectoral regulation, ensuring full compliance with the directive.</p> <p>In particular, the following pending regulations are adopted by Q1-2012:</p> <ul style="list-style-type: none"> - Law providing for the possibility of having secondary establishment for private employment agencies, eliminating fixed maximum rates, abolishing the requirement of having a minimum number of employees and allowing for the cross border provision of services of private employment agencies. 	<p>OBSERVED (new Commitments in new MoU, Annex 9.2.1, PA) <i>Cfr. Arts. 98-115 of law 4052/2012) on private employment agencies, which remove the restrictions referred to in the MoU.</i></p>
<ul style="list-style-type: none"> - Law on real estate agents. 	<p>OBSERVED (new Commitments in new MOU, Annex 9.2.1, PA) <i>Cfr. Arts. 197-204 of law 4072/2012; see comments above.</i></p>

<ul style="list-style-type: none"> - Presidential Decree abolishing the economic test for the opening of slaughter houses. 	OBSERVED (cfr. PD 8/2012, FEK 11A/31.1.2012)
<p>The Government carries out a proportionality analysis of the restrictions applied on outdoor / ambulant trade for social policy criteria. [Q1-2012]</p>	NOT OBSERVED (see new MoU, section 6.4.2, DECEMBER 2012) The study submitted on 10 October 2012, whilst describing the regulation on outdoor trade in Greece, does not qualify as a proportionality analysis.
<p>The Government also ensures:</p> <ul style="list-style-type: none"> - that the Point of Single Contact (PSC) is fully operational in all sectors covered by the Services Directive; - that the PSC distinguishes between procedures applicable to service providers established in Greece and those applicable to cross-border providers (in particular for the regulated professions); - that there is adequate connection between the PSC and other relevant authorities (including one-stop shops, professional associations and the recognition of professional qualifications). [Q1-2012] 	NOT OBSERVED. PROGRESS MADE (see new MoU, section 6.5.3, DECEMBER 2012) Whilst the IT infrastructure supporting the PSC is ready, there are some procedures missing in areas such as the technical professions, for which, the new legislative framework is currently being revised. The completion of all procedures needed for the recognition of professional qualifications is pending (given requirements to submit original certificates to the Ministry of Education). These missing actions are expected to be completed before the end of the year.

Table A12 – Business environment

To improve the business environment and enhance competition in open markets	
<i>Studies on price flexibility</i>	
<p>The Government screens the main service sectors (including retail and wholesale distribution) and prepares an action plan to promote competition and facilitate price flexibility in product markets. [April 2012]</p>	OBSERVED Whilst there has not been a submission of an action plan on retail <i>per se</i> by the Greek government, the Ministry of Development has been monitoring the implementation of the recommendations issued in the study on the Greek retail sector by McKinsey. In addition, on wholesale, the Ministry of Development submitted a study to the Commission services in April 2012.
Business environment	
<i>Package of reform measures to improve the business environment</i>	
<p>The Government adopts a package of measures to improve the business environment to:</p> <ul style="list-style-type: none"> - review and codify the legislative framework of exports (i.e., Law 936/79 and Law Order 3999/59), abolish the obligation of registration with the exporters' registry of the Chamber of Commerce and set the framework for the introduction of a single electronic export window. [Q1-2012] 	OBSERVED cfr. Art.232 of law 4072/2012 "the Business Friendly Greece" law). However, the law delayed the implementation of this provision for 6 months, which means that <i>de facto</i> , the obligation to publish company data on newspapers will cease in 2013 (as companies normally publish their financial data in the first semester of each year).
<p>- amend Arts. 26.2, 43B, 49.1, 49.5, 69.3 and 70.1 of Law 2190/1920, the corresponding articles in Law 3190/1955 and any other legal provisions to lift the requirement to publish company information in any</p>	OBSERVED (cfr. Art.232 of law 4072/2012 "the Business Friendly Greece" law). However, the law delays the implementation of this provision for 6 months, which

kind of newspapers for companies with a website. This is without prejudice to the publication of company information in the Official Gazette / GEMI. [Q1-2012]	means that <i>de facto</i> , the obligation to publish company data on newspapers will cease in 2013 (as companies normally publish their financial data in the first semester of each year).
- repeal Art. 24 of Law 2941/2001, prohibiting the sale of merchandise at prices below the cost of purchase. This is without prejudice to Art. 2 of Law 3959/2001 on abuse of dominance in the form of predatory pricing and to Law 149/14 on unfair competition. [Q1-2012]	<p>OBSERVED. (new MOU 6.4, PA) <i>Cfr.</i> section H3 of the Law on the approval of the medium-term fiscal policy framework 2013-2016 and on urgent implementation measures for law 4046/2012 and for the medium-term fiscal policy framework 2013-2016, as amended.</p>
- lift constraints for retailers to sell restricted product categories such as baby food provided for in Law 3526/2007 and its implementing legislation. [Q1-2012]	<p>OBSERVED (see new MoU, section 6.4, PA) <i>Cfr.</i> section H3 of the Law on the approval of the medium-term fiscal policy framework 2013-2016 and on urgent implementation measures for law 4046/2012 and for the medium-term fiscal policy framework 2013-2016.</p>
- repeal Art. 9 and 12 of Ministerial Decision A2-3391 concerning the submission of wholesale price lists, cost elements and contracts to the Ministry of Development, Competitiveness and Shipping. [Q1-2012]	<p>PARTIALLY OBSERVED (see new MoU, section 6.4.3, FEBRUARY 2013) <i>(cfr.</i> MD A2-493 of 11 April 2012). The new MD provides that companies falling under its scope must submit data on the sales in 2011 broken down by the code of the product, merchandise or service to the Market Surveillance Agency at the Ministry of Development, Competitiveness and Shipping. Those companies must determine, after the closing of any subsequent financial year, their accounting data on the sales of the last closed financial year broken down by code of the product, merchandise or service if requested by the Special Secretary of the Market Surveillance Agency. The Commission services are concerned about potential competition policy concerns from the dissemination / publication of collected data to companies which are in competition with each other (retailers, producers). The concerns should be accommodated in the on-going review of the Code of Market regulations which was notified in mid-October to the EC.</p>
- amend Art. 22 law 3054/2002 regulating the market of oil products and other clauses as well as its implementing ministerial decision to fully liberalize petrol station opening hours, with parallel application of the current system of compulsory night opening, on a rotating basis, on a certain number of petrol stations per prefecture outside the normal opening hours. [Q1-2012]	<p>OBSERVED <i>(cfr.</i> Art. 37 of law 4062/2012)</p>
- amend Art. 11(1) of law 3897/2010 to i) reduce the minimum distance provided for thereof between a petrol station and a place where more than 50 people may gather; ii) repeal the requirement to have an independent traffic connection for petrol stations within	<p>OBSERVED <i>(cfr.</i> Art. 185 of Law 4070/2012)</p>

the area of a hypermarket provided for in Article 11(1) of Law 3897/2010 and iii) amend Art. 11(6) of the same law to allow EEA citizens to open a petrol station in Greece. [Q2-2012]	
- repeal Art. 12.2 of Law 3853/2010, providing that draft model company statutes will be first proposed by the chambers of notaries and lawyers before the Ministry of Development, Competitiveness and Shipping can issue the relevant common ministerial decision provided thereof. [Q1-2012]	OBSERVED. (new MOU 5.1.2.1.iii, DECEMBER 2012) cfr. section H1.10 of the Law on the approval of the medium-term fiscal policy framework 2013-2016 and on urgent implementation measures for law 4046/2012 and for the medium-term fiscal policy framework 2013-2016.
- cease to earmark the 0.15 percent surcharge (provided for in the Joint Ministerial Decision 25323/1960 and in Art. 64 of law 1249/1982) levied on the CIF value of imported goods from non-EU countries in favour of the Assistance Account of Foreign Trade. Government allocates the aforementioned amounts to the 2013 State budget. [Q2-2012]	OBSERVED
- cease to earmark the 0.5 percent charge provided for in the Emergency Statute 788/48 and in Law 3883/1958 on the value of all imported merchandise in favour of the National Technical University of Athens, the University of Thessaloniki, the Athens Academy and for the promotion of exports. Government allocates the aforementioned amounts to the 2013 State budget. [Q2-2012]	OBSERVED (new MOU 5.1.1.2.i, NOVEMBER 2012) The Authorities have implemented this measure in the 2013 fiscal budget (Law 4093/2012, Θ.1.2a and b).
- cease to earmark the non-reciprocating charge paid via the power public corporation bill in favour of the executive work provided for in No. T. 4363/1236. Government allocates the aforementioned amounts to the 2013 State budget. [Q2-2012]	OBSERVED
- cease to earmark the non-reciprocating charge calculated on the fuel price in favour of Mutual Distribution Fund of the Oil-Pump Operators of Liquid Fuel. Government allocates the aforementioned amounts to the 2013 State budget. [Q2-2012]	OBSERVED (new MOU 5.1.1.2.ii, NOVEMBER 2012) The Authorities have implemented this measure in the 2013 fiscal budget (Law 4093/2012, IA14 / 4a)..
<i>Implementation of law 3982/2011 on the fast track licensing procedure for technical professions, manufacturing activities and business parks and other provisions</i>	
The Government: - Issues the Joint Ministerial Decision of degrees of nuisance provided for in Art. 20.9 of 3982/2011. [March 2012]	OBSERVED The Joint Ministerial Decision was published on the Government Gazette FEK B: 1048/4-4-2012
- Issues the Joint Ministerial Decision on standardised environmental terms for industrial activities provided	OBSERVED The Joint Ministerial Decision published on the

for in Art. 36.1 of Law 3982/2011. [March 2012]	Government Gazette FEK B: 1275/11-4-2012
- Issues the Presidential Decrees on preconditions for obtaining a licence for industry technicians, plumbers, liquid and gaseous fuel technicians, cooling technicians and machine operators in constructions provided for in Art. 4.4 of Law 3982/2011. [March 2012]	OBSERVED (see new MoU, section 5.1.2.3.i, DECEMBER 2012) The PDs for industry technicians (PD 115 / FEK A 200/ 17-10-2012), plumbers (PD 112 / FEK A 197/17-10-2012) and liquid and gaseous fuel technicians (PD 114/ FEK A 199/17-10-2012) have been published in the Government's Gazette.
- Issues the Presidential Decrees on preconditions for obtaining a licence for electricians provided for in Art. 4.4 of Law 3982/2011. [May 2012]	NOT OBSERVED. PROGRESS MADE (new MOU 5.1.2.3.ii, FEBRUARY 2012) The PD on electricians has been sent to the Council of State for comments. The EC/ECB/IMF technical team provided written comments on the draft PD for electricians in the first half of October. Further adjustments are needed to simplify the conditions for licensing of electricians.
- Issues the Presidential Decree on Certified Inspectors provided for in Art. 27.4 of law 3982/2011. [Q2-2012]	NOT OBSERVED. PROGRESS MADE (new MOU 5.1.2.3.iii, FEBRUARY 2012) A draft Presidential Decree on certified inspectors was submitted to the Commission services in October 2012.
- Issues the Joint Ministerial Decision on the process of licencing business parks provided for in Art. 46.6 of law 3982/2011. [March 2012]	OBSERVED The Joint Ministerial Decision published on the Government Gazette FEK B: 583/2-3-2012.
<i>Implementation of Law 4014/2011 on environmental licensing of projects and activities</i>	
The Government: - Issues the Ministerial Decision provided for in Art. 2.7 of Law 4014/2011 on environmental licensing of projects and activities, laying down requirements for the content of the decision approving the environmental conditions according to the type of project or activity. [Q2-2012]	OBSERVED Cfr. Government Gazette no 2703/B/05.10.12
The Government: - Issues the Ministerial Decision provided for i) in Art. 8.3 of Law 4014/2011 on environmental licensing of projects and activities (other than industrial activities), laying down the standard environmental commitments of projects and activities in category B; The Government: - Issues the Ministerial Decision provided for in Art. 2.13 of Law 4014/2011 to further specify the procedure and specific criteria for environmental licensing. [Q2-2012]	NOT OBSERVED. PROGRESS MADE (new MOU 5.1.2.4, Q4- 2012 - Q1 2013) The Standard Environmental Commitments (SEC) for industrial activities are completed and published on the Government Gazette no 1275/B/12. The SEC for mobile telephony antennas, are completed and published on the Government Gazette no 1510/B/12. The SEC for projects and activities of category 6, (i.e. tourist activities, buildings, urban development projects) and category 10 (Renewable Energy Sources) are expected to be completed in December 2012. All of the above categories represent the 75% of total activities regulated by Standard Environmental Conditions (SEC). The remaining 25% (such as mines, infrastructure projects, poultry facilities etc.) shall be tendered out in October and

	<p>expected to be completed before end-March 2013.</p> <p>The MD provided for in Art. 2.13 of law 4014/2012 is expected to be completed before the end of 2012.</p>
<i>Business-Friendly Greece</i>	
<p>The Government publishes on its website a plan for a Business-Friendly Greece, tackling remaining restrictions to business activities, investment and innovation not covered elsewhere in this memorandum. [end-February 2012]</p>	<p>OBSERVED The plan can be found on http://www.mindev.gov.gr/?page_id=6506</p>
<p>The Government implements the Business-Friendly Greece Action plan. [Q1-2012] The plan includes measures, among others, in order to:</p> <ul style="list-style-type: none"> - complete the setting-up of the General Commercial Registry (GEMI) by promptly taking measures for the completion of the GEMI database, the further development of web services and use of electronic signatures, the interconnection of GEMI to the Chamber's information systems and to the PSC, in order to ensure access to online completion of procedures both for company formation and for any administrative procedures necessary for the exercise of their activities. By July 2012, all companies established in Greece should be able to publish all relevant company data through GEMI. - simplify environmental, building and operating permits. - develop a "single electronic window" centralizing standardized trade-related information and simplifying the number of documents needed to export. - address restrictions in the transport sector, including the transport of empty containers and of non-hazardous waste. 	<p>OBSERVED</p>
<i>Land registry and spatial planning</i>	
<p>The Government accelerates the completion of the land registry, with a view to:</p> <ul style="list-style-type: none"> - tendering out all remaining rights (ca. 15 million) and awarding cadastral projects for 7 million rights. [Q4-2012] - digitalising the operations of all mortgage and notaries' offices and conveying all newly registered deeds to the cadastre by 2015. - exclusively-operating cadastral offices for large urban centres by 2015. - establishing a complete cadastral register and exclusively operating cadastral offices nationwide by 2020. 	<p>NOT RELEVANT YET (see new MoU, section 5.1.2.7.iii, DECEMBER 2012 to 2015)</p>
The Government completes the revision of the 12	NOT RELEVANT YET (see new MoU, section

regional spatial plans to make them compatible with the sectoral plans on industry, tourism, aquaculture and renewable energy. [Q4-2012]	5.1.2.7.ii, DECEMBER 2012 to DECEMBER 2013)
The Government adopts legislation to (i) simplify and reduce time needed for town planning processes; (ii) update and codify legislation on forests, forest lands and parks. [Q3-2012] It also adopts legislative measures for the management of industrial hazardous waste [Q2-2012] and licenses at least two disposal sites for hazardous waste by [Q4-2012] .	PARTIALLY OBSERVED (see new MoU, section 5.1.2.7.i, JUNE 2013) Q2 deadline completed.
<i>Other measures to improve the business environment</i>	
- <i>Quasi fiscal charges</i> : the list of non-reciprocating charges in favour of third parties presented to the Commission services in November 2011 is further refined by i) identifying beneficiaries, ii) specifying the legal base of each contribution and by iii) quantifying contributions paid by consumers in favour of those beneficiaries, with a view to rationalize these contributions and/or channel those through the State budget. [Q2-2012]	OBSERVED (new MOU 5.1.1.1, NOVEMBER 2012) The updated list of quasi fiscal charges with the additional requested information was submitted to the Commission services in November 2012.
- <i>Market regulations</i> : the revision of Ministerial Decision A2-3391/2009 on market regulations, as well as any other related legislation, is completed [March 2012] . This exercise is carried out in cooperation with the Hellenic Competition Commission, with a view to identifying administrative burdens and unnecessary barriers to competition and developing alternative, less restrictive, policies to achieve government objectives. The revised Ministerial Decision on market regulations is adopted in April 2012 .	OBSERVED (new Commitment in new MOU 6.4.3, FEBRUARY 2013) The draft code of market regulations has been submitted to the Commission services in October 2012 following the procedure provided for in Directive 98/34.
- <i>Screening of business restricting regulations</i> : The Government completes a structured analysis of how regulation in areas such as permits and licences, health and safety rules, urban planning and zoning, can unnecessarily restrict business and competition in important sectors such as food processing, retail trade, building materials, manufacturing or tourism. Similarly, the government seeks to simplify business regulations in areas such as new business registration and regulation of accounting. [Q3-2012] Within 6 months of the completion of the analysis, the Government will take the necessary legislative or other actions to remove disproportionate regulatory burdens.	NOT OBSERVED (see new MoU, section 5.1.3, DECEMBER 2012 to SEPTEMBER 2013) The application of the OECD Toolkit project is expected to commence in December 2012.
- <i>Planning reform</i> : The Government reviews and amends general planning and land-use legislation ensuring more flexibility in land development for private investment and the simplification and	NOT RELEVANT ANYMORE

acceleration of land-use plans. [Q3-2012]	
<p>- <i>Development of an integrated and simplified process for export and customs formalities.</i> By end-March 2012, the e-customs system supports the electronic submission of export declarations. By end-December 2012, (i) the e-customs system supports the electronic submission of import declarations; (ii) pre-customs procedures (i.e., certificates, licenses as well as steps and actors involved in the processes) are streamlined according to EU regulations and best practices; (iii) legislation is aligned with EU regulations and the common rules for customs procedures at export and import, including the local clearance procedure; (iv) the level (number) of customs' controls (both physical and documentary) are also aligned with best practices; (v) the electronic single-window of exports is launched after the simplification of the pre-customs procedures and it is interlinked with e-customs to provide a single entry point for the exporters.</p>	PARTIALLY OBSERVED (new MOU 5.1.2.5, OCTOBER 2012 to SEPTEMBER 2013) ICISnet was launched in April 2012, enabling the submission of electronic declarations for exports. The tool needs improvements, however: i) some ICT issues prevent the system from being fully operational; ii) the tool does not resolve the bureaucracy of the customs, as the percentage of physical documentary/controls is still very high, and given that the Greek customs still request original documents to be shown during the controls; iii) not all functionalities of the tool are in place: the attachment of scanned documents or payments on line (both to avoid physical presence of operators in the customs offices) are expected to be ready by end Q2 2013. Meanwhile, the Authorities have published the National Trade Facilitation Strategy in October 2012 which proposes concrete actions and timing for reducing time of exports by 50% and costs by 20% in 2015. The Authorities should proceed with the appointment of the steering committee for the Trade Facilitation Strategy.
<p>- <i>Security stocks of crude oil and petroleum products:</i> The Government transposes Directive 2009/119 imposing an obligation on Member States to maintain minimum stocks of crude oil and /or petroleum products. [Q4-2012]</p>	NOT RELEVANT YET (new MOU 6.1.7.1, Q4 2012)
<p>- <i>An ex post impact assessment is presented in order to evaluate Law 3853/2010 on the simplification of procedures for the establishment of companies in terms of savings in time and cost to set up a business, as well as to verify that all secondary legislation is in force.</i> [Q3-2012]</p>	NOT RELEVANT ANYMORE

Table A13 – Reform Monitoring and Technical Assistance

Actions in the Memorandum of Understanding on specific policy conditionality	
<p>The Ministry of Finance's directorate of planning, management and monitoring becomes operational with the aim of improving reform management and oversight. By end-March 2012, it starts publishing quarterly monitoring indicators for each of the key structural reform initiatives.</p>	ONGOING Completion of the notice and collected 170 applications. Ongoing selection of the Evaluation Committee of the candidates.

<p>The Government will request technical assistance to be provided by the EU Member States, the European Commission the IMF or other organisations in priority areas. These technical assistance actions will be coordinated by the Commission's Task Force for Greece according to its mandate. The Greek administration will ensure continuity of technical assistance launched.</p>	<p>ONGOING Several projects are benefiting from technical assistance (more details in the Commission's Task Force for Greece second quarterly report).</p>
<p>In line with the conclusions of the euro-area summit of 26 October 2011, and the Eurogroup Conclusions of 21 February 2012, the Government will fully cooperate with the Commission, the ECB and the IMF staff teams to strengthen the monitoring of programme implementation, and will provide the staff teams with access to all relevant data and other information in the Greek administration.</p>	<p>ONGOING</p>
<p>The Government will promptly put in place a mechanism that allows better tracing and monitoring of the official borrowing and internally-generated funds destined to service Greece's debt, by paying an amount corresponding to the coming quarter's debt service directly to a segregated account of Greece's paying agent. By end-April 2012, the Government will introduce in the Greek legal framework a provision ensuring that priority is granted to debt servicing payments. This provision will be introduced in the Greek Constitution as soon as possible.</p>	<p>OBSERVED AND ONGOING (see new MoU, section 2.5.2) Segregated account set up in Spring 2012. Constitutional changes not yet accomplished</p>

Annex 2: Macroeconomic forecast

Table A1: USE AND SUPPLY OF GOODS AND SERVICES (volume)

Annual % change	2010	2011	2012	2013	2014	2015	2016
1. Private consumption expenditure	-6.2	-7.7	-7.7	-6.9	-1.6	1.3	2.3
2. Government consumption expenditure	-8.7	-5.2	-6.2	-7.2	-3.1	-1.9	-3.0
3. Gross fixed capital formation	-15.0	-19.6	-14.4	-3.3	5.7	8.3	12.1
4. Final domestic demand	-8.2	-9.3	-8.4	-6.5	-0.8	1.8	3.0
5. Change in inventories + net acquisitions of valuables	-0.3	0.3	0.0	0.0	0.0	0.0	0.0
6. Domestic demand	-7.0	-8.7	-8.7	-6.5	-0.8	1.8	3.0
7. Exports of goods and services	5.2	0.3	0.8	2.7	4.8	5.3	4.8
7a. - of which goods	7.6	4.0	0.8	2.7	4.8	5.0	4.8
7b. - of which services	3.2	-3.0	0.8	2.7	4.8	5.5	4.8
8. Final demand	-5.2	-7.2	-7.0	-4.6	0.4	2.6	3.4
9. Imports of goods and services	-6.2	-7.4	-10.0	-6.0	-0.5	1.4	2.4
9a. - of which goods	-9.3	-6.4	-10.0	-6.0	-0.5	1.4	2.4
9b. - of which services	6.9	-10.9	-10.0	-6.0	-0.5	1.4	2.4
10. Gross domestic product at market prices	-4.9	-7.1	-6.0	-4.2	0.6	2.9	3.7
<i>Contribution to change in GDP</i>							
11. Final domestic demand	-9.8	-10.1	-9.0	-6.7	-0.8	1.8	3.0
12. Change in inventories + net acq. of valuables	1.6	0.6	-0.3	0.0	0.0	0.0	0.0
13. External balance of goods and services	3.1	2.4	3.3	2.5	1.5	1.1	0.8

Table A2: USE AND SUPPLY OF GOODS AND SERVICES (value)

Annual % change	2011	2012	2013	2014	2015	2016
1. Private consumption expenditure	-4.6	-6.7	-7.6	-2.0	1.6	3.5
2. Government consumption expenditure	-11.0	-8.9	-9.6	-4.4	-3.5	-3.0
3. Gross fixed capital formation	-19.4	-13.6	-4.3	6.2	9.7	13.3
4. Final domestic demand	-8.1	-8.0	-7.5	-1.3	2.0	4.1
5. Change in inventories + net acquisition of valuables						
6. Domestic demand	-7.1	-8.8	-7.5	-1.3	2.0	4.1
7. Exports of goods and services	5.7	3.9	2.6	5.8	6.2	5.7
7a. - of which, goods	12.6	3.9	2.6	5.8	6.0	5.7
7a. - of which, services	-0.4	3.9	2.6	5.8	6.4	5.7
8. Final demand	-5.0	-6.4	-5.4	0.3	3.0	4.5
9. Imports of goods and services	-1.3	-6.3	-5.4	0.7	2.6	3.5
9a. - of which goods	0.7	-6.3	-5.4	0.7	2.6	3.4
9a. - of which, services	-8.8	-6.3	-5.4	0.5	2.4	3.8
10. Gross domestic product at market prices	-6.1	-6.5	-5.4	0.2	3.2	4.9
11. Gross national income	-6.2	-5.9	-5.9	-0.4	3.7	5.5
12. Compensation of employees	-9.0	-13.1	-8.8	-0.3	1.3	4.2
13. Gross operating surplus and mixed income	-4.8	-2.7	-2.1	0.4	3.5	4.0
14. Gross value added at basic prices	-6.5	-6.8	-4.6	0.1	2.8	4.1
14a. - of which, labour costs, including self-employed	-8.8	-14.2	-8.8	0.2	1.9	4.8
15. Taxes net of subsidies	-5.7	-2.9	-9.7	1.7	6.6	10.5
16. - taxes on products	-5.7	-2.8	-9.5	1.8	6.5	10.3
17. - subsidies on products	-7.9	2.6	2.6	2.6	2.6	2.6
20. Gross domestic product at market prices	-6.1	-6.5	-5.4	0.2	3.2	4.9

Table A3: COSTS AND PRICES

<i>% change in implicit price deflator</i>	2011	2012	2013	2014	2015	2016
1. Private consumption expenditure	3.4	1.1	-0.8	-0.4	0.3	1.1
2. Government consumption expenditure	-6.2	-2.9	-2.6	-1.3	-1.6	0.0
3. Gross fixed capital formation	0.3	0.9	-1.0	0.4	1.3	1.1
3a. - of which, construction	-0.1	0.0	-1.0	0.4	1.4	1.2
3b. - of which, equipment	0.4	2.0	-1.0	0.5	1.3	1.0
4. Final domestic demand	1.3	0.4	-1.1	-0.5	0.2	1.1
5. Domestic demand	1.7	-0.1	-1.1	-0.5	0.2	1.1
6. Exports of goods and services	5.4	3.1	-0.1	1.0	0.9	0.8
6a. - of which, goods	8.2	3.1	-0.1	1.0	1.0	0.8
6b. - of which, services	2.6	3.1	-0.1	1.0	0.9	0.8
7. Final demand	2.4	0.6	-0.8	0.0	0.5	1.0
8. Imports of goods and services	6.6	4.1	0.6	1.2	1.2	1.1
8a. - of which, goods	7.6	4.1	0.6	1.2	1.2	1.0
8b. - of which, services	2.4	4.1	0.6	1.0	1.0	1.4
9. Gross domestic product at market prices	1.0	-0.5	-1.2	-0.4	0.3	1.1
10. Terms of trade of goods and services	-1.1	-1.0	-0.7	-0.2	-0.2	-0.3
10a. - of which, terms of trade of goods	0.6	-1.0	-0.7	-0.2	-0.2	-0.2
10b. - of which, terms of trade of services	0.3	-1.0	-0.7	0.0	-0.1	-0.6
11. HICP	3.1	1.1	-0.8	-0.4	0.6	1.1
<i>11a. -at constant taxes</i>	<i>1.2</i>	<i>0.2</i>	<i>-1.3</i>	<i>-0.6</i>	<i>0.5</i>	<i>1.1</i>

Table A4: LABOUR MARKET AND LABOUR COST

<i>Annual % change</i>	2011	2012	2013	2014	2015	2016
1. Gross value added at 1995 basic prices	-6.6	-6.0	-4.0	0.6	2.9	3.7
2. Employment ('000)	-5.6	-7.9	-2.1	1.4	2.0	3.0
3. GVA per occupied person	-1.0	2.1	-1.9	-0.8	0.9	0.7
4. Compensation of employees (per employee)	-3.4	-6.8	-6.8	-1.2	-0.1	1.7
5. Unit labour costs (1995=100)	-2.4	-8.7	-5.0	-0.4	-1.0	1.0
6. Total population	-0.1	0.1	0.1	0.1	0.1	0.1
7. Population of working age (15-64 years)	-0.2	-0.3	-0.5	-0.5	-0.5	-0.3
8. Total labour force	-0.3	-0.8	-1.6	-0.9	-0.1	-0.3
9. Total employment	-5.6	-7.9	-2.1	1.4	2.0	3.0
9(a). - of which, employees	-5.8	-6.8	-2.2	0.9	1.5	2.4
9(b). - of which, self-employed	-5.3	-10.0	-1.9	2.4	3.1	4.1
10. Unemployment	39.5	35.0	0.2	-8.7	-8.0	-14.0
<i>10a. Calculated unemployment rate (%)</i>	<i>16.5</i>	<i>22.4</i>	<i>22.8</i>	<i>21.0</i>	<i>19.4</i>	<i>16.7</i>

Table B1: USE AND SUPPLY OF GOODS AND SERVICES (value, in EUR billion)

levels	2010	2011	2012	2013	2014	2015	2016
1. Private consumption expenditure	163.1	155.6	145.2	134.1	131.3	133.4	138.1
2. Government consumption expenditure	40.7	36.2	33.0	29.8	28.5	27.5	26.7
3. Gross fixed capital formation	39.2	31.6	27.3	26.1	27.7	30.4	34.5
4. Final domestic demand (1+2+3)	243.0	223.4	205.5	190.0	187.6	191.4	199.3
5. Change in inventories + net acquisition of valuables as % of GDP	-0.2	2.0	0.0	0.0	0.0	0.0	0.0
6. Domestic demand (4+5)	242.8	225.4	205.5	190.0	187.6	191.4	199.3
7. Exports of goods and services	49.4	52.2	54.3	55.7	59.0	62.7	66.2
7a. - of which, goods	23.3	26.3	27.3	28.0	29.7	31.5	33.2
7a. - of which, services	26.1	26.0	27.0	27.7	29.3	31.2	33.0
8. Final demand (6+7)	292.2	277.7	259.8	245.7	246.6	254.1	265.6
9. Imports of goods and services	70.0	69.1	64.8	61.2	61.6	63.2	65.4
9a. - of which goods	55.1	55.5	52.0	49.2	49.6	50.9	52.6
9a. - of which, services	14.9	13.6	12.7	12.0	12.1	12.4	12.8
10. Gross domestic product at market prices (8-9)	222.2	208.5	195.0	184.5	185.0	190.9	200.1
11. - of which, external balance of goods and services	-26.5	-20.6	-16.9	-10.5	-5.5	-2.7	-0.6
12. Balance of primary income with rest of the world	-6.2	-6.0	-4.4	-5.1	-6.1	-5.4	-4.5
13. Gross national income at market prices (10+12)	216.0	202.5	190.6	179.4	178.8	185.5	195.6
14. Compensation of employees	80.5	73.3	63.7	58.0	57.8	58.6	61.1
15. Gross operating surplus and mixed income	117.1	111.4	108.4	106.1	106.5	110.3	114.7
16. Gross value added at basic prices	195.2	183.1	170.4	162.2	162.3	166.7	173.5
16a. - of which, labour costs, including self-employed	122.2	111.4	95.7	87.3	87.4	89.1	93.3
17. Taxes net of subsidies (18-19)	26.93	25.39	24.7	22.3	22.7	24.2	26.7
18. - taxes on products	27.4	25.8	25.1	22.7	23.1	24.6	27.1
19. - subsidies on products	0.4	0.4	0.4	0.4	0.4	0.4	0.5
20. Gross domestic product at market prices (16 + 17)	222.2	208.5	195.0	184.5	185.0	190.9	200.1

Table B2: LABOUR MARKET AND LABOUR COST (in EUR billion unless otherwise stated)

levels	2010	2011	2012	2013	2014	2015	2016
1. Gross value added at 1995 basic prices	171.5	160.2	150.6	144.6	145.5	149.7	155.2
2. Employment ('000)	4711.7	4446.8	4095.5	4009.5	4065.6	4146.9	4271.3
3. GVA per occupied person (1:2)	36.4	36.0	36.8	36.1	35.8	36.1	36.3
4. Compensation of employees (per employee)	25.9	25.1	23.4	21.8	21.5	21.5	21.8
5. Unit labour costs (4:3) (1995=100)	71.2	69.5	63.5	60.4	60.1	59.5	60.1
6. Total population	11307.6	11290.9	11302.2	11313.5	11324.8	11336.2	11347.5
7. Population of working age (15-64 years)	7522.4	7507.4	7484.9	7447.5	7410.2	7373.2	7351.0
8. Total labour force	5340.4	5323.7	5279.3	5195.7	5148.6	5143.3	5128.2
9. Calculated activity rate (%) (8:7)	71.0	70.9	70.5	69.8	69.5	69.8	69.8
10. Total employment	4762.7	4446.8	4095.5	4009.5	4065.6	4146.9	4271.3
11. Total employment	4762.7	4446.8	4095.5	4009.5	4065.6	4146.9	4271.3
11(a). - of which, employees	3103.6	2924.6	2725.3	2665.7	2689.7	2728.7	2794.9
11(b). - of which, self-employed	1659.0	1522.2	1370.1	1343.8	1375.9	1418.2	1476.4
12. Calculated employment rate (11:7)	62.6	59.2	54.7	53.8	54.9	56.2	58.1
13. Unemployment (8 - 11)	628.7	876.9	1183.8	1186.2	1083.0	996.3	856.9
13a. Calculated unemployment rate (%) (13:8)	11.8	16.5	22.4	22.8	21.0	19.4	16.7

Table B3: EXTERNAL BALANCE

levels	2010	2011	2012	2013	2014	2015	2016
1. Exports of goods (fob)	23.3	26.3	27.3	28.0	29.7	31.5	33.2
2. Imports of goods (fob)	55.1	55.5	52.0	49.2	49.6	50.9	52.6
3. Trade balance (goods, fob/fob) (1-2)	-31.8	-29.3	-24.7	-21.2	-19.9	-19.4	-19.3
<i>3a. p.m. (3) as % of GDP</i>	<i>-14.3</i>	<i>-14.0</i>	<i>-12.7</i>	<i>-11.5</i>	<i>-10.8</i>	<i>-10.2</i>	<i>-9.7</i>
4. Exports of services (a)	26.1	26.0	27.0	27.7	29.3	31.2	33.0
5. Imports of services (a)	14.9	13.6	12.7	12.0	12.1	12.4	12.8
6. Services balance (a) (4-5)	11.2	12.4	14.3	15.7	17.2	18.8	20.1
<i>6a. p.m. 6 as % of GDP</i>	<i>5.0</i>	<i>5.9</i>	<i>7.3</i>	<i>8.5</i>	<i>9.3</i>	<i>9.9</i>	<i>10.1</i>
7. External balance of goods & services (3+6)	-20.6	-16.9	-10.5	-5.5	-2.7	-0.6	0.8
<i>7a. p.m. 7 as % of GDP</i>	<i>-9.3</i>	<i>-8.1</i>	<i>-5.4</i>	<i>-3.0</i>	<i>-1.4</i>	<i>-0.3</i>	<i>0.4</i>
8. Balance of primary incomes and current Transfers	-7.8	-7.6	-5.7	-6.0	-6.9	-6.0	-4.9
<i>8a. - of which, balance of primary income</i>	<i>-6.2</i>	<i>-6.0</i>	<i>-4.4</i>	<i>-5.1</i>	<i>-6.1</i>	<i>-5.4</i>	<i>-4.5</i>
<i>8b. - of which, net current Transfers</i>	<i>-1.6</i>	<i>-1.6</i>	<i>-1.3</i>	<i>-1.0</i>	<i>-0.8</i>	<i>-0.6</i>	<i>-0.4</i>
<i>8c. p.m. 8 as % of GDP</i>	<i>-3.5</i>	<i>-3.7</i>	<i>-2.9</i>	<i>-3.3</i>	<i>-3.8</i>	<i>-3.1</i>	<i>-2.5</i>
9. Current external balance (7+8)	-28.5	-24.5	-16.2	-11.6	-9.6	-6.6	-4.2
<i>9a. p.m. 9 as % of GDP</i>	<i>-12.8</i>	<i>-11.7</i>	<i>-8.3</i>	<i>-6.3</i>	<i>-5.2</i>	<i>-3.4</i>	<i>-2.1</i>
10. Net capital transactions	3.9	4.1	4.2	4.4	4.6	4.6	4.7
11. Net lending (+)/ net borrowing (-) (9+10)	-24.5	-20.4	-11.9	-7.2	-5.1	-1.9	0.6
<i>11a. p.m. 11 as % of GDP</i>	<i>-11.0</i>	<i>-9.8</i>	<i>-6.1</i>	<i>-3.9</i>	<i>-2.7</i>	<i>-1.0</i>	<i>0.3</i>

C1: FISCAL ACCOUNTS AND FORECAST

	2009	2010	2011	2012	2013	2014	2015	2016
<i>Levels (in EUR billion)</i>								
Total revenue	88.6	90.2	88.2	84.5	78.7	79.2	79.3	83.0
Indirect taxes	26.2	27.3	26.6	25.0	23.6	23.4	23.9	25.5
Direct taxes	19.1	17.5	18.0	19.4	17.4	18.4	18.7	19.3
Social contributions	29.5	29.8	27.5	24.4	23.0	22.9	23.4	24.4
Sales	5.5	6.1	5.3	5.0	4.7	4.9	5.1	5.4
Other current resources	5.1	4.9	5.8	5.8	5.1	4.9	5.0	5.4
Capital transfers received	3.2	4.6	5.0	4.9	4.9	4.7	3.2	2.9
Total expenditure	124.7	114.0	107.9	97.9	88.7	87.6	88.6	90.5
Intermediate consumption	17.1	13.7	9.9	8.9	8.4	7.7	7.6	7.9
Compensation of employees	31.0	27.8	25.9	23.4	21.2	20.5	20.0	19.9
Social transfers other than in kind	49.0	47.2	47.2	45.3	39.5	39.1	39.6	40.4
Interest	12.0	12.9	14.9	10.5	10.0	11.1	12.2	12.9
Subsidies	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.1
Other current expenditure	3.6	3.4	2.6	2.2	1.9	1.8	1.9	2.0
Gross fixed capital formation	7.3	5.0	3.4	3.6	3.6	3.3	3.3	3.3
Other capital expenditure	4.7	3.9	3.9	3.9	3.9	3.9	3.9	4.0
General Government balance	-36.1	-23.7	-19.7	-13.4	-10.0	-8.3	-9.3	-7.5
Primary balance	-24.1	-10.9	-4.8	-2.9	0.0	2.8	3.0	5.4
Primary target balance					-2.9	0.0	2.8	5.7
<i>Measures to be identified</i>					<i>0.0</i>	<i>0.0</i>	<i>0.0</i>	<i>-3.6</i>
<i>% of GDP</i>								
Total revenue	38.3	40.6	42.3	43.3	42.7	42.8	41.5	41.4
Indirect taxes	11.3	12.3	12.8	12.8	12.8	12.7	12.5	12.7
Direct taxes	8.3	7.9	8.7	10.0	9.4	9.9	9.8	9.6
Social contributions	12.7	13.4	13.2	12.5	12.5	12.4	12.2	12.2
Sales	2.4	2.7	2.6	2.6	2.6	2.7	2.7	2.7
Other current resources	2.2	2.2	2.8	3.0	2.7	2.6	2.6	2.7
Capital transfers received	1.4	2.1	2.4	2.5	2.7	2.5	1.7	1.5
Total expenditure	54.0	51.3	51.7	50.2	48.1	47.3	46.4	45.2
Intermediate consumption	7.4	6.2	4.7	4.6	4.6	4.2	4.0	3.9
Compensation of employees	13.4	12.5	12.4	12.0	11.5	11.1	10.5	9.9
Social transfers other than in kind	21.2	21.3	22.6	23.2	21.4	21.2	20.7	20.2
Interest	5.2	5.8	7.1	5.4	5.4	6.0	6.4	6.5
Subsidies	0.1	0.1	0.1	0.1	0.1	0.1	0.1	0.0
Other current expenditure	1.5	1.5	1.2	1.1	1.1	1.0	1.0	1.0
Gross fixed capital formation	3.1	2.3	1.6	1.8	1.9	1.8	1.7	1.7
Other capital expenditure	2.0	1.7	1.9	2.0	2.1	2.1	2.0	2.0
General Government balance	-15.6	-10.7	-9.4	-6.9	-5.4	-4.5	-4.8	-3.8
Primary balance	-10.5	-4.9	-2.3	-1.5	0.0	1.5	1.5	2.7
Primary target balance					-1.5	0.0	1.5	3.0
<i>Measures to be identified</i>					<i>0.0</i>	<i>0.0</i>	<i>0.0</i>	<i>-1.8</i>

European Commission
The economic adjustment programme for Greece

ANNEX 2

C2: GOVERNMENT DEBT

	2010	2011	2012	2013	2014	2015	2016
<i>levels (EUR billion)</i>							
Debt	328.6	355.8	344.7	349.4	351.5	352.8	352.0
Change in debt	29.1	27.2	-11.1	4.7	2.1	1.3	-0.8
Government deficit (level)	-23.7	-19.7	-13.4	-10.0	-8.4	-9.1	-7.8
Stock-flow adjustment	5.3	7.5	-24.5	-5.3	-6.3	-7.8	-8.5
<i>% GDP</i>							
Debt	147.9	170.6	176.8	189.4	190.1	184.7	175.7
Change in the ratio	18.6	22.7	6.2	12.6	0.7	-5.4	-9.0
<i>Contributions:</i>							
Primary balance (+ is a deficit)	-4.9	-2.3	-1.5	0.0	1.5	3.0	4.5
“Snow-ball” effect	21.1	21.4	20.2	15.5	2.6	-4.3	-9.2
Stock-flow adjustment	2.4	3.6	-12.6	-2.9	-3.4	-4.1	-4.3

Annex 3: Updated programme documents

Letter of Intent

Memorandum of Economic and Financial Policies

Memorandum of Understanding on Specific Economic Policy conditionality

Technical Memorandum of Understanding

DRAFT

DRAFT : 27 November 2012

GREECE

Memorandum of Understanding on Specific Economic Policy Conditionality

The disbursements of financial assistance to Greece, by the European Financial Stability Facility (EFSF), are subject to quarterly reviews of conditionality for the duration of the arrangement. The release of the tranches is based on observance of quantitative performance criteria and a positive evaluation of progress made with respect to policy criteria in Council Decision 2011/734/EU of 12 July 2011 (as amended; hereinafter the Council Decision), the memorandum of economic and financial policies (MEFP) and in this Memorandum of Understanding.

The annex on data provision is part of the Memorandum and how well it has been respected will be considered in the assessment of compliance.

Greece commits to consult with the European Commission, the ECB and the IMF staff on the adoption of policies falling within the scope of this Memorandum allowing sufficient time for review. The Government publishes a quarterly report in line with Article 4 of the Council Decision.

In line with the conclusions of the euro-area summit of 26 October 2011, the Government will fully cooperate with the Commission, the ECB and the IMF staff teams to strengthen the monitoring of programme implementation, and will provide the staff teams with access to all relevant data and other information in the Greek administration.

The ownership of the programme and all executive responsibilities in the programme implementation remain with the Greek Government.

GREECE

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on
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DRAFT

1 Achieving sound public finances

The fiscal adjustment path has been revised to take into account the deeper-than-expected economic recession. Maintaining the original two-year fiscal adjustment path of the second programme would have implied a need to find measures for the period 2013-14 amounting to €20.7 bn compared with €11.5 bn envisaged in March.

The two-year extension of the adjustment period will mitigate the impact on the economy, while securing a sustainable fiscal position. Under the revised adjustment path the primary balance targets have been set at 0%, 1.5%, 3% and 4.5% of GDP for the four-year period 2013-2016, respectively.

The extension of the adjustment period should not be seen as a way to reduce the effort, thereby weakening the credibility of the programme. To the contrary, the fiscal efforts needed to achieve the target remain very large in 2013-14, and heavily frontloaded. Although the primary balance is only expected to improve by 1.5% of GDP per year, the cyclical adjusted primary balance (CAPB) is expected to increase by at least 2% of GDP in 2013, as the economic recovery is not expected to materialise until the end of 2013. Hence, even if the improvement in the nominal primary balance target is less ambitious than in March, the deeper recession means that the adjustment effort is equally strong.

The measures needed to reach the revised primary balance targets in the central macroeconomic scenario amount to €9.2 bn and €13.5 bn in 2013-14, respectively. The revised path for the primary balance means that the general government budget balance will fall below 3% of GDP in 2016, two years later than originally envisaged.

Prior to the disbursement the Government:

- a. Adopts the budget for 2013.
- b. Adopts additional measures (see Annex 9.6) with the aim of reducing the primary deficit to EUR 2925 million in 2012, EUR 0 million in 2013, and ensure a primary surplus of 2774 million in 2014, 5727 million in 2015 and 9005 million in 2016.
- c. Adopts the medium-term fiscal strategy (hereinafter MTFS) through 2016 and the respective implementing bill. The MTFS elaborates on the permanent fiscal consolidation measures, which ensure that the deficit ceilings for 2013-16 as established by the Council Decision are not exceeded, and that the debt-to-GDP ratio is put on a sustainable downward path.

1. Following a decision on the final details of the planned direct income tax reforms, the authorities will review the fiscal outlook for 2014 and agree with the EC/ECB/IMF on measures needed to close any residual gap for 2014, in the context of the **next review of the program**.
2. To the extent that a fiscal gap in 2015-16 remains, the authorities could pursue several strategies to close this, including improving revenue by broadening the tax base through further reduction in exemptions and deductions; extending measures that are expiring; and targeted cuts in current expenditure. There are also opportunities to refocus the investment program for more effective support to growth. The authorities will specify concrete plans for 2015 no later than **end-August 2013**, when they will formulate a detailed fiscal program for 2014-2015 consistent with a primary surplus of 3% by 2015.

2 Structural reforms with budgetary relevance

2.1 *Privatising to boost efficiency in the economy and reduce public debt*

The privatisation of public companies contributes to the reduction of public debt, as well as to the reduction of subsidies, other transfers or state guarantees to state-owned enterprises. It also aims at increasing the efficiency of companies and, by extension, the competitiveness of the economy as a whole, while attracting foreign direct investment. This is why the Greek authorities have committed to proceed swiftly and efficiently with the Privatisation Plan, with the aim of collecting EUR 50 billion, even if the sale of assets goes beyond the duration of the Economic Adjustment Programme. Within this context, the Government is committed to insulate the privatisation process from political pressures.

The provision of basic public goods and services by privatized industries will be fully safeguarded, in line with the national policy goals and in compliance with the EU Treaty and appropriate secondary legislation rules.

Prior to disbursement, the Government:

Strengthens the institutional framework for privatisation by:

- a. Presenting an updated Privatisation Plan to Parliament with the 2012-2016 MTFS.
- b. Publishing a semi-annual update of the Asset Development Plan, which will include a Portfolio Overview with a description of the privatisation assets, a timeline of planned tenders and targeted total receipts for the current and next year.
- c. Amending the Articles of Association of the HRADF (Article 16.3.) in order to stipulate that the “due cause” required for substituting members of the Board of Directors is defined in particular by the undue suspension or by the intentional compromising of the objectives of the HRADF with acts or omissions of its Board members.
- d. Amending Law 3986/2011 to require the publication of quarterly reports of the HRADF on activities and financial accounts, including a detailed profit and loss statement, a cash flow statement, and a balance sheet, within 60 days of the end of each quarter.

Transfers ownership of assets to the HRADF by:

- e. Transferring to the portfolio of privatisation assets of the HRADF the full and direct ownership (shares or concession rights) of: Egnatia Motorway and the regional ports of Elefsina, Lavrio, Igoumenitsa, Alexandropolis, Volos, Kavala, Corfu, Patras, Heraklion, and Rafina.
- f. Signing the contract between HRADF and the Ministry of Finance for the use of the voting rights for ELVO.
- g. Issuing an Inter-Ministerial Decision that secures that the proceeds of the sales of the Digital Dividends are transferred to the HRADF.
- h. Having the line ministries and other relevant entities providing the General Secretariat for Public Property with full access to the inventory of all real estate assets owned by the State.

Eliminates the legal obstacles for the sale of assets by:

- i. Amending/repealing statutory provisions of companies that diverge from private company law (PPC, OLP and OLTH port authorities, HELPE, EYATH and EYDAP, ports, etc.), regarding any restrictions on voting rights of private shareholders
- j. Launching the process to obtain the zoning and land planning permits (ESCHADA), i.e., submit the environmental and zoning study for Afantou and Kassiopi.

Proceeds with the appointment of advisors by:

- k. Launching tenders for the appointment of advisors for EAS, ELVO, South Kavala Natural Gas, Trainose, being consistent with the existing procurement rules.

Other actions to be taken by the Government include the following:

1. Rapid adoption of necessary primary and secondary legislation and implementation decisions, in consistency with the required actions for a swift Privatisation Plan (see Annex 9.1).
2. The establishment of a regulatory framework for airports (**January 2013**), the State Lottery, ports (**March 2013**) and water companies (**December 2012**).
3. The submission of a pre-notification to the Commission services with respect to the definition of the universal postal services and the compensation of the Universal Service Provider (**December 2012**).
4. The launch for tender of Egnatia Motorways (**January 2013**).
5. Trainose is transferred to the HRADF (**March 2013**) and the tender for its sale is launched (**June 2013**).
6. Transfer of forty new real estate assets (identified as "real estate assets lots 2 and 3" in the Privatisation Plan) to the HRADF (**March 2013**).
7. Full identification and description of all the remaining real estate assets in the pool of 3,150 assets that have been preselected and pre-valued by the HRADF (**December 2013**).
8. Transfer of full and direct ownership of 1000 commercially viable real estate assets to the HRADF (**by end-2013**). The transfer will be done in four phases, based on concrete interim targets of 250 real estate assets per quarter (**starting in January 2013**).
9. Ensuring that there will be no transfer or withholding of any real estate assets, without prior consultation and agreement with the HRADF and the EC/IMF/ECB, to entities other than the HRADF, including to municipalities and the recently established pension fund SPV or other dedicated legal entities, or until such time as the assets necessary to supply the privatisation plan have been secured (**Continuous**).
10. Amendment, upon privatisation, of all statutory provisions (including on labour relations) to fully align them with private sector law (**Continuous**).
11. The HRADF will continue to be tasked with selling assets as quickly and effectively as possible. In particular, there will be no further political review once an asset has been transferred to the HRADF. To ensure that the HRADF is accountable in this role we will enhance the transparency of its operations. To this end, the HRADF will publish quarterly reports on its steps to facilitate privatisations, financial accounts, including a profit and loss statement, a cash flow statement, and a balance sheet, no later than 60 days after the conclusion of every calendar quarter (**Continuous**).
12. Securing privatisation receipts which, cumulatively since June 2011, should be at least EUR 1.6 billion by **end-2012**, EUR 4.2 billion by **end-2013**, EUR 6.5 billion by **end-2014**, EUR 7.7 billion by **end-2015**, EUR 11.1 billion by **end-2016**.

2.2 **Tax policy reform**

1. The Government will prepare a tax reform that aims at simplifying the tax system, eliminating exemptions and preferential regimes, thus broadening bases, and allowing a gradual reduction in tax rates as revenue performance improves. This reform relates to the personal income tax and corporate income tax. The reform will be adopted in **December 2012** to entry into force in 2013.
2. By **November 2012**, the Government will announce the full schedule of intermediate steps — including legislative actions as well as technical steps needed — until the new tax system becomes effective. These intermediate steps will include public consultation and appropriate review by the European Commission, ECB and IMF staff.
3. By **March 2013**, the Government makes fully operational a standard procedure for revision of legal values of real estate to better align them with market prices under the responsibility of the Directory of Capital Taxation.

2.3 **Revenue administration reforms**

A strong and focused reform programme to be undertaken in the coming months must address all the weaknesses in the existing system and support the fight against tax evasion and corruption. The Government will reform the current institutional framework in line with that in many other OECD and EU economies to ensure more autonomy for the tax administration department, especially for day-to-day operations, while leaving policy matters in the hands of the Government. The reform can be undertaken in a gradual way after assessing carefully the impact of each step undertaken:

- The re-organisation of tax offices must take place to increase the efficiency of audits and tax collection, by creating specialised units to deal with specific taxpayer groups (e.g., large taxpayer unit, high wealth individual unit, and large debtor unit), regrouping local offices into more efficient offices, and tackling potential corruption.
- Methods must be improved to focus audits on substantial issues in order to detect tax evasion and not on mere observance of formal rules. This implies the replacement of the Code of Books and Records by a more modern and substantially simpler set of rules for tax record keeping. A new single tax procedure code will be created. Additionally, compulsory auditing of all tax declaration should be abolished, and efforts concentrated on high yield audits, targeted in using risk assessment techniques.
- Collection of taxes should be reinforced. At the local level, groups of specialized and dedicated staff will be put into place in larger DOYs. Besides, rules to write-off non-collectable debts in line with international best practice have to be introduced.
- The management will be improved, under the leadership of a new Secretary General with increased powers. Managers and auditors should be subject to performance targets and regular assessment. The Secretary General must have the capacity to replace non-performing managers and auditors. Besides, the regular rotation of managers has to become a rule.
- Fighting tax evasion and corruption is a priority in this effort. Progress made so far did rely on useful but piecemeal measures. Fight against corruption, especially in the tax sector, must use new tools, making full use of the will of the people to fight it.
- The current administrative review process has to be replaced by a cost effective compulsory pre-settlement administrative procedure, in order to significantly reduce the number of unnecessary tax litigation, so as to lighten the burden of courts and ensure a timely settlement of the cases.

With the aim of strengthening fiscal institution as part of the reform programme, the Government, **prior to the disbursement:**

- a. Adopts legislation to define the role and qualifications of the Secretary General. Concerning qualifications, this will be a person with senior management experience, expertise in tax matters, and an impeccable reputation (including a strong tax compliance history).
- b. Adopts interim legislation, and the Minister of Finance will use this to delegate decision making powers to the Secretary General. These powers will include the competence to make operational decisions, direct and control local offices, manage human resources, replace underperforming senior managers, manage the budget of the tax administration, and manage all information with due confidentiality;
- c. Adopts legislation to deploy experienced tax auditors towards activities serving the immediate revenue imperative, making fully operational key enforcement areas as the large taxpayer unit by transferring 100 auditors, establishing one functional unit for high-wealth individuals and high-income self-employed and staffing the unit with 50 experienced tax auditors directly accountable to the Secretary General of the tax administration;
- d. Establishes procedures for the rotation of managers in critical tax offices on a periodic basis.
- e. Replaces the Code of Books and Records by significantly simpler legislation in line with international standards;

The Government undertakes the following reforms:

2.3.1 Organization

1. Appoints a new Secretary General of the tax administration (**December 2012**);
2. Adopts legislation to establish a significantly more autonomous tax administration and specify the degree of autonomy, governance framework, accountability, legal powers of the head of the administration and initial staffing of the organization by **February 2013**. In **March 2014** the new agency will become fully operational;
3. Continues to centralise and merge local tax offices leaving about 120 functioning offices (**June 2013**);

2.3.2 Fight against tax evasion, money laundering and corruption

1. The revised Code of Books and Records enters into force (**1st January 2013**);
2. Steps up the hiring procedure and simplifies the reassessment process of the tax auditors with the objective to achieve the target of 2 000 tax auditors fully operational by **June 2013**;
3. Introduces, at least, twice-yearly performance assessments for tax auditors (**December 2012**);
4. Issue an administrative circular to enhance targeted auditing based on risk assessment techniques (**December 2012**).

5. Abolish the requirement that all tax declarations for the previous 10 years must be audited while retaining the right to continue to audit earlier years and the discretion to audit any amount of declarations from these earlier years (**January 2013**);
6. Adopts legislation in order to introduce a modern code of conduct concerning conflicts of interests and declaration of interests and a system for protecting whistle-blowers who report corruption (**March 2013**);
7. Appoints a national coordinator for anti-corruption action (**April 2013**);
8. Enacts the appropriate legal framework to create a secure direct or indirect central register of bank accounts (**January 2013**);
9. Requires that all Ministries which have a fiscal relationship with taxpayers utilize their tax identification number for financial transactions with them (**June 2013**).
10. Introduces a central agency to consolidate and link all of the different identification numbers now employed across various government agencies (**June 2014**);

2.3.3 Tax and revenue collection

1. Establishes specialist debt management units in larger local tax offices and allocating at least 10 percent of local staff to this function (**December 2012**);
2. Completes a review of the policy and procedures to write off tax debts, and prepare recommendations to facilitate actively managing tax debt with real prospect of collection and explore ways to deal with the non-collectable part (**February 2013**);
3. Replaces payments in cash and cheque in tax offices with bank transfers, to discourage corruption and free up staff time for higher value added work (audit, collection enforcement and taxpayer advice) (**December 2012**);
4. Commits not to adopt new tax amnesties, or extend existing amnesties for the collection of taxes and social contributions during the years covered by the economic adjustment programme (**Continuous**);
5. Integrates the collection of social security contributions into the tax administration (**March 2014**).

2.3.4 Tax dispute

1. Puts in place a mandatory administrative review procedure (**Q2 2013**). The aim is to design a mandatory administrative appeal procedure in line with international best practice to allow a distinct and higher level body within the Ministry of Finance, staffed with specialists in tax dispute matters, to re-examine tax decision taken by the DOYs or auditors before going to court.

2.3.5 Management of the State Revenue Service

1. Replaces managers who do not meet performance targets (**Continuous**);
2. Launches an easily accessible website to enforce accountability to the public through publication of summary statistics on key performance indicators, the number of tax evasion cases sent to the FIU and to prosecution by the tax administration (**December 2012**).

2.3.6 Tools

1. Adopts a new Single Tax Procedures Code (**June 2013**). This code should aim to reduce the costs of administration and compliance and will incorporate procedural reforms in all major administrative areas that are necessary to support modern tax administration (e.g., tax filing, audit and penalties, enforcement powers and debt collection). It will also incorporate a new streamlined administrative dispute resolution process;
2. Puts in place a new IT system that interconnects all tax offices (**March 2013**);

The preparation of the new IT system involves the following main steps in relation to the new data centre, web-facing and back-office applications:

3. 20 more new electronic services and enhancements (**December 2012**). These concern mainly taxes withheld at source;
4. 8 remaining new electronic services and enhancements (**December 2012**). These concern forms filed late with a fine, real-estate tax, and VAT administration;
5. system and user tests, user training, and migration of all tax offices to the centralized database (**December 2012**);
6. operational use of the new IT infrastructure by all tax offices (**March 2013**).

2.4 Public financial management reforms

Developing a solid public financial management framework is key in controlling expenditures and thus being able to achieve fiscal targets. The Government is committed to enact reforms for strengthening the framework both within the GAO and line ministries.

Prior to the next disbursement the Government will,

- a. adopt the 2013-16 Medium term fiscal strategy
- b. ensure that EOPYY reports for at least two consecutive months (retroactive reports included) from its commitment register through the e-portal.

Further actions include:

1. The Government adopts an administrative calendar for the update of the medium-term fiscal strategy. (**February-2013**)
2. To address problems still lying in the extra-budgetary funds and in the social security sector, especially in relation to the transfer of competencies from SSFs to EOPPY, despite the progress in the setting-up of the commitment/co-payment registries, the Government will:
 - i. ensure that **by December-2012** commitment registers are in operation in 90 per cent of general government entities.
 - ii. monitor the effectiveness of the commitment registers by conducting regular targeted inspections in the public entities covered by the system (**Continuous**).
 - iii. enforce the obligation of accounting officers to report commitments by enacting sanctions to entities not submitting needed data, though disciplinary

- action for accounting officers, and by strengthening the role of GAO in providing support and guidance to Accounting Officers (**Continuous**)
- iv. ensure **by December 2012** that EOPYY monthly budget execution is published on the website with a lag of four weeks after the end of the respective month, providing detailed data on both expenditure commitments/purchases (accrual basis) and actual payments (cash basis), current performances against yearly budget allocation and accumulation of accounts payable (and arrears). As soon as significant deviations from yearly targets become evident, remedial action should be taken at the same time.
3. To clear expenditure arrears and tax refunds, the conditions for a government unit to meet to allow funds for clearance to be disbursed will include, for expenditure arrears: (i) establishment by the unit of a fully functioning commitment register and (ii) reporting of at least three months of consistent data on commitments, payments, and arrears (2 months for EOPYY); and, for both expenditure arrears and tax refunds: (iii) verification of claims. Subvented agencies which meet these conditions can clear their arrears even if their parent agency does not meet the conditions. Arrears should not delay the execution of the pharmaceutical spending clawback or any related measure. The Government will:
 - i. Prepare and publish **by November 2012** a plan for the clearance of arrears owed to suppliers by public entities and of tax refunds (to be done by GAO in liaison with GSIS and other relevant authorities).
 - ii. Ensure the administrative capacity to make the clearance of arrears effective through different means, including re-allocation of at least 30 employees with relevant competences from other social security funds to EOPYY (**November 2012**)
 4. Once the clearance of all verified arrears is achieved, the Government ensures that no new arrears are accumulated (**Continuous**).
 5. The GSIS designs a risk-based assessment procedure for verification of VAT refunds (**March 2013**).

2.5 Safeguards for the delivery of fiscal commitments

Enhancing credibility is essential to the success of the Adjustment Programme for Greece. One way is through the early implementation of the EU's Fiscal Compact. Greece has already signed and ratified the intergovernmental Treaty on Stability, Coordination and Governance in the EMU. A key part of the Treaty is the fiscal compact that introduces national budgetary rules as well as enhanced enforcement mechanisms at European level. Within a comprehensive approach, key steps to safeguard the delivery of fiscal commitments are necessary in the areas of: Budget preparation and implementation, monitoring and reporting, corrective and sanctioning mechanisms, transparency, accountability and oversight, debt servicing.

The Government will, **prior to disbursement**:

- a. Adopt a Council of Ministers act (replacing the Council of Ministers act adopted on 29 October 2012, aiming at strengthening the Budget execution and enhancing the sound fiscal management), and including, beyond the provisions in the original Council of Ministers act, additional provisions:
 - i. establishing that Memoranda of Cooperation are signed **by end-December** of each year between the Ministry of Finance and the other Ministries or between the

Ministries and managers of the supervised entities (thus covering the entire General Government). The Memoranda aim at enhancing the current monitoring and introducing corrective mechanisms, such as: quarterly budget execution targets, corrective actions in case of deviations from targets and further actions in case of non-compliance with the corrective actions.

- ii. Strengthening the current balanced budget constraints for Local Governments in order to be more effective, but also including corrective and sanctioning mechanisms.
- iii. Strengthening the current monitoring system for SOEs, introducing an enforcement mechanism in case of deviations from the specific targets identified for each SOE.
- iv. Setting the framework for defining specific targets for the coverage of operational commitment registers for LG and SOEs to be established by December of each year.
- v. Setting up a framework for correcting transfers from central government to address deviations from targets within the year and possibly in the following years while ensuring that arrears are not increasing. Improvements in operational terms should be integrated in the relevant legislation, including *inter alia* triggering circumstances, criteria for graduation from suspension to outright reduction of transfers, and timing issues.
- vi. Making it explicit that the proceeds from the privatisation of government assets are paid directly into the account referred to in section 2.5.6.
- vii. Set automatic cuts in expenditures to be applied as a rule when targets are missed, while ensuring that arrears are not increasing.
- viii. Reinforce centralisation of budget planning and implementation. This will include further strengthening of the Ministry of Finance vis-à-vis line ministries, notably with the introduction of an effective top-down budgeting, including a veto role of the Minister of Finance, monthly submission to the supervising Director General of Financial Services (DGFS) and the GAO (depending on the size of their budget) of the budget execution programme and actual execution, and the power to take corrective measures if appropriate at the implementation stage, with bodies failing to comply with their obligations being brought under the direct supervision of the Ministry of Finance.

1. The Council of Ministers act referred to in paragraph a. shall be converted into law by **end-December 2012**.

2.5.1 Enhancing national budgetary rules in line with the EU's Fiscal Compact

1. The Government will adopt the necessary legislation to transpose the Fiscal Compact provisions with a view to introducing a structural budget balance rule with an automatic correction mechanism (**August 2013**)

2.5.2 Budget preparation and implementation

The Government will:

1. Introduce three-years binding expenditure ceilings per subsectors (at least for the central government and the health sector) for 2013, in order to strengthen the implementation of the MTFS, as follows: ceilings for the first two years would be considered fixed and used as such in the following budget planning exercise although with some flexibility within the ceiling as long as the general target is met to leave some space of action to the administration; ceilings

for the last year of the three-year period may be updated annually. This measure will be adopted within an update of the MTFS to be done by **January 2013**.

2. Modify the organic budget law by **August 2013** to introduce:
 - i. The three-years binding expenditure ceilings (as in paragraph 2.5.1) on a permanent basis as part of the rolling MTFS.
 - ii. Provisions to freeze ex-ante 10% of discretionary appropriations per budget line as part of the MTFS. The frozen appropriations would be released in the second half of the year conditional upon meeting the fiscal targets. The first application should concern the 2014 budget.
 - iii. A revenue rule for the general government, according to which at least 30% of windfall revenues will be devoted to debt repayment while up to 70% could be used the following year by the Government to support temporary policies aiming to boost growth and social cohesion automatically, conditional to the achievement of the fiscal targets.

2.5.3 Monitoring and reporting

The Government will:

1. Identify other areas of operational expenditure where real time monitoring mechanisms could be introduced or strengthened (**March 2013**).
2. Extend e-prescription to illness benefits provided by EOPYY to strengthen the monitoring among others of Diagnostic Tests, Inpatient Care and Rest Provision. (**June 2013**)

2.5.4 Corrective and sanctioning mechanisms

The Government will:

1. Ensure a continuous balance between contributions and benefits, by bringing forward by one year the entry in force of the binding mechanism (for auxiliary pensions) already legislated to enter in force as of 2015. (**March 2013**)
2. Strengthen HRADF's governance and independence and implement an automatic correction mechanism, should there be any difficulties in the privatisation process or slippages in the targets, by (**quarterly**):
 - i. Reviewing the functioning of the recently amended privatisation law, through specific QPCs to be enforced the moment the privatisation plan derails.
 - ii. Taking, in cooperation with EC/ECB/IMF, appropriate steps, including changes in existing legislation and/or in the composition of the Board, to safeguard and strengthen the independence and the functioning of the HRADF, if targets for the sale of assets to be privatised were missed substantially for two consecutive quarters. In all circumstances, the HRADF remains fully accountable to parliament on an ex-post basis for the integrity of every privatisation sale.
 - iii. Increasing automatically the primary surplus target, should there be a shortfall of privatisation proceeds due to the delay in sales of specific assets compared to programme targets for two consecutive quarters. Any shortfall in privatisation proceeds *ceteris paribus* increases the financing need and the debt ratio. To mitigate this undesirable outcome, unless other adjustments are agreed with the EC/ECB/IMF, the primary surplus target would be raised with immediate effect by 50 percent of the shortfall in proceeds, and should be achieved by means of current expenditure cuts in

the general government. The adjustment within any year would be capped at €1 billion.

2.5.5 Transparency, accountability and oversight

The Government will:

1. Increase transparency and accountability to the public/parliament, by e.g. releasing status reports on the implementation of the legislated fiscal measures, publication of hiring numbers, proper fiscal impact assessment of legislation, statement of the main sources of fiscal risks related to changes in key economic assumptions in the forecast, as well as an assessment of the fiscal impact of the main sources of fiscal risk including government guarantees and other contingent liabilities, etc. (**March 2013**)
2. Resume and enhance the operation of the existing Parliamentary Budget Office (**June 2013**) and take steps to strengthen its reputation, independence and technical competence towards a fully-fledged fiscal council (e.g. provision/endorsement of forecasts for the budget preparation, monitoring of compliance with budgetary targets and fiscal rules, provision of independent assessments of fiscal developments and challenges, etc.), building on best international practices. (**December 2013**)

2.5.6 Debt servicing account

1. The Government will ensure an effective implementation of the debt servicing account to monitor cash flows, avoid diversion of official financing and secure a timely debt servicing. Law 4063/2012 established a segregated account in the Bank of Greece. By law, disbursements to this account cannot be used for any other purposes than debt servicing. Via this account the amortization and interest payment costs of all HR's loans, debt management transactions and derivatives, as well as any parallel cost (fees and other expenses) related to debt servicing and in general to Public Debt Management are paid. The proceeds of this account are the disbursement of EFSF's loans, subject to an EFSF acceptance notice, as well as the Hellenic Republic's contributions to debt servicing, including all revenues from the privatisation of State assets and at least 30% of windfall revenues. All payments from this account will be subject to prior detailed reporting to the EFSF/ESM and ex-post confirmation by the account holder. (**Continuous**)

2.6 Other institutional requirements

Prior to the disbursement, the Government:

- a. Adopts the legal act harmonising the entrance fees for all casinos in Greece and all necessary actions are taken toward full and effective recovery of the illegal state aid from all Casinos, including Casino Mont Parnes.
- b. Identifies the assets and production units of LARCO assets and rights that belong to the Agios Ioannis/Larymna concession in view of their sale after the current concession of LARCO.
- c. Amends the current requirement in the existing ETEAN law of providing government bonds at market value to banks when guarantees are called. Instead the State will provide ETEAN with cash against ETEAN holdings of government bonds to pay banks for the guarantees called.

Other Actions

1. The Government identifies the assets and production units of the Hellenic Defence Systems to be privatised. (**December 2012**)
2. The Government creates a Central State Aid Unit responsible for screening all measures, from across the Government, for their compliance with State aid rules, before they are implemented. (**January 2013**). The Central State Aid Unit will be the only contact point for the Commission on all State aid matters, including for notifications. The aim is to ensure a timely and effective clearance of state aid issues.
3. All actions attributable to public authorities should be in compliance with the rules on free movement of capital (TFEU, Article 63) (**Continuous**).

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2.7 *Making the public administration more efficient and effective*

Reforming the public sector constitutes an essential step for the reduction in waste, the containment of public wages and the increase in efficiency and productivity levels. As a prerequisite, the following actions will be taken in the next months.

2.7.1 Reforming the public administration

In order to achieve a leaner and more efficient state, the Government initiates a rigorous evaluation of administrative structures and personnel, in order to maintain the right skill mix of employees over time. Entity closures are pursued and employees are either dismissed or transferred to the mobility scheme. This reform process is extended to extra budgetary funds and regional and local administrations in 2013.

Prior to disbursement:

- a. The Government ensures that at least 2,000 staff will be moved to the mobility scheme.

2.7.1.1 Institutional reforms

1. The assessment of the institutional setting of two pilot ministries (Ministry of Administrative Reforms and Ministry of Environment) is completed (**October 2012**).
2. The assessment of the institutional setting of all ministries is finalised (**December 2012**), while the assessment of the performance of civil servants is completed (**December 2013**).
3. The first draft of the two pilot staffing plans is finalised (**November 2012**); the other ministries' staffing plans are completed (**January 2013**).
4. Develop an action plan for the assessment of all public entities, including all Extra-Budgetary Funds and SOEs under Chapter A (**December 2012**). The action plan will focus on their mandate and activities, their staffing, the level of State subsidies and their overall budget. The pilot assessment of two major public entities is completed by **February 2013** and a complete assessment of all public entities is completed by **December 2013**.
5. Based on the different assessments, the Council of Reform approves the transformation scenarios for each ministry (**January 2013**). A precise roadmap on how these structures are created must be published **two months after** the approval of the transformation scenarios.
6. The Government monitors progress on the inter-ministerial coordination, whereby the Coordinator is appointed (**November 2012**) and full implementation of the process is ensured (**January 2013**).
7. The Government involves the Commission services with respect to the assessment of structures and staffing linked with the implementation of the Cohesion Policy (NSRF Operation Programmes) and will seek its agreement when taking related decisions (**Continuous**).
8. Prepares and makes public a fully-fledged anti-corruption plan for the civil service, including special provisions for the tax and customs administration (**February 2013**).

2.7.1.2 Mobility scheme and human resources management

In order to ensure that the Government's efforts to redeploy and reduce personnel are effective, that the recruitment and evaluation process are improved, and that the performance and motivation of

personnel increases, concrete steps will be made to: limit and improve the quality of hiring at the selection, limiting the intake into public service academies by 30 percent, removing job guarantees for private sector teachers; put a sunset to existing lists of eligible graduates; establish clear guidelines for the regular assessment of personnel run by managers. The Government will:

1. Combine the assessment of the institutional setting with mobility, attrition, reduction of temporary contracts, disciplinary procedures and mandatory redundancies. This should help reduce the public sector workforce by 150,000 **by 2015**, relative to the end-2010 level.
2. Place 25,000 government employees in the mobility scheme in 2013, with half of them by **mid-2013**. The government's mobility scheme, where transferred personnel can remain for up to one year with a reduced rate of pay (substituting for severance payments), while they seek new employment and they are re-trained, will help the transition across job positions, if necessary towards the private sector.
3. **By end-February 2013**, the staffing plans for line Ministries will be completed and these will be used to identify redundant positions and employees, and on this basis set quarterly targets for mandatory exits through end-2014..
4. Adopt the law on mobility between ministries in the interest of the services (**November 2012**).
5. Defines a human resources strategy in order to: (i) identify the weaknesses of the public service management of human resources; (ii) identify the best possible way to modify recruitment procedures, appointments, trainings, as well as mobility. This strategy is reflected in legislation (**January 2013**). This legal act will provide a basis for evaluating the competences of the senior management.
6. Assesses the mandate, roles and responsibilities of all senior managers, including the politically appointed and the senior public service management (**February 2013**). This assessment will lead to an amendment of the current legislation, by clarifying and framing the relationship between the political level, the management positions and the services. Within this framework, the number of advisors will be reduced and constrained, and each advisor will have a specific job description. The aim is to ensure institutional continuity and higher levels of efficiency in the public administration (**May 2013**).

2.7.2 Avoiding waste and increasing quality through sound public procurement

Important fiscal savings and higher quality purchases can be realised by sound public procurement processes. The reforms aim at i) making the Single Public Procurement Authority, the newly created procurement watchdog, fully operational; ii) establishing an e-procurement platform and mandating gradually its use by the public administration; iii) increasing the share of supplies and services tendered through Central Purchasing Bodies, including by the use of framework contracts and iv) at codifying and simplifying all public procurement legislation.

2.7.2.1 To make the Single Public Procurement Authority (SPPA) operational

The Government:

1. **By December 2012**, it issues the following implementing legislation of Law 4013/2011 on the Single Public Procurement Authority, providing for:
 - i. the SPPA's financial management rules (Art. 4).
 - ii. the SPPA's structure and remit of its services and any other matters pertaining to its organisation (Art. 4).

- iii. the SPPA's Rules of Procedure (Art. 7).
- iv. the Agora Portal for contract transparency (Art. 11).

The above legislation shall enter into force at the latest by **December 2012**.

2. Ensures that the SPPA is adequately staffed so that it fulfils its mandate, objectives, competences and powers as defined in the implementing regulations, of the law on the SPPA and in the Action Plan agreed with the European Commission in November 2010. **(December 2012)**
3. The SPPA ensures coordination and coherence of the functioning of the Central Purchasing Bodies, of the reform of the Greek public procurement regulations and of the e-procurement framework with the overall public procurement system and strategy. **(Continuous)**

2.7.2.2 To increase the efficiency of procurement processes:

The Government moves towards more centralised procurement, especially in the field of health procurement, services and supplies (including civil supplies and services for defence not falling under the scope of Directive 2009/81 on procurement in the fields of defence and security). It also uses framework contracts and reviews the public procurement legislation including works, supplies and services. In particular the Government:

Central Purchasing Bodies (CPB):

1. Presents a plan for the development of CPBs (such as the Greek General Secretariat for Commerce -for supplies and services- and EPY -for health procurement-) to the Commission Services by **December 2012**. The plan identifies all contracting authorities procuring supplies and services at the Central Government level and overviews their procurement needs, with a view to gradually increasing the share of supplies and services procured through those CPBs. Similarly, a plan to establish CPB at regional/local level is also submitted to the Commission services by **December 2012**.

Framework contracts:

2. Submits by **December 2012** to the Commission services for evaluation two and one framework contracts used in frequently purchased supplies or services at central government and regional level, respectively, and mandates the relevant administration to source via those contracts. **(April 2013)**

Reform of public procurement legislation:

3. Undertakes to adopt **by December 2013** a reform of the public procurement system including works, supplies and services under the coordination of the SPPA with a view to:
 - i. simplifying, streamlining and consolidating the body of public procurement legislation;
 - ii. rationalising the administrative structures and processes in public procurement to desired procurement results in terms of efficiency and efficacy;
 - iii. reducing the delays triggered by the redress system and assessing the role to confer to the SPPA in the area of redress (remedies and judicial protection).

4. Develops an Action Plan for the reform, in agreement with the European Commission. (**January 2013**). It will include an analysis of the state of play (flowcharts, procedural phases, actors involved, timelines, statistics etc.) and factors in the results of the study on the Greek public procurement system commissioned by the EC.
5. The drafts of all legislative and organisational measures implementing the above-mentioned Action Plan are presented to the European Commission in **September 2013**.

2.7.2.3 To run public procurement procedures by electronic means (i.e., E-procurement):

The Government

1. Refines, in consultation with the European Commission, the existing *plan* for the development of the e-procurement platform by **December 2012**, including, among others, measures and deadlines for:
 - i. the operation of supplies, services and public works procurement contracts through the e-procurement platform;
 - ii. the availability of functionalities such as e-notification and e-tendering;
 - iii. the mandatory use of the platform by the central government, regional government and other public sector entities;
 - iv. the communication and training programmes for users of the platform;
 - v. the periodic monitoring mechanisms for the take-up of e-procurement platform by its users and the specification of target usage levels;
 - vi. the interaction of the platform with the planned simplification of procurement legislation;
 - vii. the means to facilitate access and use to the platform by users, including easy to use e-signature and e-ID solutions.
2. In the *development* of the e-procurement platform, commits to:
 - i. complete the e-procurement infrastructure for supplies and services contracts by **December 2012**.
 - ii. run supplies and services contracts for the Central Government on a pilot basis through the e-procurement platform throughout the **1st half of 2013**.
 - iii. ensure that the e-procurement platform is fully operational and ready for use by the Central Public Administration for supplies and services contracts in **July-2013**.
3. Ensures the *use* of the platform as follows:
 - i. the Central Government procures at least 25% of its supplies and services' needs (in terms of contract value) through the e-procurement platform by **December 2013**.
 - ii. the Central Purchasing Bodies (CPBs) use the e-procurement platform for all their tendering procedures. (**June 2014**)
 - iii. the whole public sector in Greece uses the e-procurement platform by **December 2015**.
4. Submits to the Commission services the data of the *monitoring* activities covering year 2013 against the target user levels. (**1st half of January 2014**)

2.8 Completing the pension reform to secure sustainability

Prior to disbursement

- a. The age of retirement is increased by 2 years, starting from (1 January 2013). The increase is applied to the statutory retirement age and any other retirement age for special groups and to the minimum requirement for getting a pension.

Other actions

The Government:

1. Finalises the implementation of the reform of the functioning of secondary/supplementary public pension funds and ensures the unification into ETEA of all existing funds, which are considered to be in the domain of public sector according to ESA95 national account definition. **(Q4-2012)**
2. Ensures that the new single fund ETEA sets up, in a cost effective way, a computerised system of individual pension accounts; starting in **Q1 2013** and to be finalised by **Q4-2013**.
3. Identifies the schemes for which lump sums paid on retirement are out of line with contributions and adjusts the payments. A new, actuarially neutral, formula to calculate lump sum, including a sustainability factor to avoid any future imbalances, is designed in consultation with the European Commission, ECB and IMF staff. **(Q4-2012)**
4. Will produce a regular quarterly report of the activities of the Health Committee, aimed at monitoring and revising the disability status and ensure that disability pensions correspond to not more than 10 percent of the overall number of pensions. **(next report, Q1-2013)**

2.9 Modernising the health care system

The Government continues to implement the comprehensive health sector reform with the objective of stabilising public health expenditure at, or below 6, percent of GDP, while maintaining universal access and improving the quality of care delivery. Policy measures include reducing the fragmented governance structure, reinforcing and integrating the primary healthcare network, streamlining the hospital network, strengthening central procurement and developing a strong monitoring and assessment capability and e-health capacity.

The programme measures aim at achieving savings in the purchasing (accrual basis) of outpatient medicines of about EUR 1 billion in 2012 compared to 2011 and to reach spending of about EUR 2.440 billion in 2013 (accrual basis). The goal is to bring public spending on outpatient pharmaceuticals to about 1 percent of GDP i.e. around EUR 2 billion euro (in line with the EU average) in 2014. Total (outpatient plus inpatient) public expenditure on pharmaceuticals should be no more than 1.5 per cent in 2013 and 1.3 per cent in 2014.

2.9.1 Governance

- a. **Prior to the disbursement**, to strengthen health system governance, improve health policy coherence, reduce fragmentation in the purchasing of health services and reduce administrative costs, the Government finalises the concentration of all health-related decision making procedures and responsibilities (including payroll expenditures) under the Ministry of Health by merging all health insurance funds, without exception, into EOPYY.
1. From **January 2013**, hospital services will be purchased directly by EOPYY through prospective budgets based on KEN-DRGs costing procedure (and payroll costs, should be at least reported).
2. EOPYY ensures that the number of doctors is reduced in headcount compared to June 2012 by at least 10% by **December 2012** and by a further 10% **in 2013**.

2.9.2 Controlling pharmaceutical spending

In order to achieve EUR 1 billion of reduction in outpatient pharmaceutical spending in 2012 and reach the 1 percent of GDP target in 2014, the Government steps up its efforts, and further develops the set of incentives and obligations for all participants along the medicines supply chain (including producers, wholesalers, pharmacies, doctors and patients) to promote the use of generic medicines.

2.9.2.1 Contingency measures to deliver the overall targets

Prior to the disbursement, the Government:

- a. adopts legislation which activates contingency measures (including e.g. a cross-the-board cut in prices or entry fee for the positive list), if, for any reason, the claw-back is not able to achieve the target. Such measures produce equivalent amount of savings.
 - b. sets, through Ministerial decree, the new claw back threshold for 2013, based on the above mentioned targets (Euro 2.44 billion for outpatients).
1. The Government revises the co-payment structure for medicines to exempt from co-payment only a restricted number of medicines related to specific therapeutic treatments. **(Q4-2012)**

2.9.2.2 Pricing of medicines

- a. **Prior to the disbursement**, the Government repeals the current provision of the law which hampers the collection of the rebate from pharmacies in case of delays in payments on the part of EOPYY.

In addition, the Government:

1. Revises downward the price of medicines, based on the three EU countries with the lowest prices. In addition, the government re-prices medicines now cheaper than 10 EUR, including implementing a 10% price reduction in the prices of these medicines (**quarterly update of price list - next published by December 2012**)
2. Applies an automatic claw-back mechanism (every six months) to pharmaceutical producers which guarantees that the outpatient pharmaceutical expenditure (EOPYY budget) does not exceed the above targets (**Continuous**).
3. Produces an implementation report on the impact of the new profit margins of pharmacies by **Q1-2013** and shares it with the European Commission, ECB and IMF staff. If it is shown that this new model to calculate profit margins does not achieve the expected result of a reduction of profit margins down to 15%, the regressive margin will be further revised.
4. Ensures that EOPYY negotiates a 5% discount through price-volume agreements on medicines (200 medicines) (**Continuous for 2013 and 2014**)
5. Extends the application of the 5% rebate on pharmaceutical companies (which exists for hospital-priced medicines) to all products sold in EOPYY pharmacies (legislation adopted by Q4-2012).

2.9.2.3 Prescribing and monitoring

- a. **Prior to the disbursement**, the Government updates the price list and the positive list of reimbursed medicines notably by reimbursing only the cost-effective packages for chronic diseases, by moving medicines from the positive to the negative and OTC lists and introducing the reference price system developed by EOF. **These lists must be updated at least twice a year.**

The Government will,

1. Extend the current e-prescribing to all doctors, health centres and hospitals. E-prescribing is made compulsory and must include at least 90 percent of all medical acts covered by public funds (medicines, referrals, diagnostics, surgery) in outpatient facilities and providers contracted by EOPYY and the other social security funds. (**Q4-2012**); the extension to NHS facilities will be finalised by **Q2-2013**.
2. Implement the system (API) whereby pharmacies electronically register any residual manual prescriptions from doctors into the e-prescription application established by IDIKA. (**Q4-2012**);
3. Continue publishing prescription guidelines/protocols for physicians, with priority for the most expensive and/or mostly used medicines, and makes them compulsory (**Continuous**);
4. Enforce the application of prescription guidelines through the e-prescription system. (**Q2-2013**);
5. Further develop monitoring and control of e-prescription by introducing ICD-10 and SPC filters in the e-prescription system (**Q2-2013**);

6. Produce detailed monthly auditing reports on the use of e-prescription in NHS facilities and by providers contracted by EOPYY. These reports are shared with the European Commission, ECB and IMF staff teams. **(Continuous)**;
7. Continue to provide a regular assessment of the information obtained through the e-prescribing system. **(Continuous)**;
8. Produce detailed quarterly reports on pharmaceutical prescription and expenditure which include information on the volume and value of medicines, on the use of generics and the use of off-patent medicines, and on the rebate received from pharmacies and from pharmaceutical companies. These reports are shared with the European Commission, ECB and IMF staff teams. **(Quarterly updates)**;
9. Provide detailed reporting on individual prescription behaviour to each physician relative to the average of comparable (specialty, patient workload) physicians (both in NHS facilities and contracted by EOPYY and other social security funds until they merge) and signals when they breach prescription guidelines. This feedback is provided at least every month and a yearly report is published covering: 1) the volume and value of the doctor's prescription in comparison to their peers and in comparison to prescription guidelines; 2) the doctor's prescription of generic medicines vis-à-vis branded and patent medicines and 3) the prescription of antibiotics. **(Continuous)**;
10. Enforce sanctions and penalties as a follow-up to the assessment and reporting of misconduct and conflict of interest in prescription behaviour and non-compliance with the EOF prescription guidelines **(Continuous)**;
11. Select a number of the most expensive medicines currently sold in pharmacies, to be sold in hospitals or EOPYY pharmacies. **(Q4-2012)**.
12. Implement a mechanism to reduce off-label prescription **(Q4-2012)**

2.9.2.4 Increasing use of generic medicines

Prior to the disbursement, the Government:

- a. Makes it compulsory for physicians to prescribe by international non- proprietary name for an active substance, with no reference to any brand name on the prescription form. This constitutes a major health reform. To avoid any potential risk to the health of the patient, brand name prescription will, however, be allowed in limited and duly motivated cases. The share of branded name prescriptions can be no more than 15% of the overall prescriptions of each doctor and the doctor needs to provide the relevant justification in each case. A strict control of the prescription of each doctor is implemented through the e-prescription monitoring system, using warning mechanisms to each doctor for when the prescription level by branded name is getting closer to the target. Prior to disbursement, a ministerial decree will explicitly define the exceptions to INN prescription, which must cover a very limited group of products (e.g. with narrow therapeutic index) and known sensitivities of the patient, according to international standards and best practices.
- b. Mandates the substitution of prescribed medicines by the lowest-priced product of the same active substance in the reference category by pharmacies (compulsory "generic substitution").

The Government also:

1. Increases the share of the generic medicines to reach 35 percent of the overall volume of medicines sold by pharmacies by **end-2012** and 60 percent by **end-2013**. This will be achieved by:

- i. setting the maximum price of the generic to 40 percent of the price of the originator patented medicine with same active substance at the time its patent (exclusivity period) expired. After this first reduction, when exclusivity period expiry, further reductions are achieved through external reference pricing based on the three EU countries with the lowest prices. This will be done also by linking off-patent (when exclusivity period expires) products to the average of the three lowest prices in the EU and the price of the generic to 80% of the downward revised price of the off-patient. Further reductions are achieved through external reference pricing based on the three EU countries with the lowest prices. Producers are allowed to offer lower prices, thus allowing an increased competition in the market. (**Continuous**);
 - ii. automatically reducing the maximum price of originator medicines when their patent (exclusivity period) expires (off-patent branded medicines) to 50 percent of its price at the time of the patent expiry. Further reduction will be achieved by linking off-patent products to the average of the three lowest prices in the EU, to be revised periodically with price list. Producers can offer lower prices, thus allowing an increased competition in the market. (**Continuous**);
 - iii. creating dynamic competition in the market for generic medicines through price reductions of at least 10 percent of the maximum price of each new generic producer entering the market. (**Q4-2012**);
 - iv. introducing (EOPYY) additional incentives and mechanisms, including a prescription quota system for physicians, to ensure generic substitution (**Q4-2012**);
 - v. deciding about the reimbursement of newly patented medicines (i.e. new molecules) on the basis of objective and strict medical and cost-effective criteria and, until internal capacity is in place, by relying on best practice health technology assessment of their cost-effectiveness carried out in other member states, while complying with Council Directive 89/105/EEC. (**Continuous**);
 - vi. excluding from the list of reimbursed medicines those which are not effective or cost-effective on the basis of objective criteria. (**Continuous**);
2. Takes further measures to ensure that at least 50 percent of the volume of medicines used by public hospitals is made up of generics with a price below that of similar branded products and off-patent medicines. (**Continuous**)
 3. Makes it compulsory for all public hospitals to procure at least 2/3 of pharmaceutical products by active substance, using the centralised tenders procedures developed by EPY and by enforcing compliance with therapeutic protocols and prescription guidelines. (**Q4-2012**)
 4. Adopts, with the pharmaceutical companies and physicians, a code of good conduct (ethical rules and standards) regarding the interactions between pharmaceutical industry, doctors, patients, pharmacies and other stakeholders. This code will impose guidelines and restrictions on promotional activities of pharmaceutical industry representatives and will forbid any direct (monetary and non-monetary) sponsorship of specific physicians (sponsorship should be attributed through a common and transparent allocation method), based on international best practice. (**Q4-2012**)
 5. Speeds up administrative and legal procedures, in line with EU legal frameworks for the entry of cheaper generic medicines in the market. (**Q4-2012**)

2.9.3 Reviewing the provision of medical services contracted by EOPYY

- a. **Prior to the disbursement**, to improve the current financial situation of EOPYY and ensure that the budgetary execution is closer to a balanced budget in 2012 and 2013, a set of measures will be implemented, including:
- i. restricting the benefit package;
 - ii. increasing cost-sharing for private care;
 - iii. negotiating price-volume agreements and revising case-mix agreements with private providers;
 - iv. revising the fees for and number of diagnostic and physiotherapy services contracted by EOPYY to private providers with the aim of reducing related costs by at least EUR 80 million in 2013.
 - v. introducing a reference price system for reimbursement of medical devices.
 - vi. progressively increasing the contributions paid by OGA members to the average of those paid by other members of EOPYY.

1. The government starts publishing a quarterly report on the prescription and expenditure of diagnostic tests. (**quarterly updates** - next report **Q4-2012**)

2.9.4 National Health System (NHS) service provision

2.9.4.1 Reorganisation and management of the health care sector

The Government:

1. Implements the plan for the reorganisation and restructuring, as set in Law 4052 / March 2012, with a view to reducing existing inefficiencies, utilising economies of scale and scope, and improving quality of care for patients. This implies reducing hospital operating costs by 8 percent **in 2012** and an additional 5% **in 2013** and reducing beds substantially, as legislated by MD OG1681/B (28-7-2011). This is to be achieved through:
 - i. increasing the mobility of healthcare staff (including doctors) within and across health facilities and health regions;
 - ii. adjusting public hospital provision within and between hospitals within the same district and health region;
 - iii. revising the activity of small hospitals towards specialisation in areas such as rehabilitation, cancer treatment or terminal care where relevant;
 - iv. revising emergency and on-call structures;
 - v. optimising and balancing the resource allocation of heavy medical equipment (e.g. scanners, radiotherapy facilities, etc.) on the basis of need.
 - vi. reducing administrative costs notably by removing deputy managers posts;
 - vii. reducing cost with outsourcing services such as IT services, laboratory services and hospital servicing costs (e.g. cleaning services).
2. Produces an annual report comparing hospitals performance on the basis of the defined set of benchmarking indicators (**Continuous**)
3. Updates a report on human resources for the whole health care sector annually and uses it as a human resource planning instrument. (**Continuous**)

2.9.4.2 Accounting, control, IT and monitoring systems

The Government ensures that:

1. Internal controllers are assigned to all hospitals and all hospitals adopt commitment registers. **(Q4-2012)**
2. EOPYY publishes a monthly report with analysis and description of detailed data on healthcare expenditure with a lag of three weeks after the end of the respective month. This report will make possible the more detailed monitoring of budget execution, by including both expenditure commitments/purchases (accrual basis, by **December 2012**) and actual payments (cash basis). The report will also (1) describe performance on the execution of budget and accumulation of arrears, and (2) recommend remedial actions to be taken. **(Continuous)**
3. Further measures are taken to improve the accounting, book-keeping of medical supplies and billing systems, through:
 - i. the introduction of analytical cost accounting systems **(Continuous)**;
 - ii. the regular annual publication of balance sheets in all hospitals. **(Q2-2013)**;
 - iii. the introduction of the uniform coding system for medical supplies developed by the Health Procurement Commission (EPY) and the National Centre for Medical Technology (EKEVYL) and the use of the observe.net system to monitor the procurement and use of tenders for medical supplies. **(Continuous)**;
 - iv. the introduction of inbound hospital logistics and stock management **(Q4-2013)**
 - v. timely invoicing of full treatment costs (including staff payroll costs) - i.e. no later than 2 months to other EU countries and private health insurers for the treatment of non-nationals/non-residents. **(Q4-2012)**;
 - vi. enforcing the collection of co-payments and implementing mechanisms that fight corruption and eliminate informal payments in hospitals. **(Continuous)**.
4. ELSTAT starts providing expenditure data in line with Eurostat, OECD and WHO databases i.e. in line with the System of Health Accounts (joint questionnaire collection exercise). **(Q4-2012)**
5. The programme of hospital computerisation allows for a measurement of financial and activity data in hospital and health centres. Moreover, the Minister of Health defines a core set of non-expenditure data (e.g. activity indicators) in line with Eurostat, OECD and WHO health databases, which takes account of the future roll-out of DRG (diagnostic-related groups) schemes in hospitals. **(Continuous)**
6. The government starts to develop a system of patient electronic medical records. **(Q1-2013)**
7. In all NHS hospitals, the Government, with technical assistance from experts across EU, continue piloting a set of DRGs, with a view to developing a modern hospital costing system for contracting (on the basis of prospective block contracts between EOPYY and NHS). DRGs include a detailed item on costs of personnel. **(Continuous)**
8. An analysis will be made of how hospital accounting schemes integrate DRGs at hospital level in view of future activity-based cost reporting and prospective budgets payment for hospitals **(Q4-2012)**

2.9.5 Centralised procurement

1. The Government increases substantially the number of expenditure items and therefore the share of expenditure covered by centralised tender procedures through EPY. **(Continuous)**

2. EPY will undertake a major effort to utilise tender procedures for framework contracts for the most expensive medicines used in the outpatient context so as to substantially reduce the price paid by EOPYY. **(Q4-2012)**
3. In compliance with EU procurement rules, the Government conducts the necessary tendering procedures to implement a comprehensive and uniform health care information system (e-health system) including the full and integrated system of hospitals' IT systems. **(Continuous)**

2.10 Upgrading the education system

1. The Government implements the Action Plan for the improvement of the effectiveness and efficiency of the education system and regularly reports on the progress of its implementation including on the results of the external evaluation of high education institutions **(December 2012)**.
2. On higher education: the provisions of the laws 4009/2011 and 4076/2012 are fully and promptly implemented including:
 - i. the activation of the Quality Assurance Authority **(December 2012)**;
 - ii. the constitution of the Council of Higher Education Institutes is completed **(March 2013)**, with the respective organisation charters and internal regulations completed **(September 2013)**;
 - iii. the election of the new Rectors **(December 2012)**. The procedure on the consolidation/merging of departments of universities and technological institutes (ATHINA Project) starts to be implemented **(March 2013)**.
3. On primary and secondary education, progress on the implementation of the school and teacher evaluation policy including the schools' self-assessment project is reported on a quarterly basis (as of **Q1 2013**). In addition, more flexibility is introduced by **end-December 2012** in the adjustment of tuition fees by private schools, as per Opinion 20/VI/2012 of the Hellenic Competition Commission.

3 Stabilising the financial system

3.1 Recapitalisation of the banking sector

The Bank of Greece (BoG) completed a strategic assessment of the banking sector in March 2012, assisted by an international consultancy firm. The study assessed the viability of the banks based on quantitative and qualitative criteria. This study identified four core banks accounting for approximately 75 percent of banking sector assets.

The authorities have reviewed their estimate of resources needed to fully recapitalize the Greek banking system. Based on the strategy laid out below, they estimate that the funds required will still amount to €50 billion, which is fully accounted for in updated estimates of program financing.

3.1.1 Identification of capital needs

- a. **Prior to the disbursement**, the BoG has informed all banks, of their individual capital needs and has requested that they finalize the capital raising process by end-April 2013. The capital needs account for the impact of the valuation losses on new Greek government bonds, and results of a stress test exercise with a 3-year horizon (which took into account BlackRock credit loss projections and banks' future pre-provisioning results).
1. **By Q4-2012**, the Government and the Bank of Greece will align capital metrics to the minimum core tier I capital ratio of 9 percent of risk-weighted assets set out in the European Banking Authority (EBA) recommendation on capital buffers. Banks will also have to meet the requirements set by the BoG under Pillar II (to maintain a 7 percent core tier 1 capital ratio under a 3 year adverse stress scenario).
2. The BoG will publish a detailed report on the individual banks' capital needs, recapitalization process and the methodology followed **by Q4-2012**.

3.1.2 Recapitalization process

Current or new shareholders will have control of the core banks, provided they are deemed fit and proper as already envisaged in the regulatory framework, and have subscribed no less than 10 percent of the capital to be raised by way of common shares. While existing shareholders will be diluted during the recapitalization process, they or new investors will be allowed to participate in the rights issuance and should the above 10 percent threshold of private sector participation be reached, will receive warrants to acquire the remaining shares from the HFSF within five years.

Subsidiaries have been recapitalized by their parent banks. Agreements have been reached on the acquisition of Emporiki and Geniki by Alpha Bank and Piraeus Bank, respectively, with a view to achieve further consolidation of the banking system while protecting the public sector from potential losses. It is expected that the authorities will approve these acquisitions subsequent to the completion of the due diligence process. These acquisitions will not require injection of additional public funds.

- a. **Prior to disbursement**, the legal framework for recapitalisation is put into place.
1. The recapitalization process of *core banks* will involve three broad steps:
 - i. First, the Hellenic Financial Stability Fund (HFSF) will provide sufficient funds in the form of bridge capital to bring the core banks up to the minimum level of 9 percent CT1

- under Pillar 1 by **end-December 2012**. The HFSF will also issue a commitment letter to subscribe to 100 percent of the remaining capital needs.
- ii. In the second step, by **end-January 2013**, the HFSF will subscribe to 100 percent of any convertible instruments that the banks will decide to issue.
 - iii. In the third stage, **by end-April 2013**, the core banks will complete the rights issue and any shares not subscribed by the private sector will be acquired by the HFSF subscription to the common equity.
 - 2. The recapitalization strategy for remaining undercapitalized *non-core banks* has also been finalized. The strategic assessment of the authorities shows that these institutions are less suitable candidates for public money. These banks must be fully capitalized **by end-April 2013**. They may also merge with other banks if they can demonstrate a credible business plan, meet recapitalization needs **by end-April 2013** and address all viability challenges.
 - 3. The authorities are developing a strategy to address the on-going challenges for the *cooperative banks*. **By end-February 2013** the BoG will complete its assessment of this sector and issue a final report. Based on this report, **by end-May 2013**, the authorities will set out a comprehensive strategy to implement its recommendations.

3.2 Framework for restructuring and strengthening of the banking system

The government of Greece has established a framework to ensure continued restructuring and strengthening of the banking system after the recapitalization process is complete. Banks that receive state-aid will need to provide clear and realistic business plans for their restructuring:

- 1. *Operational restructuring.* Following the recapitalization of the core and non-core banks, all institutions should update their restructuring plans and submit them for validation by the EC. These should be finalized **by Q2-2013**. However, banks that acquire other institutions through P&A transactions sponsored by the HFSF will have to submit such revised plans **by end-July 2013**. The restructuring plans should take into consideration the updated macroeconomic framework set out in the most recent program review. The HFSF will continuously monitor banks' adherence to their restructuring plans and report to the EC/ECB on progress on a semi-annual basis.
- 2. *NPL resolution.* The HFSF will request that banks assess whether their established frameworks and policies to deal with troubled assets are effective **by June 2013**. International work-out specialists should be invited to assist in the process.
- 3. *Funding.* As part of the new restructuring plans, banks will set out their intentions to broaden their funding base and reduce over time their reliance on emergency liquidity provided by the central bank. The BoG, following the procedures and rules of the Eurosystem, will stand ready to continue disbursing adequate and appropriate emergency liquidity support in a timely manner if needed. (**Continuous**)
- 4. The authorities will take no fiscal policy actions to increase the burden for the programme, and in particular will adjust the structure of outstanding government-owned bank capital instruments (preferred shares) to ensure that they can continue to be counted as bank capital. A one-time €550 million fee, to be received from banks in 2012 in return for the provision of bridge capital, will be earmarked to the HFSF and placed in the HFSF intermediate account. (**Continuous**)

3.3 Resolution of undercapitalized banks

1. The authorities will *complete the resolution* of undercapitalized banks by **mid-June 2013** and establish a framework to manage the assets of banks under liquidation:
 - i. *State-owned banks.* ATE bank was resolved in July through a promptly conducted Purchase and Assumption (P&A) transaction with Piraeus Bank. The final resolution cost will be defined by an external audit of the transferred assets and liabilities. Additionally, Piraeus Bank has presented to the EC a restructuring plan to demonstrate that the new integrated firm will enhance its viability and its cost-efficiency. Regarding Hellenic Postal Bank, the authorities have initiated its orderly resolution with the aim to do so via a P&A transaction to be completed no later than **end-December 2012**. Finally, the authorities will complete Nea Proton's restructuring by May 2013 under the sponsorship of the HFSF.
 - ii. *Other undercapitalized non-core banks.* If the shareholders or new investors are unable to support these institutions as required above by **end-April 2013** the authorities plan to complete the resolution of these institutions by **end-June** via P&A transactions with well capitalized banks, or, as a second best, the establishment of a bridge bank. To prevent market distortions and unsound banking activities, the BoG has placed all undercapitalized non-core banks under enhanced supervision.
4. Greek authorities will ensure that the assets of banks under liquidation are *managed* on the basis of best international practices. This includes the bad assets of banks that are resolved as part of the restructuring process. To this end, by **end-February 2013** the BoG will publish an assessment report prepared by an international expert regarding policies and procedures required to ensure effective bank asset management and recovery. The report will identify the areas that could require further strengthening to maximize loan collection and help reduce bank resolution costs.

3.4 Safeguards to ensure stability and viability of the financial system

The authorities are committed to ensure that the financial system operates with maximum safeguards to ensure stability and continued viability.

Prior to disbursement:

- a. The HFSF will complete the due diligence of core banks and any findings of interest to the supervisor will be communicated to the BoG. The due diligence will, *inter alia*, focus on a review of governance including loans to related parties, asset quality, and risk concentration. The BoG will address these findings promptly, including suspension of private shareholders (which would prevent them from participating in bank recapitalization framework) and/or removal of board members and managers.
- b. The authorities agree with the EC/ECB/IMF the terms of reference for the monitoring trustee and have communicated them to the banks with instructions for the trustees to begin work no later than mid-January 2013.
- c. The authorities will amend the HFSF by-laws to clearly stipulate that the HFSF Board, including the EC and ECB observers at the HFSF, must be informed of all decisions of the core banks having an impact on the HFSF's rights as a shareholder/investor. This information, as soon as received by and through the senior executive of the HFSF, is to be provided within one day of receipt.

1. **By Q1-2013** banks will submit to the BoG plans to address identified *operational governance weaknesses* with clear timetables for full implementation **by Q4-2013**.
2. *Monitoring trustees* will be appointed in all banks under restructuring to submit quarterly reports on governance and operations, as well as ad-hoc reports as needed. The monitoring trustees:
 - i. Will work mainly under the direction of the EC, within the terms of reference agreed with the EC/ECB/IMF and will liaise closely with the EC/ECB observers at the HFSF and share their report with the HFSF. In line with the EU state aid rules the trustees will be responsible for overseeing the implementation of restructuring plans, including verifying proper governance and the use of commercial basis criteria in key policy decisions.
 - ii. Will follow closely the banks' operations and shall have permanent access to Board meetings' minutes, and be observers at the executive committees, and other critical committees including risk management and internal audit functions.
 - iii. Shall be a respected international auditing or consulting firm (that will include the participation of overseas based partners and managers) which needs to be endorsed by the EC on the basis of its competence, its independence from the banks and the absence of any potential conflict of interest.
3. The authorities will ensure adequate *reporting of HFSF operations*, and enhance the role of EC and ECB observers' access to information at the HFSF. Starting **by end-January 2013**, the HFSF will initiate semi-annual public reporting on its main activities.
4. The authorities will ensure *arms-length governance* of core banks' business activities. **By Q1-2013**, the HFSF will publish relationship frameworks with each bank on the basis of best international practices, with a view to define the responsibilities of bank managers and board members and the role of HFSF as a shareholder, to ensure the core banks are run on a commercial basis. A draft for discussion based on international best practices will be developed with the EC, ECB, and IMF staff **by end-January 2013**.

3.5 Adaptation of banking supervision

The BoG and the Government have maintained the stability and adequate supervision of the financial sector. With a view of adapting the supervision of the Greek banking sector to the changed banking environment the BoG are taking further important steps.

1. *Updating the supervisory model.* The BoG will complete a review of its supervisory approach in light of the new challenges ahead, **by Q2-2013**, with technical support provided by a banking supervision expert. Key enhancements will include: (i) the refocusing of off-site analytical capacity to assess the business models of the core banks and be able to monitor and critically analyse the implementation of their business plans and the direction that banks may be taking; (ii) updating onsite supervisory procedures and prudential regulation in light of the findings of the ongoing reviews; and (iii) an action plan to monitor credit risk concentration, in line with best practices, such as enhancing the monitoring of large business groups (including those related to bank owners) **by end-July 2013**.
2. *Standardizing asset quality disclosure.* To enhance information available on banks' asset quality, provisioning and income recognition, the BoG and the Hellenic Capital Markets Commission (HCMC) will issue guidelines in accordance with their respective competences, in order to align banks' disclosure practices to international best practices.

This is particularly relevant regarding the accounting for provisioning and the reporting of restructured loans. **By end-August 2013** with the assistance of a leading consulting firm, such practices will be benchmarked against those followed by top European institutions and will be reflected in the banks' end-2013 financial statements.

3. *Undertaking a Basel Core Principles (BCP) assessment.* The authorities will request the IMF to undertake a stand-alone assessment by **Q4-2014**. The BoG will prepare in advance by **end-June 2014** a self-assessment of compliance with the BCP with the support of independent experts by **Q2-2014**.
4. *Clarifying competences and responsibilities.* The authorities will develop and publish a memorandum of understanding governing the relationship of the HFSF as a shareholder and the BoG's role regarding the oversight of banks that have received state aid.

3.6 Review of insolvency frameworks

The authorities will strengthen the insolvency framework.

1. In consultation with the EC/ECB/IMF staff, the authorities will, **by Q4-2012**, on the basis of best international practices, review the insolvency framework of households and SMEs as well as the framework for out of court negotiations between banks and troubled borrowers, and prepare an assessment identifying areas for improvement. The aim will be to achieve predictable, equitable and transparent allocation of risks among all interested parties and maximizing value for the economy in general.
2. **By end-February 2013**, the authorities will revise, with technical support of international experts, the existing framework to facilitate workouts with over-indebted household borrowers that preserves bank solvency and credit discipline, avoids the use of fiscal resources to protect private borrowers and minimizes moral hazard by targeting borrowers that are in real need. The authorities will refrain from supporting initiatives that may undermine the payment culture in Greece.

3.7 Follow up stress testing

1. To ensure that the system remains sufficiently well-capitalized, the BoG will conduct a new stress test exercise, based on end-June 2013 data, using a methodology determined in consultation with the EC/ECB/IMF, **by Q4-2013**.

4 Strengthening labour market institutions and promoting employment

The Government will build upon the recent labour market reforms, by promoting an efficient wage-setting system, reducing non-wage labour costs and creating more options for the adaptability of working hours. These reforms should support the on-going adjustment of the labour market, with the aim of reducing nominal unit labour costs in the economy by 15 per cent over the period 2012-14, and thus help restore cost-competitiveness and boost employment in the medium to long term.

The Government will fight undeclared work and informality, also by streamlining administrative burdens and increasing the transparency and enforceability of the labour law, and enhance policies in order to help the unemployed returning to paid jobs, while developing adequate and affordable social safety nets. In addition, within the context of the product and service market reforms in order to help the latter to succeed, labour legislation treating preferentially some sectors or professions will be brought in line with general standards applicable to the rest of the economy as presented in Section 6.

Reforms in labour legislation will be implemented in consultation of social partners as a rule, and in respect of EU Directives and Core Labour Standards.

4.1 *Reforms in the wage-setting system*

The wage setting framework at national level will be reformed in consultation with social partners to help ensure that wage dynamics support employment while setting a floor for labour income.

The reform shall aim at establishing a statutory minimum wage system as the nation-wide legally binding minimum floor for wage setting. Negotiations for labour agreements and contracts of any type and level shall take into consideration the binding floor of the statutory minimum wage rate. As of the enactment of this reform, the National General Collective Labour Agreement binds only the signatory parties, regarding wages, allowances and any other direct remuneration clauses. The minimum wage rate shall be legislated by the Government after consultation with social partners, other stakeholders and independent experts, taking into account the economic and labour market situation and prospects. The reform will also define how the economic and labour market situation and prospects will be factored into that process in order to ensure that the objectives of supporting employment and safeguarding labour income are achieved.

Prior to the disbursement,

- a. The Government adopts the framework provisions for the reform of the minimum wage framework as described above, with the view of having the necessary changes finalised by Q1-2013 at the latest.
 1. With this reform, the base wage and the maturity allowances currently linked to the National General Collective Labour Agreement will start by being set in a statutory way without exceeding their current level over the Programme period, with no other statutory minimum allowances. The statutory minimum wage system is expected to come **by Q1-2013**.
 2. **By Q1-2014**, the Government will review the minimum wage system, with a view to possibly improve its simplicity and effectiveness to promote employment and fight unemployment and help the competitiveness of the economy.

4.2 Adaptability of working hours arrangements

Work schedules shall be made more flexible in order to allow working hours to better adjust to demand and production patterns that may vary over time as well as over sectors and firms, and thereby help employment and competitiveness.

Prior to the disbursement,

- a. The Government makes it possible - and in full respect of the current limits on the duration of the working week (including the 40-hours working week as a reference) and of minimum rests due to health reasons for specific categories of workers - to: (i) on a contractual basis, apply the general rules on the number of maximum workdays to sectors not now covered by the general rules; (ii) set the minimum daily rest at 11 hours; (iii) allow in seasonal sectors the consecutive minimum two week leave requirement to be taken anytime during the year.

4.3 Reducing non-wage labour costs

Prior to disbursement,

- a. the Government reduces the maximum dismissal notification period to 4 months and caps statutory severance pay at 12 months (while preserving the existing link between tenure and severance for tenures with severance below the cap). If the cap has already been surpassed on the date of the reform, the amount accrued will be grandfathered in case of future dismissal any time thereafter, subject to a cap of EUR 2000 per month for the number of months exceeding 12. Occupations for which statutory severance costs are in excess of the rule just described, the compensation for severance will be aligned with the latter.

With a view to foster employment creation, the Government:

1. adopts legislation **by November 2013** reforming the system of social contributions, by broadening the base for contribution; simplifying the schedule across the various funds; shifting funds away from nuisance taxes and onto contributions; and reducing average contributions rates by 3.9 percentage points, which will be phased in over 2014, 2015 and 2016. The reform will be revenue neutral and preserve the actuarial balance of the various funds.
2. As intermediate steps, actuarial studies of possible changes in the system of social contributions will be carried out and action plans proposed **by September 2013**.
3. Carries out actuarial studies of first-pillar pension schemes in companies where the contributions for such schemes exceed social contribution rates for private sector employees in comparable firms/industries covered in IKA and presents options for the reduction of social contribution rates **by Q2-2013**.
4. Based on these studies of first-pillar pension schemes, and together with the reform of the system of social contributions, reduces social contribution for these companies and adjusts benefits in a fiscally-neutral manner **by Q4-2013**.

4.4 Lowering compliance costs, fighting undeclared work and informality

The Government streamlines reporting requirements on firms internal work arrangements in order to reduce the administrative burden — thereby lowering the costs of compliance and helping formality in labour arrangements, and reforms the Labour Inspectorate.

Prior to disbursement, the Government:

- a. eliminates the obligations: i) to ex-ante submit work schedules to the Labour Inspectorate; ii) to require pre-approval by the Labour Inspectorate of: overtime work, itinerary books of trucks and buses, the work book of daily employment of construction workers, and split of annual leave. These changes shall not apply in the cases of underage employees and workers. Employers will be obliged to record this information and make it available to the Labour Inspectorate for checks whenever requested.
- b. undertakes an independent external assessment of the Labour Inspectorate, to be completed by **Q4-2012**, on: (a) the mandate, activities and structure of the Labour Inspectorate with a view to increase its effectiveness and efficiency in fighting undeclared work while keeping administrative burdens for firms contained; and (b) the enforcement and penalty structure for infringements of labour arrangements (including undeclared work).

To implement the reform of the Labour Inspectorate:

1. The Government, based also on the external assessment of the Labour Inspectorate, shall present and start implementing a detailed action plan **by February 2013**, aimed at strengthening the fight against undeclared work and raising the effectiveness of the Labour Inspectorate. The plan should focus on: strengthening the mandate and effectiveness and efficiency of the Labour Inspectorate; amending monetary and legal penalties for infringement of law and regulations; streamlining the reporting by employers and employees; and reinforcing anti-fraud and anti-corruption mechanisms.

4.5 More transparent and enforceable labour law

1. The Government adopts **by Q4-2013** a single Labour Code compiling all existing legislation relevant for labour and industrial relations. This should ease interpretation, reduce compliance costs and increase enforceability of labour law. By **Q1-2013** the Government shall prepare a report on the structure of the Labour Code.

4.6 Support to the unemployed

1. The Government will seek to prevent unemployment becoming permanent and to mitigate the hardship of unemployment, by focusing on: facilitating the transition of workers across occupations and sectors; improving the quality of training policies; promoting the employability of the disadvantaged groups; targeting segments of the population with the strongest need of income support. To this end, an Action Plan should be adopted **by Q1-2013** aiming at:
 - i. Supporting job matching and activation of the unemployed by reforming and broadening the role of the Public Employment Service and by introducing short-term public work programmes where feasible and appropriate;
 - ii. Enhancing the effectiveness and adequacy of measures for re-skilling the unemployed, including by promoting the training of the unemployed by firms;
 - iii. Facilitating the combination of reduced working time schedules with training in case of temporary reductions in activity;
 - iv. Enhancing unemployment benefits to help mitigate the short-term impact of unemployment and supporting the long-term unemployed and specific categories of workers without entitlement to unemployment insurance.

The action plan should provide a description of the programmes currently in force and plans for their rationalisation as well as an indication on sources of financing.

5 Creating favourable conditions for economic activity

The program places strong emphasis on implementing structural reforms that aim at improving the business and overall economic environment and contribute in enhancing competition and competitiveness. These include horizontal measures to reduce time and costs to i) create a company, ii) to get establishment and operating licenses for manufacturing activities, iii) to get permits for environmental projects and activities, iv) to export and import, combined with measures to improve the functioning of the judicial system.

5.1 Promoting an efficient and competitive business environment

5.1.1 Rationalising / eliminating quasi-fiscal charges

1. The Government further refines by **November-2012** the list of non-reciprocating charges in favour of third parties presented to the Commission services in November 2011 by i) identifying beneficiaries; ii) specifying the legal base of each contribution and iii) quantifying contributions paid by consumers in favour of those beneficiaries.
2. **Within the preparation of the 2013 budget**, the Government ceases to earmark and directs:
 - i. the 0.5 percent charge provided for in the Emergency Statute 788/48 and in Law 3883/1958 on the value of all imported merchandise in favour of the National Technical University of Athens, the University of Thessaloniki, the Athens Academy and for the promotion of exports.
 - ii. the non-reciprocating charge calculated on the fuel price in favour of Mutual Distribution Fund of the Oil-Pump Operators of Liquid Fuel.
3. The Government eliminates the vast majority of the quasi fiscal charges in a budget neutral way in the 2014 budget. (**October 2013**)

5.1.2 Reducing procedural and other administrative burden

1. To further **simplify time for and reduce the cost of company creation**:

Prior to the disbursement, the Government,

- a. removes the mandatory presence of a lawyer to draft the articles of association of companies with capital in excess of €100,000 (cfr. Art. 42.1 of law 3026/1954).

The Government, among others:

- i. Eliminates the prior check carried out by the One Stop Shop (OSS) on outstanding social security and health payments by founders, members, and directors of the new company, so that it does not cause a potential blockage to company formation. Instead, and after company formation, the OSS would notify IKA and / or OAEE of the company number and founders information, so that IKA and / or OAEE can take any further actions that they deem necessary. (**December 2012**)
- ii. Eliminates the ex-ante requirement for company seal and perforation of documents (books) as per the Code of Books and Records. (**November 2012**)
- iii. Enables the Ministry of Development to issue a Ministerial Decision providing for draft model company statutes without the prior proposal of the chambers of notaries and lawyers (cfr., Art. 12.2 of Law 3853/2010) (**December 2012**) and publishes the model company statutes in **January 2013**.

- iv. Reduces the minimum capital requirements of new companies to levels comparable with "best practice" Member States and within the limits of the second Company Law Directive. (**December 2012**)
 - v. Pass legislation making voluntary the registration of companies with the chambers of commerce as of January 2015. (**December 2012**)
 - vi. Takes additional measures by **June 2013** at the latest, to reduce by 50% the cost of starting a business, as measured by the World Bank's *Starting a Business* sub-indicator. The results will be monitored in the World Bank's 2014 edition of Doing Business. (**November 2013**)
2. To implement law 3982/2011 on the **fast track licensing procedure** for technical professions, manufacturing activities and business parks and other provisions, the Government issues the Presidential Decrees provided for in:
- i. Art. 4.4 of the same law, regarding preconditions for obtaining a licence for industry technicians, plumbers, liquid and gaseous fuel technicians, cooling technicians and machine operators in constructions. (**December 2012**)
 - ii. Art. 4.4, on preconditions for obtaining a licence for electricians, to reduce the number of specialisms, increase the mobility of electricians within the same level category and provide for the institution of private certification bodies. (**February 2013**)
 - iii. Art. 27.4, on Certified Inspectors. (**February 2013**)
 - iv. Art. 24.5, laying down the requirements for Citizens Service Centres' (KEP) for integrated electronic application among licensing bodies and for modalities of processing demands through it. (**March 2013**)
 - v. Art. 27.4, defining the fees paid for establishment and operating licenses. (**December 2012**)
 - vi. Art. 35.2, providing for the certification of the licensing service of the Chamber of Engineers. (**December 2012**)
3. To implement Law 4014/2011 on **environmental licensing of projects and activities**, the Government issues the Ministerial Decisions provided for in:
- i. Art. 2.13, to further specify the procedure and specific criteria for environmental licensing. (**December 2012**)
 - ii. Art. 8.3, on environmental licensing of projects and activities (other than industrial activities), laying down the standard environmental commitments of projects and activities in category B. (**January 2013**)
4. To simplify **export and import procedures**, the Government:
- a. **Prior to disbursement**, amends the regulatory framework of custom brokers to, among others i) eliminate the limitation of customs brokers' services to natural persons and to legal partnerships; ii) allow legal persons to represent others at customs, authorise companies (natural and legal persons) to complete customs formalities (for themselves or for other companies) without employing the services of a customs broker; iii) lift geographical restrictions, nationality requirements, the age limit to sit the examinations for customs brokers; iv) increase the frequency of examinations; v) review the system of annual renewal of licenses and to vi) repeal minimum fees.

In the short term, the Government:

- i. Publishes a National Trade Facilitation Strategy (**October 2012**) with time bound quantitative performance indicators to streamline pre-customs and

- customs procedures according to best practices and EU regulations. The overall goal of the strategy is (i) to establish an electronic single window for exports providing for a single entry point for exporters for all products and destinations and (ii) to achieve 50% reduction in the time needed to export by Q4 2015.
- ii. Launches in **November 2012** a review of the customs office as a pilot to optimise operations, reduce the number of physical and documentary controls, reassess the organization of labour, sequencing of procedures and work shifts and to enable 24/7 trade. The review is completed in **March 2013** and is applied to Athens airport and Piraeus Port by (**March 2013**) and all other customs offices by December 2013.
 - iii. Reviews the risk assessment system for exports, with recommendations for improvement in order to align it with best practices in EU Member States. (**December 2012**) The level of controls converges to the average level of controls in the EU by **September 2013**.
 - iv. Reviews and streamlines pre-customs and customs procedures for selected pilot products (fresh vegetables fruits, white cheese) according to EU regulations and best practices and presents an approach for extending the simplification process to a wider set of frequently exported / imported products. (**December 2012**)
 - v. Ensures that the e-customs system supports the electronic submission of all import and export declarations, including the possibility of submitting documents and making payments electronically. (**June 2013**)
 - vi. Implements automatic clearance for low risk declarations, based on EU best practices. (**December 2013**)
 - vii. Ensures that the trade facilitation strategy is supervised and coordinated by an inter-ministerial steering committee, to be appointed by **December 2012**.
5. To identify and eliminate unnecessary **reporting requirements** for businesses:
- i. The Government, assisted by the OECD, starts applying the Standard Cost Model (SCM) to identify administrative burdens for businesses in 13 key sectors, with a view to reducing administrative burdens by at least 20 percent (compared with the baseline year 2008). (**December 2012**)
 - ii. The sectors are the following: Agriculture and agricultural subsidies, Annual accounts/company law, Energy, Environment, Fisheries, Food safety, Pharmaceutical legislation, Public procurement, Statistics, Tax law (VAT), Telecommunications, Tourism, Working environment/employment relations.
 - iii. Following the identification of administrative burdens (by **June 2013**), the Government completes the amendments to sector specific legislation by **September 2013**.
7. To facilitate **spatial planning** including through an effective **land registry**, the Government:
- i. adopts legislation to (i) simplify and reduce the time needed for town planning processes (**January 2013**); (ii) update (**March 2013**) and codify legislation on forests, forest lands and parks (**September 2014**). It also licenses at least two disposal sites for hazardous waste (**June 2013**).
 - ii. completes the revision of the 12 regional spatial plans to make them compatible with the sectoral plans on industry, tourism, aquaculture and renewable energy. The first phase of this revision is completed (**December 2012**), followed by a second phase for modifications (**May 2013**), a third phase for the formulation of

proposals (**September 2013**) and a fourth phase for the legislation of the final proposal (**December 2013**).

- iii. accelerates the completion of the land registry, with a view to:
- a) tendering out all remaining rights (ca. 15 million) and awarding cadastral projects for 7 million rights. (**December 2012**)
 - b) digitalising the operations of all mortgage and notaries' offices and conveying all newly registered deeds to the cadastre by **2015**.
 - c) exclusively-operating cadastral offices for large urban centres by **2015**.
 - d) establishing a complete cadastral register and exclusively operating cadastral offices nationwide by **2020**.

5.1.3 Enhancing competition

1. With the help of the Hellenic Competition Commission, the Government will screen the restrictions in the air transport services (including airport services) and maritime transport (including seaport services) and will prepare by **end-January 2013** a set of measures to promote competition in those sectors and facilitate price flexibility.
2. The Government, assisted by the OECD, starts applying the Competition Assessment Toolkit in sectors such as food processing, retail trade, building materials and tourism to identify unnecessary restraints on market activities and develop alternative, less restrictive measures that still achieve government policy objectives. (**December 2012**)
3. Immediately upon completion of the analysis (**June 2013**), the Government will prepare the legislative amendments to remove disproportionate regulatory restrictions identified by the Competition Assessment Toolkit, with a view to having them adopted by **September 2013**.

5.2 *Reforming the judicial system to support economic activity*

To improve the functioning of the judicial system, which is essential for the proper and fair functioning of the economy, and without prejudice to the constitutional principles and the independence of justice, the Government:

- ensures effective and timely enforcement of contracts, competition rules and judicial decisions;
- increases efficiency by adopting organisational changes to courts;
- speeds up the administration of justice by eliminating backlog of court cases and by facilitating out-of-court settlement mechanisms.

In designing and implementing the measures below, the Government consults the EC/IMF/ECB.

5.2.1 Review of the code of civil procedure

1. The Government commits to review the Code of Civil Procedure in accordance with the roadmap defined in section 9.3 of this Memorandum, which defines intermediate steps towards its completion by **March 2014**.

5.2.2 Judicial statistics

1. In order to facilitate the implementation of a performance and accountability framework for courts, the Government will compile and publish on its website the information indicated in Section 9.4 of this Memorandum. (**Quarterly**)
2. It also establishes an interservice group between the Ministry of Justice, Transparency and Human Rights, the Ministry of Finance and the Hellenic Statistical Authority to cooperate in the compilation and publication of the data in Section 9.4 of this Memorandum and the establishment and updating of a database with case data for each court. This cooperation takes into consideration current and future e-justice applications. (**November 2012**)

5.2.3 Tax case backlog reduction

1. Following the submission of the work plan for the reduction of the backlog of tax cases in all administrative tribunals and administrative courts of appeal in January 2012 and its first update in July 2012, which provides for the intermediate target for reducing the backlog by at least 80 per cent by end-December 2012 and for the *full clearance* of the backlog by end-July 2013, the Government, by **end-October 2012** and thereafter once a quarter:
 - i. presents updated and further refined work plans (ensuring that priority is placed on high value tax cases – i.e., exceeding €1 million);
 - ii. takes remedial action in case of anticipated or actual deviations, and
 - iii. publishes reports on progress in backlog reduction.

5.2.4 Non-tax case backlog reduction

1. The Government presents to the EC/IMF/ECB and publishes the study of the backlog of non-tax cases in courts conducted jointly with an external body of experts. (**December 2012**)
2. By **end-January 2013**, the Government presents to EC/IMF/ECB, based on the above-mentioned study, an action plan with specific measures for a reduction of such backlog of at least 50 per cent by **end-July 2013**.

5.2.5 Reorganization of the magistrates' court

1. As publicly announced, the Government adopts a Presidential Decree providing for the rationalisation and reorganisation of the magistrates' courts and the allocation of appropriate human resources and infrastructure for the new structure of magistrates' courts resulting from this reform making the most effective use of the existing resources available within the system. (**October 2012**) The Presidential Decree on the reform of the magistrates' courts is implemented by **March 2013**.

5.2.6 Development of e-justice applications in courts

1. By **end-December 2012**, the Government updates, further refines and operationalises every quarter the e-justice work plan of December 2011 and its first update of July 2012 for the use of e-registration and e-tracking of the status of individual cases in all courts covered by the action plan and for e-filing.
2. The updates will contain an evaluation to be completed by **end-March 2013** of the e-filing pilot project at the Athens Court of First Instance, an evaluation to be completed by **end-**

March 2014 of the level of integration of IT systems achieved at that time in all courts of the country, and a timetable with proposed deadlines aiming at the extension of e-registration and e-tracking to all courts by **end-2015**. The Government ensures consistency of the e-Justice action plan with the e-government strategy.

5.2.7 Promotion of pre-trial conciliation and mediation

1. By **end-October 2012**, the Government develops its strategy on the active promotion of pre-trial conciliation, mediation, and arbitration, with a view to ensuring that a significant amount of citizens and businesses make use of these modes of alternative dispute resolution. In order to implement this strategy, the Government, *inter alia*, applies to obtain funding under the Operational Programme ‘Human Resource Development’ by **end–November 2012**.
2. By **end-September 2013**, the Government conducts an assessment of whether the enactment of Law 3898/2010 on mediation in civil and commercial matters has delivered the results which the legislation intended to achieve, and presents data and analysis concerning costs, time and success rates associated with the enforcement of agreements arising from alternative dispute resolution as compared with the enforcement of judicial decisions.
3. By **end-December 2013**, the Government presents a legislative proposal for the effective opening of the mediator’s profession to non-lawyers.

5.2.8 Other measures on judicial reform

1. **Assessment of the Law on fair trial and conciliation** (4055/2012): The Government conducts an assessment whether the enactment of Law 4055/12 has delivered the results which the legislation intended to achieve, in particular as regards civil courts, improved case processing in multi-member first instance courts, the speeding-up of the issue of provisional measures, the strengthening of the institution of ‘voluntary jurisdiction’ in certain matters at the level of the magistrates’ courts and efficiency gains in enforcement proceedings, and as regards administrative courts, the strengthening and general application of pilot proceedings in the Council of State and the speeding-up of the issue of provisional measures. (**December 2012**)
2. **Administrative review of cases**: The Government prepares, in accordance with Law 4048/2012 on better regulation, draft legislation providing for, where appropriate, a compulsory administrative review before an independent committee before a case may be brought before the administrative courts and submits it to the Greek Parliament. (**June 2013**)
3. **Study on household and corporate insolvency**: the Government evaluates existing law and practice in this area and prepares a paper assessing the areas for improvement to bring the Greek insolvency law and practice in line with international best practices with a focus on:
 - i. allocating risks between debtors and creditors in a transparent, predictable and equitable manner;
 - ii. supporting the early rescue of financially stressed but economically viable businesses, with a particular focus on SMEs (e.g., through out-of-court restructuring, pre-insolvency reconciliation or fast track court approval procedures), whilst maintaining safeguards against the abuse of these procedures;

- iii. ensuring efficient liquidation to facilitate swift exit of non-viable firms;
 - iv. allowing flexibility in the modality for the sale of a debtor's estate (e.g., going concern sale) to maximize the value for all interested parties;
 - v. providing sufficient publicity of decisions relating to insolvency procedures;
 - vi. ensuring adequate training of the principal parties involved in resolving insolvency (e.g. judges, receivers, administrators, liquidators) and
 - vii. addressing cross-border insolvency outside the scope of Regulation (EC) No 1346/2000 to mitigate delays of insolvency proceedings involving multinational entities or groups of enterprises and facilitate their reorganization. **(February 2013)**
4. **Study on the costs of civil litigation:** the Government completes a study on the costs of civil litigation, its recent increase and its effects on workload of civil courts, together with recommendations. **(June 2013)**

6 Efficient Network Industries and Services

6.1 Energy policy

Designing an appropriate energy policy, given the country's needs and potential, is fundamental for economic growth. For this reason the Government must follow a holistic approach which maximises the benefits for market participants, protects consumers and vulnerable parts of the society and the rights of tax payers. The reforms below aim at bolstering competitiveness and efficiency in the electricity and gas market, to avert a repetition of the 2012 liquidity crisis and to position the energy sector as a potential contributor for prosperity.

6.1.1 Unbundling effectively network activities from supply activities

1. Legislation is passed providing for the details of the ITO-option for the gas TSO. (**end-November 2012**)
2. DESFA applies for certification to RAE. (**December 2012**)
3. The unbundled gas TSO is certified by the Greek energy regulator. (**March 2013 or prior to the clearance of the privatisation of DEPA, whichever date comes earlier**)

6.1.2 Provisions regarding the privatisation of PPC and DESFA:

1. The Government submits a plan for the restructuring of PPC with a view to preparing the company for privatisation and to allowing PPC to be competitive with other firms in a liberalised electricity market. The plan shall specify which parts of PPC should be privatised and within which timeframe. The plan shall also include provisions for the divestment of lignite-fired and hydro electricity generation capacity currently managed by PPC and evaluate the possibility of ownership unbundling of ADMIE. (**November 2012**)
2. The Government undertakes that whichever the outcome of the privatisation process the gas industry and electricity industry structure will be fully compliant with Directive 2009/73/EC and 2009/72/EC. (**Continuous**)

6.1.3 Ensuring that electricity prices reflect costs

1. The Government takes measures for the gradual phasing out of regulated electricity prices for all but vulnerable customers by **June 2013**. In this respect:
 - i. it issues a Ministerial Decision to adjust end-user prices for low voltage customers, effective as of January 2013. (**December 2012**)
 - ii. as necessary, it issues a Ministerial Decision by **end-March 2013**, effective as of May 2013, to further set low voltage end user prices at cost recovery.
 - iii. it removes regulated tariffs for all but vulnerable consumers. (**June 2013**)
2. In addition, the Government assesses best practices with a view to charging royalties for the use of hydro and lignite. (**March 2013**)
3. To evaluate the incumbent electricity company's operating costs the Government submits to the EC/IMF/ECB and publishes a study by a specialist of European standing to compare PPC worker's remuneration with best-practice European electricity companies, by

comparable job assignments and productivity per employee. Remuneration and promotion schemes also to be assessed against practices in private Greek companies. (**December 2012**)

6.1.4 Implementing smart metering systems

1. The Government issues a Ministerial Decision, based on the advice of RAE, on the large-scale replacement of existing systems with smart metering systems and explores assistance from EU structural funds and/or the EIB to conduct this strategic investment. (**end-December 2012**)

6.1.5 Providing for a financially sustainable development of renewable energy sources

Within a short term perspective, the Government:

1. Ensures that from **January 2013** onwards, LAGIE publishes monthly data on the evolution of the RES account with projections throughout 2013. (**Monthly**)
2. Takes measures to reduce the accumulation of licences issued for renewable energy installations, but not implemented. (**December 2012**)
3. Adjusts the RES levy every six months (**January and July 2013**) to eliminate the projected RES account debt by **end-December 2013**.

To achieve a long-lasting reform of renewable support schemes, the Government:

4. Submits to the Commission services a **detailed plan for the reform** of the renewable energy support schemes such that they are more compatible with market developments and are subject to budgetary discipline. (**December 2012**) The reform should look into:
 - i. options applicable to the support scheme, including market elements such as forward looking tariff digression and feed-in-premia, combined with a ceiling on the number of licenses, volume of capacity supported or overall subsidies to be provided per technology/tariff category.
 - ii. current and expected trends in costs for all relevant technologies.
 - iii. a sustainable and transparent framework for the regular adjustment of the RES levy.
5. Caps temporarily new connections of rooftop PV systems. (**March 2013**)
6. Adopts the reform of the renewable energy support schemes as specified in paragraph 4. (**June 2013**)

6.1.6 Planning the development of the electricity market in the medium to long term

1. A detailed plan and roadmap to change the market model is presented to the Commission services, including measures to have effective competition in generation and supply, the development of a power exchange, introducing an intra-day market and implementing market coupling with neighbouring markets. (**end-December 2012**)
2. The study also presents a time bound roadmap and estimation of costs of connecting Crete to mainland Greece. (**end-December 2012**)

6.1.7 Fuel distribution

1. To facilitate the **import and trade of oil and oil products**, in the transposition of Directive 2009/119, the Government creates the framework for setting up of a Central Stockholding Entity (CSE), within the meaning of the Directive. In addition, the transposition law will grant economic operators, on which it imposes stockholding obligations, the right of delegation of such obligations with:
 - i. the CSE in Greece (should there be one) or to other economic operators within Greece which have surplus stocks or available stockholding capacity, without quantitative restrictions, and /or
 - ii. the CSEs of other EU Member States up to a percentage of the stockholdings obligations imposed on them, upon the entry into force of the transposition law, and /or
 - iii. economic operators abroad which have surplus stocks or available stockholding capacity up to a percentage of the stockholdings obligations imposed on them, upon the entry into force of the transposition law.

The percentage of cases (ii) and (iii) is at least 30%. (**December 2012**)

2. To eliminate **restrictions on public and private use trucks** for fuel distribution:

Prior to the disbursement, the Government takes measures to:

- a. allow independent gas stations to own or rent tanker trucks of any capacity provided that safety standards for the transportation of fuel are respected.
- b. allow independent gas stations to hire public-used tanker trucks for fuel transportation without needing to qualify for their own private used tankers.
- c. allow any tanker truck, regardless of its capacity, to enter the refineries and customs installations to transport fuel under their own brand name/trademark, provided that safety standards for the transportation of the fuel are respected.

3. To improve **monitoring systems**, prevent **illegal trade and tax evasion** in fuel distribution:

Prior to the disbursement, the Government:

- a. issues technical specifications and next steps for the implementation of the input-output measurement system in all fuel stations;
- b. issues a Ministerial Decision providing for the installation of GPS systems, as provided for in Art. 320 of law 4072/2012.

6.2 Electronic communications

The switchover from analogue to digital TV technology will release a significant amount of high quality radio spectrum which will be free for the deployment of new services and new technologies. This ‘digital dividend’ can boost both the broadcasting sector and the wireless communication industry, make a major impact on competitiveness and growth, and provide a wide range of social benefits. The items below provide a roadmap for the release of the digital dividend in Greece.

1. Regarding the **release of Digital Dividend**, the Government (and/or EETT) undertakes to:
 - i. amend the frequency and the broadcasting plans, taking into consideration the state of play of international coordination, allocating and authorising the use of the digital dividend to Electronic Communication Services. **(December 2012)**
 - ii. adopt necessary secondary legislation for the assignment of licenses for broadcasting and for the establishment of licensing procedures. **(March 2013)**
 - iii. launch the public consultation on the tender procedure for the assignment of the digital dividend (800 MHz band) allocating and authorising the use of the digital dividend to Electronic Communication Services, in line with EC Decision 2010/267/EU and in respect of the deadlines and procedures of the RSPP. **(December 2012) (*)**
 - iv. resolve cross-border coordination issues with neighbouring countries, if any. If difficulties on international coordination make this date unfeasible, the frequency and broadcasting plans might indicate alternative channels for relocation of broadcasters, while continuing negotiations with third countries in view of the final assignment of frequencies to broadcasters and mobile operators. **(Continuous)**
 - v. Adopt secondary legislation that defines a mandatory date for the switch-off of analogue broadcasting and a technologically neutral utilisation of the 800MHz band after the switch off, taking also into account the provisions of the draft Radio Spectrum Policy Programme (RSPP). **(March 2013)**
 - vi. launch the tender for the assignment of rights of use for broadcasting transmission. **(March 2013)**
 - vii. proceed to the tender procedure for the assignment of frequencies of the digital dividend, allocating and authorising the use of the digital dividend (800 MHz band) to Electronic Communications Services in line with EC Decision 2010/267/EU and in respect of the deadlines and procedures of the RSPP. **(June 2013) (*)**

(*) The deadlines for steps (iii) and (vii) might be amended according to the Decision of the European Commission on the request for derogation from the deadline provided by Art. 6.4 of the Radio Spectrum Policy Programme submitted by the Greek Government on 15 May 2012.

6.3 Transport

The opening of the road haulage and occasional passenger transport is completed. Therefore, priorities now shift to measures that allow for higher levels of tourism and investment, particularly with respect to road (limousines and shuttle services), maritime and port activities (domestic ferry and port services) and aviation. Specific actions are expected to lead to the reduction of operating costs of service providers, while increasing consumers' choice. The gradual restructuring of railways should also lead to its effective privatisation.

6.3.1 Road

Prior to disbursement, the Government adopts all necessary measures to:

- a. Remove restrictions on the rental of pickup trucks, vans and chauffeur services;
- b. Allow shuttle services by hotels and tour agencies using small vehicles (less than 12 seats) and tour packages for small vans and off-terrain vehicles.

1. After having completed the report on the functioning of the regular passenger services, the Government:
 - i. Defines a follow up strategy for the effective opening of the sector in line with state aid rules and EU Legislation on awarding contracts of passenger transport services, while ensuring continuity of service provision and identifying concrete options for public transportation in remote areas (**December 2012**).
 - ii. Approves the required law (and necessary acts) that ensures equal conditions and access equity to all road passenger service operators (**March 2013**).

6.3.2 Maritime Activities and Ports

1. The Government:
 - i. Launches (**October 2012**) a consultation procedure to review the legal framework of the domestic ferry industry, with a view to strengthening the growth potential of the tourist sector. Particular attention is given, *inter alia*, to increasing the flexibility of (i) manning requirements of vessels outside the minimum routing obligations and (ii) approving changes in the timetables and vessel size for ferry services.
 - ii. Make a concrete amendment of Law 2932/2011 building on this consultation (**February 2013**).
 - iii. Launches the social dialogue, following the Maritime Labour Convention (2006) principles, in order for labour arrangements to respond to the current economic context and future developments (**October 2012**).
2. Following the first submitted version of the port national strategy, the Government adopts a five-year port national strategy that ensures connectivity of ports with the overall transport network, specifying concrete projects, deadlines for implementation and a financial plan. The strategy will be coherent with TEN-T priorities and principles, such as the smooth operation of the internal market, the mobility of persons and goods and the economic, social and territorial cohesion of the European Union, the efficient use of the assigned Structural and Cohesion Funds and in line with State aid rules (**December 2012**).
3. In alignment with the new ports strategy and organisational model for ports, the Privatisation Fund (HRADF) defines a concrete privatisation strategy mainly through concessions with the objective of making the best use of the ports (**February 2013**) and launches the appropriate call(s) for tender (**March 2013**).
4. The Government revises the legal framework governing port labour relations and the administrative functioning of ports and sends a draft proposal to the Commission services (see Annex 9.5 for a non-exhaustive list of labour regulations for ports) (**December 2012**). This revision complies with the EU social *acquis* and provides, among others, for the training and certification of cargo-handling employees, and defines a competitive model for ports and terminal operators. The new legal framework is adopted (**March 2013**).

5. The Government examines compatibility with Community legislation and in particular State aid rules and amends as necessary provisions concerning Piraeus Port (OLP) and Thessaloniki Port (OLTH), in particular (**December 2012**):
 - i. Law 2688/1999:
 - a. Chapter A, Article Second, paragraph 2;
 - b. Chapter A, Article Third, article 5, paragraph 5;
 - c. Chapter B, Article Seventh, paragraph 2;
 - d. Chapter B, Article Eighth article 5, paragraph 5.
 - ii. Law 2937/2001: Article 34.

6.3.3 Aviation

1. After having submitted the National Airport Policy, the Privatisation Fund (HRADF) launches the appropriate process leading to the privatisation of regional airports (**December 2012**).
2. The Government submits legislation for the restructuring of the Hellenic Civil Aviation Authority (HCAA), which strengthens its regulatory role and implements the full separation between Regulation and Management from Operation. The Government ensures improvements in the performance of air traffic management delivery through adherence to the relevant EU Regulation (EU 691/2010) (**December 2012**). Public airports that will not be privatised will be formed under a public body and their management and operation will be totally separated from the HCAA. New legislation is adopted (**January 2013**).

6.3.4 Railways

1. The Government spins-off ROSCO (Maintenance Unit), GAIOSE (Real Estate), transfers the leasing of the rolling stock activities from the OSE Group to the State, and provides an updated TRAINOSE Business Plan (**November 2012**).
2. The Government amends the law such that the fee of charges for obtaining a license or a safety certificate does not exceed the average European charge. All operators are awarded safety certificates on the basis of published, simple and transparent rules for the duration of five years (**December 2012**).
3. The rolling stock that is not used/needed by TRAINOSE is transferred to a body that leases it on market conditions, including winners of such tenders (**December 2012**).
4. The Government establishes independent award authorities for passenger services by rail that can organize competitive tenders (**January 2013**). Contracts concluded in 2014 or later will generally be awarded by means of competitive tender. The National Safety Authority establishes the examination of five examiners for train drivers according to the EU Regulation and publication of register of examiners on the web. The safety authority publishes the conditions and procedures to recognize drivers (**March 2013**). The Government amends the safety legislation to establish a right of any company on access to train driver facilities and examiners (**April 2013**).
5. Tariffs in OSE Group and TRAINOSE (**June 2013**) and OASA Group (**October 2013**) increase by at least 25 percent.

6.4 The Retail Sector

On retail, the selected measures aim at allowing a wider class of goods to be sold by more efficient retailers, and reduce their operating costs. Measures not only look into retail specific regulations (such as rules on pricing, sales and labelling) but also, into the rules on transport and healthcare provisions applicable to retail outlets. Combined, the measures should help contribute to lower prices and more choice for consumers.

Prior to the next disbursement, the Government:

- a. eliminates the requirement of minimum space for the sale of food products.
- b. allows mixed shops to sell goods other than food, subject to hygiene and food and safety standards.
- c. allows supermarkets the sale of pre-packaged meat, cheese and fish products;
- d. liberalizes sale in supermarkets of infant milk (i.e., 0-6 months)
- e. allows a delink of the working hours of all employees in establishments (as defined in Law 1037/1971 and related implementing legislation) from opening hours of the establishment.
- f. adjusts the law to clarify that shift breaks are allowed in all retail establishments (including those with continuous working schedule).

In addition, the Government:

1. applies the same standards for transporting perishable goods to private-use trucks as those applicable to public-use trucks. (**December 2012**)
2. carries out a proportionality analysis of the restrictions applied on outdoor / ambulant trade for social policy criteria. (**December 2012**)
3. completes the revision of Ministerial Decision A2-3391/2009 on market regulations and submits it to the Commission services, in accordance with the notification procedure provided for in Directive 98/34. (**October 2012**) The revised Ministerial Decision on market regulations is adopted one month after the reply from the Commission services, following the notification process.
4. reviews and amends the Market Policing Code (Law 136 /1946) providing for various forms of public sector intervention in the production, distribution and consumption of goods in line with the simplifying recommendations of the Hellenic Competition Commission's opinion no. 24/VII/2012. (**January 2013**)

6.5 Regulated professions, professional qualifications and provision of services

6.5.1 Removing restrictions to the access to and exercise of regulated professions

- a. **Prior to the disbursement**, the Government amends specific legislation to lift the restrictions in the professions and economic activities listed in Section 9.2.1 of this Memorandum.
1. For professions and economic activities included in Section 9.2.2, the Government prepares draft provisions amending sector specific legislation as per the opinions of the Hellenic Competition Commission. The legislation is adopted by **December 2012**.

2. A report on the implementation of Law 3919/2011 is published on the Government's website (**December 2012**), including:
 - i. the list of all professions/economic activities falling under the scope of that law.
 - ii. the list of all remaining professions/economic activities that have not been treated beforehand. For these, the Government ensures that the regulatory framework is fully in line with chapter A of law 3919/2011 and the opinions (if applicable) of the Hellenic Competition Commission (HCC) by (**December 2012**).
3. To reinforce **transparency** in the functioning of professional bodies: Legislation is adopted mandating the publication on the webpage of each professional association the following information (**December 2012**):
 - i. the annual accounts of the professional association.
 - ii. the remuneration of the members of the Governing Board broken down by function.
 - iii. the amounts of the applicable fees broken down by type and type of service provided by the professional association as well as the rules for their calculation and application.
 - iv. statistical and aggregate data relating to sanctions imposed, always in accordance with the legislation on personal data protection.
 - v. statistical and aggregate data relating to claims or complaints submitted by consumers or organisations and the reasons for accepting or rejecting the claim or the complaint, always in accordance with the legislation on personal data protection.
 - vi. any change in the professional codes of conduct, if available.
 - vii. the rules regarding incompatibility and any situation characterised by a conflict of interests involving the members of the Governing Boards.
4. To **de-link minimum fees** for professional services from taxation and contributions to social security funds and professional associations:
 - i. The Government issues a Presidential Decree, which sets a system of prepaid fixed/contract sums for each procedural act or appearance by a lawyer, which is not linked to a specific 'reference amount'. (**November 2012**)
 - ii. Within the context of the tax reform, it also identifies ways of de-linking taxation from engineers legal fees and from lawyers legal fees / reference amounts. (**December 2012**) This reform becomes operational upon the entry into force of the tax reform in **January 2013**.
5. To assess the proportionality and justification of **activities reserved** to specific regulated professions:
 - i. The Government updates the study of the regulations of the professions submitted to the Commission services in July 2012, to assess the justification and the proportionality of the requirements reserving certain activities to providers with specific professional qualifications. (**November -2012**)
 - iii. Draft legislation is sent to Parliament amending unjustified or disproportionate requirements reserving certain activities to providers with specific professional qualifications, starting from the main regulated professions (i.e., lawyers, engineers, accountants, sworn-in valuers, energy / building inspectors, etc.). (**March 2013**)

6.5.2 Additional measures

Prior to disbursement, legislation is adopted to:

- a. repeal the mandatory involvement of a lawyer for transactions on ships with immediate effect and for the drawing up of real estate transactions with an immediate effect for the seller and with an effect from 31-12-2013 for the buyer, with the relevant thresholds immediately raised to €80,000 for the entire country;
- b. repeal the presence of a lawyer (with immediate effect) for the contracts for the distribution or exchange of real estate property as well as for the gratuitous legal transactions, such as donations;
- c. repeal the scale of minimum monthly amounts that are due to private sector lawyers remunerated for services rendered with a fixed periodic fee. This is without prejudice to having fee regulations for trainee lawyers and the minimum wage for private sector workers provided for in law 4046/2012.

Other actions

1. A draft code revising Legislative Decree 3026/1954 is submitted to the Commission services by **end-November 2012** and adopted by **December 2012**. The new code should, among others, abolish total bans on commercial communications, repeal age limits to take the Bar examinations, ease the re-entry into the legal profession and clarify the nature of lawyers' fees provided for in current legislation.
2. The Government takes additional measures by **June 2013** at the latest, to reduce by 50% the cost of registering property, as measured by the World Bank's *Registering Property* sub-indicator. The results will be monitored in the World Bank's 2014 edition of Doing Business. (**November 2013**)
3. To confirm progress in the area of regulated professions, the Government completes a study of the 20 largest professions examining the degree to which they have been liberalized, including results with respect to new entrants and price changes. (**September 2013**)

6.5.3 Easing the recognition of professional qualifications

1. Measures are taken to ensure the effective implementation of EU rules on the recognition of professional qualifications; including compliance with ECJ rulings (*inter alia*, related to franchised diplomas). In particular, the Government:
2. continues to update the information on the number of pending applications for the recognition of professional qualifications, and sends it to the European Commission. (**Quarterly**)
3. adopts legislation to i) remove the prohibition to recognise the qualifications derived from franchised degrees to access or exercise an economic activity and to ii) ensure that holders of franchised degrees from other Member States have the right to work in Greece under the same conditions as holders of Greek degrees. (**November 2012**)

6.5.4 Services Directive: exploiting the information benefits of the Point of Single Contact

The Government ensures:

1. that the Point of Single Contact (PSC) is fully operational in all sectors covered by the Services Directive. (**December2012**)
2. that the PSC distinguishes between procedures applicable to service providers established in Greece and those applicable to cross-border providers (in particular for the regulated professions). (**December 2012**)
3. that there is adequate connection between the PSC and other relevant authorities (including one-stop shops, professional associations and the recognition of professional qualifications) and that the submission of on-line applications as regards the recognition of professional qualifications is fully operational. (**December2012**)

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7 Increasing the impact of structural and cohesion funds

1. The Government meets targets for payment claims and major projects in the absorption of EU structural and cohesion funds set down in the table below. Compliance with the targets shall be measured by certified data. **(Q4 2012)**

Table 1: Targets for payment claims in the absorption of Structural and Cohesion Funds (programming period 2007-2013) to be submitted through 2013

(EUR million)

	2012	2013
European Regional Development Fund (ERDF) and Cohesion Fund	2,850	3,000
European Social Fund (ESF)	880	890
Target of first half of the year	1,231	1,284
Total annual target	3,730	3,890

2. In deciding the "Public Investment Budget" allocation, the Government ensures that the necessary national contribution remains available in order to complete the unfinished ERDF, ESF and Cohesion Fund projects of the 2000-2006 programming period and to cover the required national contribution including non-eligible expenditure under the Structural Funds and Cohesion Fund rules in the framework of the 2007-2013 programming period.
3. The Government continues to monitor on a quarterly basis the implementation of the priority projects, certain of which — as the functional review of the public administration, the "Elenxis" project for the tax control services, the land register, the solid waste management infrastructures, the railway projects, the e-prescription, the e-procurement, the development of a social economy sector and the national registry — are critical for the development of the country. For priority projects in delay, a method for closer monitoring should be agreed **(Q4 2012)** in order to allow the adoption of the necessary measures on time. The priority projects should be completed by the **end of 2015**.
4. Support to SMEs managed at central and regional level is targeted to directly contribute to the development of the economy and the creation of sustainable employment, in particular for young people. Guidelines are issued for the definition of the conditions of granting state aid and its monitoring. **(Q4 2012)**
5. Within the review of the public procurement regulations (cfr. section 2.7.2.2.3), legislation is adopted, and immediately implemented, to shorten deadlines and simplify procedures on contract award. **(Q1 2013)**
6. The monitoring tool for expropriations is completed and operational and data are made accessible to the public. **(Q1 2013)**
7. Following the simplification initiative launched in May 2010 the Government takes measures to speed up absorption, accelerate payments to beneficiaries and simplify the management and project implementation on the basis of issues raised by the Commission

and any other additional issues which may be proposed. In particular, the Government reviews the "sleeping" projects, un-activated delegations and sleeping contracts and informs the Commission on those eliminated. **(Q4 2012)** Similar exercises are periodically repeated until the expiry of the programming period.

8. The Government adopts measures and starts implementing an anti-fraud strategy in the field of the Structural Funds and the Cohesion Fund **(Q2 2013)**. The Government establishes an efficient inter-service consultation procedure supported by an electronic system. For this, an integrated project will be set up and implemented with the exploitation of the existing infrastructure. **(Q1 2013)**

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8 Monitoring and Technical assistance

8.1 Statistics

High quality statistics are key for effective economic surveillance and policy design, and for the proper monitoring and execution of the budget. Significant progress has been made in improving the quality and coverage of statistics in Greece during the past two years.

The Government commits to continue supporting the work of ELSTAT, and to honour its "Commitment on Confidence" signed by the Prime Minister of Greece on 29 February 2012 and which states among other things that " The Hellenic Republic ...makes the solemn commitments to fully respect the international and European standards for statistical data quality....to guarantee and defend the professional independence of the....Hellenic Statistical Authority...and to defend [it] against any efforts to undermine [its] credibility...and secure adequate and stable resources [for it]"

1. The Government, as stated in the aforementioned "Commitment on Confidence", further commits to decouple the budget of ELSTAT from that of the Ministry of Finance in line with the existing procedures and involving the Hellenic Parliament and the Court of Audit. From January 1st 2013 onwards, ELSTAT as a legal entity under Greek public law will get budgetary execution autonomy in accordance with the relevant legal framework, in particular Law 4072/2012, article 323. The Authorities commit to complete all actions needed to establish budgetary execution autonomy to ELSTAT in line with Law 4072/2012, article 323.
 - i. To achieve this, the Government amends the Law 3832/2010 regarding the non-applicability to ELSTAT of the provisions of article 25 of Law 2362/1995 and, more broadly, of any other provision the implementation of which is not consistent with the independence of ELSTAT (**November, 2012**).
2. **Prior to disbursement**, and to ensure a smooth and effective transition toward the new framework, the Authorities commit to clear all arrears toward ELSTAT for the financial years 2011 and 2012. Those arrears will be paid at the expense of ELSTAT's 2012 budget.

9 Annexes

9.1 Privatisation plan and intermediate steps

Greece--Hellenic Asset Development Fund: Projects Under Development 2012-14

Timing of Privatisation Project (Launch of Tender)	Transferred to HRADF	Advisors contracted	Intermediate Steps
I. State-owned enterprise/share sale			
---	OTE	✓	n.a.. Done.
---	4 Airbus	1/	✓ Delivery of aircraft pending.
2012 Q1	Public Gas (DEPA)	✓	✓ Non-binding bids (November 2012). Modification of statutory provision at time of privatisation.
Q1	Public Gas (DESFA)	✓	✓ State aid clearance (January 2013). Law for certification of transmission operator (November 2012) and security of gas supply (not a necessary condition for DESFA's privatisation).
Q4	Football Prognostics Organization (OPAP)	4/	✓ VLT regulation issuance and notification to EU (November 2012). Law on new tax provisions for state aid clearance (December 2012).
2013 Q1	Horserace Betting Organization (ODIE)	✓	✓ Pending state aid clearance, adopt legislation for the granting of the new license and the subsequent liquidation of the company (January 2013).
Q1	Hellenic Post (ELTA)	2/ 3/	✓ Ministerial decisions for (i) the determination of the content of universal service and (ii) the compensation mechanism for USP drafted and prenotified to DGComp.
Q1	Hellenic Vehicle Industry (ELVO)	2/ 3/	✓ Transaction structure to be determined and agreed (February 2013).
Q2	Thessaloniki Water (EYATH)	✓	✓ Establish regulatory framework (December 2012). Establish pricing policy and amend the license (May 2013).
Q2	Hellenic Petroleum (HELPE)	✓	✓ Following divestment of DEPA.
Q2	Athens Water (EYDAP)	✓	✓ Establish regulatory framework (December 2012). Establish pricing policy and amend license (September 2013). Settlement of receivables from the State (September 2013).
Q2	Mining and Metallurgical Company (LARCC)	✓	✓ Law for establishing a new company (November 2012).
Q2	Athens Airport (AIA)	3/ 4/	✓ Re-approach Hochtiefl Airports (November 2012).
Q2	Hellenic Defense Systems (EAS)	1/	Pending Clearance by Ministry of Defense (November 2012). Identify assets for privatisation (December 2012).
Q2	Railways (Trainose)	1/	Pending Remaining problems in Trainose will be resolved (February 2013). Trainose will then be transferred to the HRADF (March 2013).
Q3	Public Power Corporation (PPC)	2/ 3/	✓ MoEnergy to issue Energy Policy Objectives (December 2012), and approval of restructuring plan (December 2012).
Pending court decision	Casino Mont Parnes	1/	✓ Pending legal action for the recovery of the state aid taken by the Ministry of Culture (November 2012). Harmonisation of entrance ticket prices (November 2012).
II. Concessions			
---	OPAP 1	✓	n.a.. Done.
---	OPAP 2	✓	n.a.. Done.
n.a..	Mobile Telephony	✓	n.a.. Done.
	Hellenic Motorways	✓	✓ Negotiations for the restart of projects currently in progress; ratification of reset agreement by Parliament (December 2012).
2012 Q4	State Lottery	✓	✓ Binding offers (November 2012). Submission to Court of Auditors (December 2012).
2013 Q1	Egnatia Odos	2/	✓ Launching of tender process dependent on: a) agreement/ finalisation with Ministry of Development on key commercial, legal and technical characteristics of the concession and consequently conclusion of business plan, b) decision on tolling policy and toll collection system to be applied, c) treatment of Piraeus loan granted to Egnatia Odos SA and d) successful reset of the 4 Motorway concession projects
Q1	Small ports and marinas	✓	✓ Resolve issues related to urban zoning (December 2012).
Q1	Regional airports	✓	✓ National Airports Policy defined. Establish regulatory framework (January 2013).
Q2	Thessaloniki Port (OLTH)	✓	✓ Issue national port strategy (November 2012) and establish regulatory framework (April 2013). State aid clearance (March 2013).
Q2	Piraeus Port (OLP)	✓	✓ Issue national port strategy (November 2012) and establish regulatory framework (April 2013). State aid clearance (March 2013).
Q2	Large regional ports	2/	✓ Issue national port strategy (November 2012) and establish regulatory framework (April 2013). State aid clearance (March 2013).
Q3	South Kavala Gas Storage	✓	✓ Decision on the best exploitation option (December 2012).
Q4	Digital Dividend	n.a..	✓ National policy defined (last October 2012). Issue MD (November 2012) so that proceeds are transferred to the HRADF. Pass law to finalise licensing of TV stations and digital broadcasting (December 2012).
n.a.	Mining rights		-
III. Real Estate			
2011 Q4	Hellenikon 1	✓	✓ Transfer of Hellenikon SA ownership to HRADF (November 2012). Launch Phase B of tender process (November 2012).
2012 Q1	IBC	✓	✓ Issue PD for ESCHADA (November 2012) and have approval from Court of Audit (December 2012).
Q1	Cassiopi	✓	✓ Declassification of Naval outpost (November 2012). ESCHADA already submitted (last October 2012).
Q1	Lot 1 (Afantou)	✓	✓ ESCHADA already submitted (last October 2012).
Q4	Sale/repo 28 buildings	✓	✓ Issue MD with list of buildings to be transferred to HRADF (November 2012). Amended law on public leases (last October 2012).
2013 Q1	Astir Vouliagmenis	1/	✓ Negotiations ongoing with NBG. ESCHADA to be submitted (January 2013). Process led by NBG.
Q1	Real Estate lot 2	1/	✓ 40 properties to be identified (December 2012) and transferred to HRADF (March 2013).
Q4	Real Estate lot 3	1/	✓ At least 1,000 real estate properties to be transferred to HRADF (December 2013).

Source: HRADF update on projects under development.

1/ Transfer of assets/rights at the point of privatisation.

2/ HRADF has been granted the right to exercise the voting rights attached to the shares owned by the Hellenic Republic. Transfer of shares has not taken place.

3/ Contract signed by Ministry of Finance is required for HRADF to exercise the voting right.

4/ Only partial transfer of shares.

5/ ESCHADA = zoning and land planning permit.

9.2 *Regulated professions*

9.2.1 List no. 1: list of restrictions on selected regulated professions to be repealed prior to the next disbursement

1. **Stevedores for land operations and at ports:** simplify declaration procedures, repeal fixed fees for loading and unloading services and allow stevedores to be employed under private sector law.
2. **Sworn-in valuers:** Issue new legislation to eliminate the applicable fees, the system of *numerus clausus*, the nationality requirement, allow legal entities to pursue the profession and open up the areas reserved in exclusivity to this profession.
3. **Accountants and tax consultants:** clarify in circular 26801/DIOE 654 of 13 June 2012 that the professional identity card will be issued automatically within the three months period; ii) clarify that it is SAEP the body responsible for the recognition of professional qualifications; iii) amend Ministerial Decision POL 1166/2011 to abolish the certification procedure provided for thereof, which is applicable to legal entities and natural persons; iv) include in the text of the circular references to the legal text of accountants/ tax advisors that have been abolished by law 3919/2011. In addition, amend sector specific legislation to eliminate inconsistencies with the 2011 law on regulated professions.
4. **Temporary employment companies (TEC):** amend sector specific law to i) reduce the minimum capital of €176.083 (Art.123.1 of law 4052/2012); ii) two eliminate / reduce the amounts of bank guarantees (Art. 126); iii) to lift the requirement of having a minimum number of employees; iii) extend the scope of temporary employment agencies to cover, among others, the provision of consulting and training services.
5. **Private labour consultancy offices (PLCO):** amend sector specific law to i) allow employers of PLCOs – other than its director, to undertake mediation; ii) lift requirements on built in infrastructure and on technical equipment; iii) lift requirement provided for in Art. 104.2 of law 4052/2012, whereby if the registered office of the PEA or its branch has changed, the procedure regarding start of PEA activity /occupation under Art. 101 of the same law shall apply; iv) allow PEAs to do activities other than intermediation in the premises where the PEA operates.
6. **Real estate brokers:** Amend sector specific law to drop the probationary period before an applicant can become a real estate broker (Art. 199 of law 4072/2012).
7. **Actuaries:** review the regulatory framework governing the examination process so as to prevent the Hellenic Actuarial Society (HAS) from determining indirectly the number of successful candidates in the examinations in the interest of the incumbents (*cfr.* the Hellenic Competition Commission's opinion no. 14/VI/2012).
8. **Tourist guides:** provide that the professional ID card will be issued within the three months period or earlier) and amend sector specific law to open the profession to holders of related university degrees.
9. **Energy inspectors:** amend sector specific law to repeal minimum fees for energy inspection services and to simplify licensing.
10. **Private providers of primary care services:** amend sector specific law to eliminate inconsistencies with Law 3919/2011 law on professions.
11. **Customs brokers:** *cfr.* section on trade facilitation.
12. **Kiosks and cantinas in public buildings:** remove restrictions for licenses in favour of specific groups.
13. **Tourist offices:** eliminate prior authorization scheme, minimum office space requirements, applicable quasi-fiscal charges and reduce the amount of bank guarantees or require touristy offices to get insurance.
14. **Teaching at private tuition establishments and foreign language schools and teaching at home:** remove the need for prior licence and replace it by a notification of commencement of activity. Remove the need to renew the licence every year.
15. **Private primary and secondary schools:** abolish the nationality requirement to get an establishment licence, amend the requirement for formal qualifications to the founder of a private school; abolish shareholding capital requirements, the ban on more than one establishment, minimum distances, the need to

renew licenses annually; remove prohibitions to licensing to relatives of private primary and secondary schools license holders.

16. **Private tuition establishment and foreign language schools:** Amend the requirement for formal qualifications to the founder of a private tuition establishment and foreign language schools and remove prohibitions to licensing to relatives of license holders.
17. **Vocational training institutes (VTI):** Allow the advertising of VTI without the approval of the E.O.P.P.E.P.
18. **Vocational training centres (VTC):** Amend sector specific legislation to base the accreditation of a VTC on the basis of an integrity check of objective statutory requirements; ii) to allow private individuals to establish legal entities; iii) to renew the accreditation in the form of notification under Art. 3 of Law 3919/2011, by uncoupling it from the scoring system.
19. **Post-secondary education centres:** repeal the prohibition that post-secondary education centres cannot be established by shareholders or partners of the legal entity which applied for an establishment and operating licence; to renew operating licences in the form of notification under Art. 3 of Law 3919/2011; allow post-secondary education centres to recruit off-register staff notified to the supervising authority, as in the case of VTC; repeal the need to submit a letter of guarantee for the opening of a post-secondary education centre.
20. **Accredited study centres:** Amend the regulation on renewing licenses, so that licenses renewals are limited to the notifications under Art. 3 of law 3919/2011.
21. **Press distribution agencies:** remove prior authorization scheme and expand the number of economic activities carried out.

9.2.2 List no. 2: regulated professions / economic activities whose regulatory framework needs to be adjusted to applicable opinions of the Hellenic Competition Commission

1. **Professions under the Greek Ministry of Citizen Protection:** i) sale of revolvers, pistols and target-shooting weapons; ii) preparation of explosives; manufacture, conversion, assembly, finishing and repair of firearms, and charging/recharging of firearm cartridges; iii) charging cartridges for hunting weapons for sale; iv) sale of fireworks and flare launchers; v) manufacture of fireworks and flare launchers; vi) operation of private security firms; vii) work by security staff of private security firms; viii) operation of private investigation offices; ix) work by staff of private investigation office: *Cfr.* HCC Opinion no. 13/VI/2012.
2. **Dealers in antiques and more recent artifacts and restorers of fine art and antiquities:** *Cfr.* HCC Opinion no. 18/VI/2012.
3. **Professions / economic activities under the Greek Ministry of Citizen Protection – harbour guard:** i) Organisations certifying divers; ii) Suppliers of recreational diving services; iii) Rental of means of marine recreation; iv) Service boat operations; v) Towing operations; vi) Licensing for outdoor trading (stands or itinerant) on board ships; vi) Operation of casinos on board passenger vessels flying the Greek flag on international voyages; vii) Lifeguards: (i) Operation of public health establishments on anchored or floating craft and (ii) Operation of public health establishments on seafaring vessels: *Cfr.* HCC Opinion no. 22/VII/2012.
4. **Professions / economic activities under the Ministry of Health and Social Solidarity, Directorate-General for Welfare:** i) Care units for old people; ii) Day care centres for old people; iii) Creative activity centres for children; iv) Creative activity centres for children with disabilities; v) Nurseries and kindergartens; vi) Private childrens' camps; vii) Child welfare institutes: *Cfr.* HCC Opinion no. 25/VII/2012.
5. **Petrol sellers, shotfirers, blasters and natural gas sales.** *Cfr.* HCC Opinion no 26/VII/2012

9.3 Agreed roadmap between the Greek Ministry of Justice and the EC/IMF/ECB for the review of the code of Civil Procedure

1. By **end-October 2012**, the Taskforce on the review of the Code of Civil Procedure ("the Taskforce") prepares a briefing paper for its foreign expert members appointed by other EU Member States to assist its work. The objective of the briefing paper is to enable these foreign expert members to fully participate in its work, including developing alternative legal solutions to the identified reform needs based on cross-country experience in other Member States.
2. Starting from **October 2012**, the Taskforce also provides monthly updates by the end of each month on progress towards preparation by end-March 2013 of a detailed paper outlining the main proposals for amendments to the Code of Civil Procedure in line with the objectives defined in previous versions of this Memorandum. The detailed paper is presented to the EC/IMF/ECB shortly after its completion.
3. By **end-March 2013**, the Taskforce prepares a detailed paper outlining the main proposals for amendments to the Code of Civil Procedure in line with the objectives set out in previous versions of this Memorandum.
4. By **end-May 2013**, the Government holds a series of workshops to discuss the findings and proposals in the detailed paper prepared by the Taskforce. These workshops will allow for broad consultation with domestic stakeholders and participation from recognised international experts in the field of civil procedure. On the basis of the outcome of this consultation, the Taskforce presents a revised version of the detailed paper to the EC/IMF/ECB and submits the revised paper, after reflecting comments from the EC/IMF/ECB, to the Government.
5. By **end-June 2013**, the Taskforce presents a detailed work plan, which provides for the preparation of the draft law by end-January 2014 and contains specific deadlines and deliverables for the chapters of the draft law, and implements the plan with immediate effect. At the end of each month the Ministry of Justice, Transparency and Human Rights assesses compliance with the detailed work plan and takes immediate remedial actions in case of anticipated or actual deviations.
6. Starting from **July 2013**, the Taskforce prepares the draft law on the basis of the above-mentioned detailed paper and work plan, and provides monthly updates by the end of each month on progress towards preparation by **end-January 2014** of the draft law. The monthly updates describe the outcomes of the assessments of compliance with the detailed work plan and, if necessary, any remedial actions taken. The Ministry of Justice, Transparency and Human Rights holds at least three EC/IMF/ECB expert meetings throughout the drafting process: **July 2013, October 2013 and January 2014**. The meetings will allow for expert input in the drafting process and feedback on preliminary drafts of the legislation under preparation.
7. The Government finalises the study on the costs of civil litigation, its recent increase and its effects on workload of civil courts, together with recommendations, ensures that the recommendations are reflected in the draft law prepared by the Taskforce on the review of the Code of Civil Procedure and publishes the study. (**December-2013**)
8. The Government carries out a public consultation on the draft law bringing the Code of Civil Procedure in line with international best practice and submits the draft law to the Greek Parliament. (**March-2014**)

9.4 Statistics to be published by the Ministry of Justice or Ministry of Finance

- (a) *by end-October 2012*, for each administrative tribunal, court of appeal and the supreme administrative court:
 - (i) the number of judges and administrative staff, with a breakdown for judges working in tax chambers or dealing primarily with tax cases;
 - (ii) the number of all cases;
 - (iii) the number of cases carried over from 2011;
 - (iv) the number of cases filed in the first two quarters of 2012;
 - (v) the number of tax cases, with a breakdown according to case value (up to EUR 150,000, between EUR 150,001 to EUR 300,000 and above EUR 300,000);
 - (v) the number of tax cases carried over from 2011;
 - (vi) the number of tax cases filed in the first two quarters of 2012;
 - (vii) the recovery rate for all tax cases, which for the purposes of the MoU, shall mean the ratio of the amount collected by the creditor in enforcement proceedings – following the issuance of an enforceable title – to the amount adjudicated by the court.
- (b) *by end-October 2012*, for each civil court, court of appeal and the supreme civil court:
 - (i) the number of judges and administrative staff;
 - (ii) the number of all cases;
 - (iii) the number of cases carried over from 2011;
 - (iv) the number of cases filed in the first two quarters of 2012;
 - (v) the number of dormant cases on 30 June 2012, i.e. cases brought before the civil courts in which the relevant court's file records that they have been postponed or never received a hearing date and no party activity for receiving a hearing date has taken place for at least 18 months.
- (c) *by end-October 2012*, at the first instance, court of appeal level and the supreme civil court:
 - (i) the number of all corporate insolvency cases;
 - (ii) the number of corporate insolvency cases carried over from 2011;
 - (iii) the number of corporate insolvency cases filed in the first two quarters of 2012
 - (iv) the average duration of corporate insolvency cases;
 - (v) a break-down of insolvency cases by sector (e.g., agriculture, construction, manufacturing, and services).
- (d) *by end-December 2012*, quarterly updates of the information in (a) to (c) above relating to the previous quarter.
 - (iii) the number of corporate insolvency cases filed in the first two quarters of 2012;
 - (iv) the average duration of corporate insolvency cases;
 - (v) the recovery rate for all corporate insolvency cases, which for the purposes of the MoU, shall mean the ratio of the amount collected by all creditors in reorganisation, debt enforcement or liquidation proceedings to the total amount owed by the company;
 - (vi) a break-down of insolvency cases by sector (e.g., agriculture, construction, manufacturing, and services).
- (d) *by end-December 2012*, quarterly updates of the information in (a) to (c) above relating to the previous quarter.

9.5 Non-exhaustive list of regulations on port work for review under the new port strategy

- Port of Piraeus – law 1559/1950 (Gov. Gazette A 252/1950), law 2688/1999 (Gov. Gazette A 40/1.3.1999), Joint Ministerial Decision 5115.01/02/2004 on the approval of the General Regulation for Personnel (Gov. Gazette B 390/26.2.2004).
- Port of Thessaloniki - legislative decree 449/1970 (Gov. Gazette A 51/27.2.1970), law 2688/1999 (Gov. Gazette A 40/1.3.1999), Joint Ministerial Decision 5115.01/05/2003 on the approval of the General Regulation for Personnel (Gov. Gazette B 1203/26.8.2003).
- Work Regulation of the Dockworkers of the Piraeus Port approved by Joint Ministerial Decision 45058/7/1971-Gov. Gazette B 579/22.7.1971)
- Joint Ministerial Decision 44885/8919/1956, as modified by Joint Ministerial Decision 117756/8295/1967-Gov. Gazette B 9/11.1.1967)
- Law 3239/1955
- Law 5167/1932
- Ministerial Decision F 10221/26816/929- Gov. Gazette B 2778/2.12.2011

9.6 Additional fiscal measures for 2012 and Medium-Term Fiscal Strategy 2013-16

The additional measures included in the medium-term fiscal strategy (MTFS) through 2016 will include the following:

1. Rationalisations in **wage bill** by at least EUR 1,100 million in 2013, and additional EUR 247 million from 2014 onwards through:
 - further reduction by 10 percent of fixed term contracts;
 - the rationalization of the State wage bill (including reduction the wage bill for consultant doctors, and an hiring freeze at the Ministry of Citizen protection and at the Ministry of Education);
 - progressive cuts in the monthly wages of employees under special wage regimes (judges, diplomats, doctors, professors, armed forces and police, airport personnel, and general secretaries) with effect by August 1, 2012, with the following marginal reduction schedule: 2 percent below EUR 1000; 10 percent for EUR 1000-1500; 20 percent for EUR 1500-2500; 30 percent for EUR 2500-4000; and 35 percent above EUR 4000)
 - elimination of automatic wage promotions for the armed forces by 2014 yielding yearly at least EUR 88 million net of taxes and contributions
 - elimination of seasonal bonuses of employees at the state and local governments, and at legal entities of public and private law,
 - application of the uniform wage grid for public servants to the parliamentary staff (measure to be completed by December 2012),
 - abolition of exceptions from the public sector wage grid reform introduced in 2011,
 - suspension throughout 2016 of fiscal and performance bonuses for public sector employees,
 - reduction in the local government wage bill,
 - reductions in Members of Parliament compensations and other allowances
 - reductions in cost for wages related to non-permanent secondary level teachers
 - reduction in non-permanent teachers in universities and technical colleges
 - reduction of intakes into professional academies,
 - extension of the 1:5 hiring rule (according to which 1 employees could only be hired against 5 retirees) for the General Government through 2016
 - placing 2,000 civil service employees into the mobility and exit scheme, by abolishing positions of specialized employees, addressing disciplinary cases (including via outright dismissals) and by abolishing positions associated with closed entities.
2. Savings in **pensions** by at least EUR 4 800 million in 2013, and additional EUR 423 million from 2014 onwards, through
 - the anticipation of the full effects of the pension reform in 2013,
 - the increase of the general pensionable age from 65 to 67 and of all age limits for particular types of pensions while maintaining the current number of contributions required to qualify for the full pension at 40 years,
 - cuts in new lump-sum benefits for public employees and for all Social Security Funds,
 - the reduction of the overall monthly pension incomes (main and supplementary pensions) per pensioner (between €1000-€1500 by 5 percent; €1500-€2000 by 10 percent; €2000-€3000 by 15 percent and above €3000 by 20 percent),

- cuts in pensions for special wage regimes equivalent to the cuts to wages in special wage regimes,
 - cuts in pensions of military and police due to elimination of automatic wage promotions,
 - increase in healthcare contributions for farmers
 - elimination of seasonal bonuses for main and supplementary pensions (exceptions allowed for people with disabilities),
 - means-testing pensions for specific categories of beneficiaries,
 - elimination of special pension benefits of trade unionists and cross-checks to abolish ineligible pension benefits in 2013,
 - reduction of pensions of elected staff.
3. Cuts in the **state's operational expenditures** by at least EUR 239 million in 2013 and additional EUR 285 million from 2014 onwards, through the gradual implementation of e-procurement for all public administration, 25 percent reduction in discretionary non-wage spending, reduction in subsidies to internal ferry boats and in grants to entities outside the general governments, elimination of grants to farmers' trade unions linked to assistance in applying for EU financial aid and tightening spending rule for the Green Fund in 2014 (at 2.5 percent of the stock of deposits).
 4. Cuts in **education-related expenses** by at least EUR 86 million in 2013, and additional EUR 37 million from 2014 onwards, through reduction in grants to entities outside the General Government for education, merger of universities and reduction in expenses for central and regional Units.
 5. Savings in **state-owned enterprises** by at least EUR 249 million in 2013 and additional EUR 123 million from 2014 onwards, through increase in revenue, reduction in transfers from the State budget to entities outside the General Government, operational and personnel expenses (harmonization of the wage grid of all state-owned enterprises in Chapter A with the uniform wage grid for state employees reducing average wages to no more than €1900 per month). In order to enforce the achievement of those savings, a new institutional framework is introduced by 2013 fixing the fiscal target for the overall sector in line with the MTFS, bettering the current monitoring system and introducing an enforcement mechanism in case of deviations from the target.
 6. Cuts in **operational defense-related expenditure** producing savings by at least EUR 303 million in 2013, additional EUR 100 million from 2014 onwards through reduction in expenditures for military procurement by EUR 340 million in 2013-14, reduction in operational expenditures, closure of military camps and reduction of intakes into military academies.
 7. Savings in **healthcare and pharmaceutical expenditure** by at least EUR 455 million in 2013, and additional EUR 620 million from 2014 onwards, through further development of the set of incentives and obligations for all participants along the medicines supply chain to promote the use of generic medicines, revises the co-payment structure for medicines to exempt from co-payment only a restricted number of medicines related to specific therapeutic treatments, the revision of medicines' price, based on the three EU countries with the lowest prices, application of automatic claw-back mechanism to pharmaceutical producers which guarantees that the outpatient pharmaceutical expenditure does not exceed the targets of EUR 2 440 billion in 2013 and EUR 2000 million in 2014 to be in line with the overall target of 1 percent of GDP by 2014, increase in co-payments in hospitals and for prescriptions of drugs from 2014 onwards, reductions in hospitals' expenditures and a more effective implementation of the Health Map.

8. Savings from **rationalisation of social benefits** by at least EUR 217 million in 2013, additional EUR 78 million from 2014 onwards, through
 - the introduction of a length of residence in Greece criterion for the provision of pension benefits for uninsured individuals aiming to achieve savings (net of income taxes and social security contributions) of €13 million in 2013 and additional €13 million in 2014,
 - the replacement of existing family benefits with a single targeted benefit which absorbs the tax family allowances,
 - rationalization of the transportation reimbursement scheme for selected categories of patients in order to avoid frauds and misuse of public funds maintaining the service according to actual needs of patients,
 - reduction of unemployment benefits targeted to specific geographical areas,
 - targeting assistance pensions provided by EKAS to persons above 64 years,
 - reduction of benefits to farmers
 - introduction of two new social programmes capped, respectively, at 35 and 20 million from 2014 onwards: a Minimum Income Guarantee scheme applied in two pilot areas of the country with different socioeconomic profiles, and introducing a benefit equal to €200 per month payable for up to 12 months to long-term unemployed who exhaust the full length of unemployment benefit (12 months), provided they do not qualify for other training schemes and have family taxable income up to €10,000.
9. Cuts in **state transfers to local governments** by at least EUR 50 million in 2013 and additional EUR 160 million from 2014 onwards, through cuts in transfers from the State for ordinary expenses and investment of local government. In order to enforce the achievement of those savings, an internal stability pact is strengthened by 2013 fixing balanced budget targets, putting in place an effective system of monitoring municipalities' expenses, economic disincentives in case of deviations from the targets and excluding any possibility for financing deficits.
10. Cuts in **expenditure by the public investment budget** (domestically-financed public investment, and investment-related grants) by EUR 150 million in 2013 and additional 150 million from 2014 onwards.
11. Increases in **revenue** by at least EUR 1 668 million in 2013 and additional EUR 1 820 million from 2014 onwards, through increases in the fee for law suits, an increase of tax on ship owners' activities, reducing VAT refunds for farmers, reduction of diesel excise duty subsidy provided to farmers, equalization of the excise tax on LPG and motor diesel oil by raising the LPG tax, equalization of social security contributions by raising the ceiling for employees first employed before 1993 to that of employees first employed after 1993, a reform of tobacco excise taxation, imposing a 30 percent taxation on OPAP's gross gaming revenue, equalization of taxation of winnings towards 10 percent rate without deductibles, and reintroduction of the 2011 one-off taxation of pools, yachts and luxury goods from 2014 onwards. By December 2012 a tax reform will be adopted that aims at simplifying the tax system, means-testing family allowances in order to better targeting benefits according to real needs, eliminating selected income tax credits and deductions and preferential regimes, thus broadening bases and ensuring an increase in revenue by about EUR 1.8 billion.

If necessary, after consultation with the European Commission, ECB and IMF staff, these measures may be replaced with other measures yielding comparable or higher savings.

9.7 Provision of data

During the programme, the following data shall be made available to the European Commission, the ECB and the IMF staff on a regular basis.

These data should be sent to the following e-mail address:

ecfin-greece-data@ec.europa.eu

This address should also be used for the transmission of other data and reports related to the monitoring of the programme.

To be provided by the Ministry of Finance	
Preliminary monthly data on the state budget execution (including breakdown by main categories of revenue and expenditure and by line ministry). (Data compiled by the Ministry of Finance)	Monthly, 15 days after the end of each month; these data should also be included in subsequent transmissions in case of revision.
Updated monthly plans for the state budget execution for the remainder of the year, including breakdown by main categories of revenue and expenditure and by line ministry. (Data compiled by the Ministry of Finance)	Monthly, 30 days after the end of each month.
Monthly data on the public wage bill (of general government, including a breakdown in nominal wage and allowances paid to government employees per line ministry and public entity), number of employees (including a breakdown per ministry and public entities outside the central government) and average wage (including the relative shares of the base wage, allowances and bonuses). (Data compiled by the Ministries of Interior and Finance)	Monthly, 30 days after the end of each month.
Preliminary monthly cash data on general government entities other than the state. (Data compiled by the Ministry of Finance)	Monthly, 30 days after the end of each month, these data should also be included in subsequent transmissions in case of revision.

<p>Monthly data on staff: number of employees, entries, exits, transfers among government entities; and from and into the labour reserve, per entity.</p> <p><i>(Data compiled by the Ministries of Interior and Finance)</i></p>	Monthly, 30 days after the end of each month.
<p>Weekly information on the Government's cash position with indication of sources and uses as well of number of days covered.</p> <p><i>(Data compiled by the Ministry of Finance)</i></p>	Weekly on Friday, reporting on the previous Thursday.
<p>Data on below-the-line financing for the general government.</p> <p><i>(Data compiled by the Ministry of Finance)</i></p>	Monthly, no later than 15 days after the end of each month; these data should also be included in subsequent transmissions in case of revision.
<p>Data on expenditure pending payment (including arrears) of the general government, including the State, local government, social security, hospitals and legal entities.</p> <p><i>(Data compiled by the Ministry of Finance on the basis of basic data from the several line ministries)</i></p>	Quarterly, within 55 days after the end of each quarter.
<p>Data on use of international assistance loans split among following categories: Financial stability fund, escrow account, debt redemption, interest payments, other fiscal needs, building of cash buffer; per quarter and cumulative</p> <p>Data on public debt and new guarantees issued by the general government to public enterprises and the private sector.</p> <p>Data on maturing debt (planned redemptions per month, split between short-term (Treasury bills and other short-term debt) and long-term (bonds and other long-term) debt).</p> <p>Data on planned monthly interest outflows.</p> <p><i>(Data compiled by the Ministry of Finance)</i></p>	Quarterly, by the end of each quarter.
	Monthly, within one month.

Data on assets privatised and proceeds collected. <i>(Data compiled by the Ministry of Finance)</i>	Monthly.
Data on state-owned enterprises: revenue, costs, payroll, number of employees and liabilities (including maturities of public enterprises' debts) <i>(Data compiled by the Ministry of Finance)</i>	Monthly, within three weeks of the end of each month for the ten largest enterprises. Quarterly within three weeks of the end of each quarter for the other enterprises. Quarterly for the maturities of state-owned enterprises' liabilities.
Monthly statement of the transactions through off-budget accounts. <i>(Data compiled by the Ministries of Finance and Education)</i>	Monthly, at the end of each month.
Monthly statement of the operations on the special accounts. <i>(Data compiled by the Ministry of Finance)</i>	Monthly, at the end of each month.
Report on progress with fulfilment of policy conditionality. <i>(Report prepared by the Ministry of Finance)</i>	Quarterly before the respective review starts.
Monthly data on health care expenditure by the social security funds with a lag of three weeks after the end of the respective quarter. <i>(Data compiled by the Ministries of Labour and Health)</i>	Monthly, within three weeks of the end of each month.

To be provided by the Bank of Greece

Assets and liabilities of the Bank of Greece.	Weekly, next working day.
Assets and liabilities of the Greek banking system - aggregate monetary balance sheet of credit institutions.	Monthly, 30 days after the end of each month.
Evolution of the external funding provided by Greek banks to their subsidiaries abroad.	Monthly, 15 days after the end of each month.
Report on banking sector liquidity situation.	Weekly, next working day.
Report on the evolution of financial stability indicators.	Quarterly, 30 days after the publication data of each quarter.
Report on results from the regular quarterly solvency assessment exercise.	Quarterly, 15 days after the end of each quarter depending on data availability.
Weighted average of Loan-to-value (LTV) ratio for new loans with real estate collateral	Yearly.

To be provided by the Hellenic Financial Stability Fund

Detailed report on the balance sheet of the Financial Stability Fund with indication and explanation of changes in the accounts.	Weekly, next working day.
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Abbreviations

ASEP	Supreme Council for Staff Selection
CPB	Central Purchasing Bodies
DEPA	Public Gas Corporation
DRG	Diagnostic-Related Group
DSO	Distribution System Operator
EC	European Commission
ECB	European Central Bank
EEA	European Economic Area
EETT	Hellenic Telecommunications and Post Commission
EFSF	European Financial Stability Facility
EKEVYL	National Centre for Medical Technology
ELSTAT	Hellenic Statistical Authority
EOF	National Organisation for Medicines
EOPYY	National Organisation for the provision of Health services
EPY	Health Procurement Commission
ERDF	European Regional Development Fund
ESA	European System of Accounts
ESF	European Social Fund
ESY	National Health System
EU	European Union
GDP	Gross Domestic Product
GEMI	General Commercial Registry
HRADF	Hellenic Republic Asset Development Fund
IDIKA	E-governance of social insurance
IMF	International Monetary Fund
KTEL	Joint Fund for Bus Receipts
LNG	Liquefied Natural Gas
LTV	Loan-to-value
MEFP	Memorandum of Economic and Financial Policies
MTFS	Medium-Term Fiscal Strategy
NHS	National Health System
OASA	Athens Urban Transport Organisation
OECD	Organisation for Economic Cooperation and Development
OGA	Agricultural Insurance Organisation
OSE	Railway Organisation of Greece
OTE	Hellenic Telecommunication Company
PPC	Public Power Corporation
PSC	Point of Single Contact
RAE	Regulatory Authority for Energy
RSPP	Radio Spectrum Policy Programme
SPA	Single Payment Authority
SPPA	Single Public Procurement Authority
TAP	trans-Adriatic pipeline
TEN-T	Trans European Transport network
TSO	Transmission System Operator
WHO	World Health Organisation

Anlage 1a

ENTWURF: 27. November 2012

GRIECHENLAND

Absichtserklärung für eine spezifische wirtschaftspolitische Konditionalität

Die Auszahlungen von Finanzhilfen an Griechenland durch die Europäische Finanzstabilisierungsfazilität (EFSF) unterliegen für die Dauer der Vereinbarung vierteljährlichen Konditionalitätsüberprüfungen. Die Auszahlung der Tranchen erfolgt in Abhängigkeit von der Erreichung quantitativer Leistungsziele sowie einer positiven Bewertung der Fortschritte in Bezug auf die politischen Ziele des Beschlusses des Rates 2011/734/EU vom 12. Juli 2011 (in der geänderten Fassung, nachstehend „Ratsbeschluss“ genannt), des Memorandums zur Wirtschafts- und Finanzpolitik (*Memorandum of Economic and Financial Policies*, MEFP) und dieser Absichtserklärung.

Der Anhang über die Bereitstellung von Daten ist Bestandteil der Absichtserklärung, und seine Einhaltung wird bei der Bewertung der getroffenen Maßnahmen berücksichtigt.

Griechenland verpflichtet sich, sich mit dem jeweiligen Mitarbeiterstab der Europäischen Kommission, der EZB und des IWF über die Verabschiedung von Maßnahmen, die unter diese Absichtserklärung fallen, zu verständigen und dabei ausreichend Zeit für eine Überprüfung vorzusehen. Die Regierung veröffentlicht nach Artikel 4 des Ratsbeschlusses vierteljährlich einen Bericht.

Laut der abschließenden Erklärung des Gipfeltreffens der Mitglieder des Euro-Währungsraums vom 26. Oktober 2011 wird die Regierung vollumfänglich mit dem jeweiligen Mitarbeiterstab der Kommission, der EZB und des IWF kooperieren, um die Überwachung der Programmumsetzung zu unterstützen, und ihnen in den griechischen Regierungsbehörden Zugang zu allen relevanten Daten und sonstigen Informationen gewähren.

Die griechische Regierung behält die volle Verantwortung für das Programm und dessen Umsetzung.

GRIECHENLAND

Absichtserklärung
für eine
spezifische wirtschaftspolitische Konditionalität

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1 Konsolidierung der Staatsfinanzen

1. Der Zeitplan für die haushaltspolitischen Anpassungen wurde korrigiert, um der unerwartet tiefen Rezession Rechnung zu tragen. Eine Beibehaltung des im Rahmen des zweiten Programms ursprünglich angesetzten Zwei-Jahres-Horizonts hätte bedeutet, dass für den Zeitraum 2013-14 statt der im März eingeplanten 11,5 Mrd. EUR Konsolidierungsmaßnahmen im Umfang von 20,7 Mrd. EUR erforderlich gewesen wären.
- 2.
3. Die Verlängerung des Anpassungszeitraums um zwei Jahre mildert die Auswirkungen auf die Wirtschaft ab und sichert gleichzeitig einen tragfähigen Haushalt. Im Rahmen des revidierten Anpassungsplans wurden die Primärsaldoziele für den 4-Jahres-Zeitraum 2013-2016 auf 0 %, 1,5 %, 3 % und 4,5 % des BIP festgesetzt.
4. Die Verlängerung des Anpassungszeitraums sollte nicht als die Glaubwürdigkeit des Programms in Frage stellendes Signal geringeren Anpassungsdrucks verstanden werden. Die zur Erreichung der Ziele erforderlichen fiskalpolitischen Maßnahmen sind in den Jahren 2013-14 nach wie vor sehr umfangreich und stark auf die Anfangsphase konzentriert. Obgleich der Primärsaldo pro Jahr voraussichtlich nur um 1,5 % des BIP steigen wird, ist davon auszugehen, dass der konjunkturbereinigte Primärsaldo (KBPS) 2013 um mindestens 2 % des BIP steigen wird, da vor Ende 2013 keine Konjunkturerholung zu erwarten ist. Auch wenn die nominellen Zielvorgaben für die Steigerung des Primärsaldos nicht mehr ganz so ehrgeizig sind wie im März, besteht angesichts der tieferen Rezession damit doch nach wie vor derselbe Anpassungsdruck.
- 5.
6. Für das Erreichen der angepassten Primärsaldoziele im zentralen makroökonomischen Szenario sind in den Jahren 2013 und 2014 Maßnahmen im Umfang von 9,2 Mrd. EUR bzw. 13,5 Mrd. EUR erforderlich. Die korrigierte Zeitplanung für die Entwicklung des Primärsaldo bedeutet, dass der gesamtstaatliche Haushaltssaldo 2016 - und damit zwei Jahre später als ursprünglich geplant - auf unter 3 % des BIP fallen wird.
- 7.

Vor der Auszahlung wird die Regierung:

- a. den Haushalt für 2013 verabschieden.
- b. zusätzliche Maßnahmen (siehe Anlage 9.6) erlassen mit dem Ziel, das Primärdefizit auf 2.925 Mio. EUR in 2012 und 0 Mio. EUR in 2013 zu senken und danach einen Primärüberschuss in Höhe von 2.774 Mio. EUR in 2014, 5.727 Mio. EUR in 2015 und 9.005 Mio. EUR in 2016 zu erzielen.
- c. bis Ende 2016 die Mittelfristige Haushaltsstrategie (im Folgenden MFHS) und die entsprechenden Durchführungsbestimmungen verabschieden. In der MFHS werden die dauerhaften Haushaltskonsolidierungsmaßnahmen näher ausgeführt, mit denen sichergestellt werden soll, dass die Defizitobergrenzen für den Zeitraum 2013-16 gemäß Ratsbeschluss nicht überschritten werden und die Schuldenquote nachhaltig sinkt.

1. Sobald hinsichtlich der endgültigen Einzelheiten der geplanten Reformen der direkten Einkommen- und Körperschaftsteuer eine Entscheidung getroffen wurde, werden die Behörden die Haushaltsprognose für 2014 erneut prüfen und sich im Rahmen der **nächsten Überprüfung des Programms** mit Europäischer Kommission/EZB/IWF auf Maßnahmen verständigen, die zur Schließung gegebenenfalls verbleibender Haushaltslücken für 2014 erforderlich sind.

2. Soweit für 2015-16 noch eine Haushaltslücke bleibt, könnte diese u. a. durch folgende Strategien geschlossen werden: Erhöhung der Einnahmen mittels Erweiterung der Steuermessungsgrundlage durch die weitere Reduzierung von Steuerbefreiungen und -vergünstigungen; Verlängerung auslaufender Maßnahmen; gezielte Kürzungen bei laufenden Ausgaben. Zudem besteht die Möglichkeit einer Neuausrichtung des Investitionsprogramms, um das Wachstum wirksamer zu fördern. Die Behörden werden spätestens **Ende August 2013** konkrete Pläne für 2015 festlegen, wenn sie ein detailliertes Haushaltskonsolidierungsprogramm für 2014-2015 ausarbeiten, das mit dem Ziel eines Primärüberschusses von 3 % bis 2015 vereinbar ist.

2 Haushaltsrelevante Strukturreformen

2.1 *Privatisierung als Mittel zur Effizienzsteigerung in der Wirtschaft und Verringerung der Staatsverschuldung*

8. Die Privatisierung von Staatsunternehmen trägt nicht nur zur Verringerung der Staatsverschuldung bei, sondern auch zur Reduzierung von Subventionen und anderen Transferleistungen oder Staatsgarantien für staatseigene Unternehmen. Darüber hinaus zielt der Privatisierungsprozess darauf ab, die Effizienz von Unternehmen und damit die Wettbewerbsfähigkeit der Volkswirtschaft in ihrer Gesamtheit zu steigern und parallel dazu eine Erhöhung der ausländischen Direktinvestitionen zu erreichen. Daher bemühen sich die griechischen Behörden um eine schnelle und effiziente Umsetzung des Privatisierungsplans, der 50 Mrd. EUR einbringen soll, auch wenn der Verkauf von Unternehmen(steilen) über die Laufzeit des wirtschaftlichen Anpassungsprogramms hinausgeht. Vor diesem Hintergrund ist die Regierung bestrebt dafür zu sorgen, dass der Privatisierungsprozess nicht durch politischen Druck belastet wird.
- 9.
10. Die Bereitstellung zur Grundversorgung zählender öffentlicher Güter und Dienstleistungen durch privatisierte Industriezweige bleibt in Einklang mit den nationalen politischen Zielen und dem EU-Vertrag sowie entsprechenden Vorschriften des Sekundärrechts vollumfänglich gesichert.

Vor der Auszahlung wird die Regierung:

den institutionellen Rahmen für Privatisierungen durch folgende Maßnahmen verbessern:

- a. Einbringung eines aktualisierten Privatisierungsplans ins Parlament mit der MFHS für 2012-2016.
- b. Veröffentlichung eines halbjährlichen Statusberichts zum Privatisierungsplan, einschließlich einer Bestandsübersicht mit einer Beschreibung der zu privatisierenden Unternehmen(steile), einem Zeitplan für geplante Bieterverfahren und anvisierten Gesamteinnahmen für das laufende und das darauffolgende Jahr.
- c. Änderung der Satzung des Privatisierungsfonds HRAF (Artikel 16.3) dahingehend, dass der für die Ersetzung von Mitgliedern des HRAF-Verwaltungsrats erforderliche "wichtige Grund" insbesondere in einer unzulässigen Aussetzung oder vorsätzlichen Gefährdung der Zielsetzungen des HRAF durch Handlungen oder Unterlassungen der Verwaltungsratsmitglieder besteht.
- d. Änderung von Gesetz 3986/2011, sodass der HRAF verpflichtet wird, innerhalb von 60 Tagen nach dem Ende eines Quartals einen Quartalsbericht über seine Geschäftstätigkeit und Rechnungslegungsinformationen, einschließlich einer detaillierten Gewinn- und Verlustrechnung, einer Kapitalflussrechnung und einer Bilanz, zu veröffentlichen.

das Eigentum an Unternehmen(steilen) auf den HRADF übertragen durch:

- e. Übertragung der uneingeschränkten und direkten Eigentumsrechte (Aktien oder Konzessionsrechte) an Egnatia Motorway und den regionalen Häfen Elefsina, Lavrio, Igoumenitsa, Alexandropolis, Volos, Kavala, Korfu, Patras, Heraklion und Rafina auf das Privatisierungsportfolio des HRADF.
- f. Unterzeichnung des Vertrages zwischen dem HRADF und dem Finanzministerium über die Ausübung der Stimmrechte bei dem Fahrzeughersteller ELVO.
- g. Erlass eines interministeriellen Beschlusses, mit dem sichergestellt wird, dass der Erlös aus dem Verkauf der Digitalen Dividenden auf den HRADF übertragen wird.
- h. Veranlassung der Ministerien und anderer zuständiger Stellen, dem Generalsekretariat für Staatseigentum (*General Secretariat for Public Property*) uneingeschränkten Zugang zum gesamten Bestand an im Staatsbesitz befindlichen Immobilien zu gewähren.

die rechtlichen Hürden für den Verkauf von Unternehmen(steilen) beseitigen, indem

- i. die in Bezug auf Stimmrechtsbeschränkungen für private Aktionäre vom Gesellschaftsrecht abweichenden Satzungsbestimmungen von Unternehmen (Hafenbehörden PPC, OLP und OLTH sowie die Häfen HELPE, EYATH und EYDAP, etc.) geändert bzw. aufgehoben werden.
- j. das Verfahren für die Genehmigungen gemäß Bebauungs- und Raumordnungsplan (ESCHADA) eingeleitet wird, d. h. die Umwelt- und Bebauungsstudie zu den Arealen Afantou (Rhodos) und Kassiopi (Korfu) vorlegen.

die Besetzung von Beraterpositionen weiterführen durch:

- k. Ausschreibung solcher Beraterpositionen für den Rüstungshersteller EAS, den Fahrzeughersteller ELVO, den Gasversorger South Kavala Natural Gas und den Eisenbahnbetreiber Trainose unter Einhaltung des geltenden Vergaberechts.

Sonstige Maßnahmen der Regierung sind im Folgenden aufgeführt:

1. Zügige Verabschiedung notwendiger primär- und sekundärrechtlicher Bestimmungen und Umsetzungsbeschlüsse in Einklang mit den für eine schnelle Privatisierung erforderlichen Maßnahmen (siehe Anlage 9).
2. Schaffung eines regulatorischen Rahmens für Flughäfen (**Januar 2013**), die staatliche Lotterie, Häfen (**März 2013**) und Wasserversorgungsunternehmen (**Dezember 2012**).
3. Vorabinformation an die Dienststellen der Kommission bezüglich der Definition von Universalpostdienstleistungen und der Vergütung eines Universaldienstleisters (**Dezember 2012**).
4. Einleitung eines Ausschreibungsverfahrens für die Autobahn Egnatia (**Januar 2013**).
5. Übertragung des Eisenbahnbetreibers Trainose auf den HRADF (**März 2013**) und anschließende Ausschreibung zum Verkauf (**Juni 2013**).
6. Übertragung von 40 neuen Immobilienobjekten (im Privatisierungsplan als "Immobilienobjekte Flurstücke 2 und 3" bezeichnet) auf den HRADF (**März 2013**).
7. Vollständige Identifizierung und Beschreibung aller verbleibenden Immobilienobjekte im Pool der vom HRADF vorausgewählten und vorbewerteten 3.150 Objekte (**Dezember 2013**).

8. Übertragung der uneingeschränkten und direkten Eigentumsrechte an 1.000 rentablen Immobilienobjekten auf den HRADF (**bis Ende 2013**). Die Übertragung erfolgt in vier Phasen, basierend auf konkreten Zwischenzielen einer Veräußerung von 250 Immobilienobjekten pro Quartal (**ab Januar 2013**).
9. Gewährleistung, dass ohne vorherige Abstimmung und Vereinbarung mit dem HRADF, der Europäischen Kommission, dem IWF und der EZB bzw. bis die für die Umsetzung des Privatisierungsplans erforderlichen Objekte gesichert sind, keine Übertragung von Immobilienobjekten auf andere Rechtsträger als den HRADF, einschließlich Kommunen und des erst kürzlich errichteten Pensionsfonds SPV oder sonstiger speziell zu diesem Zweck errichteter juristischer Personen, und keine entsprechende Einbehaltung von Objekten erfolgen darf (**Fortlaufend**).
10. Mit der Privatisierung Anpassung aller (u. a. tarifrechtlichen) Satzungsbestimmungen an die geltenden Rechtsvorschriften für die Privatwirtschaft (**Fortlaufend**).
11. Der HRADF wird auch künftig damit betraut bleiben, so schnell und effizient wie möglich zu privatisieren. Insbesondere ist zu erwähnen, dass ab dem Zeitpunkt der Übertragung auf den HRADF keine weitere Überprüfung von politischer Seite mehr stattfindet. Um sicherzustellen, dass der HRADF in dieser Funktion seiner Rechenschaftspflicht genügt, werden wir die Transparenz seiner Geschäftsaktivitäten verbessern. Zu diesem Zweck wird der HRADF spätestens 60 Tage nach dem Ende eines jeden Kalenderquartals Quartalsberichte mit einem Überblick über seine Privatisierungstätigkeit und Rechnungslegungsinformationen (einschließlich einer Gewinn- und Verlustrechnung, einer Kapitalflussrechnung und einer Bilanz) veröffentlichen (**Fortlaufend**).
12. Erzielung von Einnahmen aus den Privatisierungen; gerechnet ab Juni 2011 sollten sich diese kumulativ auf mindestens 1,6 Mrd. EUR **bis Ende 2012**, 4,2 Mrd. EUR **bis Ende 2013**, 6,5 Mrd. EUR **bis Ende 2014**, 7,7 Mrd. EUR **bis Ende 2015** und 11,1 Mrd. **bis Ende 2016** belaufen.

2.2 Steuerreform

1. Die Regierung bereitet eine Steuerreform vor, mit der das Steuersystem vereinfacht, Steuerbefreiungen und -vergünstigungen abgeschafft und somit die Bemessungsgrundlagen erweitert werden sollen, damit die Steuersätze bei steigenden Steuereinnahmen stufenweise gesenkt werden können. Diese Reform betrifft die Einkommen- und die Körperschaftsteuer. Sie wird im **Dezember 2012** verabschiedet und 2013 in Kraft treten.
2. Bis **November 2012** wird die Regierung den vollständigen Zeitplan für die Zwischenschritte — einschließlich gesetzgeberischer und erforderlicher technischer Maßnahmen - bis zum Inkrafttreten des neuen Steuersystems bekannt geben. Diese Zwischenschritte beinhalten eine öffentliche Konsultation und entsprechende Überprüfung durch den Mitarbeiterstab der Europäischen Kommission, der EZB und des IWF.
3. Die Regierung sorgt bis **März 2013** dafür, dass ein Standardverfahren für eine Überarbeitung der Verkehrswerte von Immobilien unter der Ägide des Direktorats für Vermögensbesteuerung (*Directory of Capital Taxation*) zur Verfügung steht, um die Verkehrswerte stärker an den Marktpreisen auszurichten.

2.3 Steuerverwaltungsreformen

11.

12. Ein für die nächsten Monate geplantes umfassendes und zielgerichtetes Reformprogramm muss auf die Behebung sämtlicher Schwachstellen des bestehenden Systems abzielen und die Bekämpfung von Steuerhinterziehung und Korruption unterstützen. Die Regierung wird sich bei der Reform des derzeitigen institutionellen Rahmens an den bestehenden Regelungen in vielen anderen OECD- und EU-Volkswirtschaften orientieren, um eine größere Autonomie der Steuerverwaltung, insbesondere in Bezug auf das Tagesgeschäft, zu gewährleisten, während die Richtlinienkompetenz bei der Regierung verbleibt. Die Reform kann schrittweise umgesetzt werden. Jeder einzelne Schritt wird dabei sorgfältig auf seine Auswirkungen überprüft:

- Zur Verbesserung der Effizienz von Steuerprüfungen und Steuererhebung ist eine Reorganisation der Finanzämter erforderlich. Dies bedeutet konkret die Einrichtung spezieller Abteilungen für bestimmte Gruppen von Steuerzahlern (z. B. eine Abteilung für Großbetriebe, eine Abteilung für vermögensstarke Privatpersonen und eine Abteilung für Großschuldner), die Gruppierung lokalen Ämter zu effizienteren Einheiten und die Bekämpfung potenzieller Korruption.
- Die Prüfverfahren müssen verbessert werden, um sicherzustellen, dass schwerpunktmaßig in der Sache geprüft wird, um Fälle von Steuerhinterziehung aufzudecken, und nicht die bloße Einhaltung von Formvorschriften. Dazu muss das Gesetz über die Rechnungsführung (*Code of Books and Records*) durch ein moderneres und wesentlich vereinfachtes Regelwerk für die Steuerbuchhaltung ersetzt werden. Es wird ein neues einheitliches Steuerverfahrensgesetz ausgearbeitet. Außerdem sollte die obligatorische Überprüfung aller Steuererklärungen abgeschafft werden, und die Bemühungen sollten sich stattdessen auf die Überprüfung potenzieller Steuerhinterzieher auf Grundlage von Risikobewertungsverfahren konzentrieren.
- Die Bemühungen im Bereich der Steuererhebung sollten verstärkt werden. Auf kommunaler Ebene werden bei größeren Finanzämtern (*Dimosia Ikonomiki Ypiresia* oder DOY) spezielle Fachabteilungen eingerichtet. Darüber hinaus müssen Vorschriften für die Abschreibung uneinbringlicher Forderungen nach internationalen Best Practice-Standards eingeführt werden.
- Das Management wird unter der Führung eines neuen Generalsekretärs mit erweiterten Befugnissen verbessert. Leitende Beamte und Steuerprüfer sollten Leistungszielen und einer regelmäßigen Beurteilung unterworfen werden. Der Generalsekretär muss die Befugnis haben, leitende Beamte und Steuerprüfer, die die vorgegebenen Leistungsziele nicht erreichen, zu ersetzen. Auch die regelmäßige Rotation von leitenden Beamten muss Standard werden.
- Die Bekämpfung von Steuerhinterziehung und Korruption ist dabei besonders wichtig. Die bislang erzielten Fortschritte in diesem Bereich gründeten auf sinnvollen, aber nur punktuellen Maßnahmen. Zur Korruptionsbekämpfung müssen insbesondere im Steuerbereich neue Instrumente eingesetzt werden. Dabei muss auch die Bereitschaft der Menschen, gegen Korruption vorzugehen, in vollem Umfang genutzt werden.
- Das momentane verwaltungsrechtliche Prüfverfahren muss durch ein kosteneffizientes verpflichtendes Vorabverfahren (*Pre-Settlement*) ersetzt werden, um die Anzahl unnötiger Steuerstreitigkeiten erheblich zu reduzieren und somit die Gerichte zu entlasten und eine zeitnahe Klärung der Fälle sicherzustellen.

Um die die Position der Steuerverwaltung im Rahmen des Reformprogramms zu stärken, trifft die Regierung **vor der Auszahlung** folgende Maßnahmen:

- a. Sie verabschiedet Rechtsvorschriften, die die Funktion des Generalsekretärs und die Eignungsvoraussetzungen für dieses Amt festlegen. Was seine fachliche und persönliche Eignung anbelangt, so ist der Generalsekretär eine Person mit Erfahrung in hohen Führungspositionen, Expertise in Steuerfragen und tadellosem Leumund (und einer nachweislich hervorragenden Steuerdisziplin).

- b. Die Regierung verabschiedet Übergangsgesetze, auf deren Grundlage der Finanzminister Entscheidungsbefugnisse auf den Generalsekretär überträgt. Hierzu zählen die Befugnis zu operativen Entscheidungen, Weisungsbefugnis gegenüber lokalen Ämtern, die Befugnis zum Personalmanagement, zur Ersetzung von hochrangigen Beamten mit ungenügenden Leistungen, zur Verwaltung des Etats der Steuerverwaltung und die Befugnis zur Verwaltung sämtlicher Informationen unter Wahrung der gebührenden Vertraulichkeit.
- c. Die Regierung verabschiedet Rechtsvorschriften, die dafür sorgen, dass erfahrene Steuerprüfer prioritär so eingesetzt werden, dass ihre Arbeit zu einer Erhöhung der Steuereinnahmen führt, was angesichts der Finanznot des Staates dringend geboten ist. Dazu sollen wichtige Prüfbereiche voll funktionsfähig gemacht werden, wie die Abteilung für große Steuerzahler, die mit 100 Steuerprüfern verstärkt werden soll, und eine Abteilung für vermögensstarke Privatpersonen und einkommensstarke Selbständige geschaffen und mit 50 erfahrenen, direkt dem Generalsekretär der Steuerverwaltung unterstellten Steuerprüfern ausgestattet werden.
- d. Die Regierung schafft Verfahren für eine regelmäßige Rotation leitender Beamter in sensiblen Finanzämtern.
- e. Ferner ersetzt sie das Gesetz über die Rechnungsführung durch erheblich vereinfachte Rechtsvorschriften, die internationalen Standards entsprechen.

Die Regierung führt folgende Reformen durch:

2.3.1 Organisation

- 1. Ernennung eines neuen Generalsekretärs der Steuerverwaltung (**Dezember 2012**).
- 2. Verabschiedung von Rechtsvorschriften zur Schaffung einer wesentlich autonomeren Steuerverwaltung, die den Grad der Autonomie, die Leitungsstrukturen, die Rechenschaftspflicht und die gesetzlichen Befugnisse des Leiters der Steuerverwaltung sowie die anfängliche Personalausstattung der Behörde regeln (bis **Februar 2013**). Im **März 2014** wird die neue Behörde voll funktionsfähig sein.
- 3. Weitere Zentralisierung und Zusammenlegung lokaler Finanzämter, sodass letztendlich 120 arbeitsfähige Ämter verbleiben (**Juni 2013**).

2.3.2 Bekämpfung von Steuerhinterziehung, Geldwäsche und Korruption

- 1. Das überarbeitete Gesetz über die Rechnungsführung tritt in Kraft (**1. Januar 2013**).
- 2. Beschleunigung des Einstellungsverfahrens und Vereinfachung des Neubeurteilungsverfahrens für Steuerprüfer mit dem Ziel, die anvisierte Zahl von 2.000 voll einsatzfähigen Steuerprüfern bis **Juni 2013** zu erreichen.
- 3. Einführung einer mindestens halbjährlichen Leistungsbeurteilung für Steuerprüfer (**Dezember 2012**).
- 4. Runderlass für eine zielgerichtetere Prüfung auf Grundlage von Risikobewertungsverfahren (**Dezember 2012**).
- 5. Abschaffung der Vorgabe, dass sämtliche Steuererklärungen der letzten zehn Jahre geprüft werden müssen, wobei Steuererklärungen aus früheren Jahren nach wie vor geprüft werden

dürfen und es im Ermessen des Steuerprüfers liegt, wie viele Erklärungen aus früheren Jahren geprüft werden (**Januar 2013**).

6. Verabschiedung von Rechtsvorschriften zur Einführung eines modernen Verhaltenskodex bezüglich Interessenkonflikten und Interessenserklärungen sowie eines Systems zum Schutz von Informanten, die Korruptionsfälle an die Behörden melden (**März 2013**).
7. Ernennung eines nationalen Koordinators für Maßnahmen zur Korruptionsbekämpfung (**April 2013**).
8. Schaffung eines angemessenen rechtlichen Rahmens für die Einrichtung eines sicheren direkten oder indirekten Zentralregisters für Bankkonten (**Januar 2013**).
9. Einführung der Auflage für alle Ministerien, die in einer haushaltrechtlichen Beziehung zu Steuerzahlern stehen, in Finanztransaktionen mit diesen Steuerzahlern ihre Steueridentifikationsnummer zu verwenden (**Juni 2013**).
10. Einrichtung einer zentralen Stelle zur Konsolidierung der verschiedenen Identifikationsnummern, die derzeit in den diversen Regierungsbehörden verwendet werden (**Juni 2014**).

2.3.3 Steuererhebung

1. Einrichtung von Fachabteilungen für die Schuldenverwaltung in größeren lokalen Finanzämtern und Besetzung dieses Aufgabenbereichs mit mindestens 10 % der Mitarbeiter vor Ort (**Dezember 2012**).
2. Fertigstellung einer Überprüfung der Richtlinien und Verfahren für die Abschreibung von Steuerschulden und Ausarbeitung von Empfehlungen zur Förderung einer aktiven Verwaltung von Steuerschulden, bei denen reale Aussichten auf eine Eintreibung bestehen, sowie die Sondierung von Möglichkeiten für den Umgang mit dem nicht eintreibbaren Anteil der Schulden (**Februar 2013**).
3. Umstellung von Barzahlungen und Zahlungen mit Scheck in Finanzämtern auf Banküberweisungen, um von Korruptionsversuchen abzuschrecken und den Angestellten mehr Zeit für Aufgaben mit größerem Mehrwert (Prüfung, Beitreibungsmaßnahmen und Beratung von Steuerzahlern) zu verschaffen (**Dezember 2012**).
4. Die Regierung verpflichtet sich, für die Laufzeit des wirtschaftlichen Anpassungsprogramms keine neuen Amnestien für die Erhebung von Steuern und Sozialbeiträgen zu gewähren oder entsprechende bestehende Amnestien zu verlängern (**Fortlaufend**).
5. Die Erhebung von Sozialbeiträgen wird in die Steuerverwaltung integriert (**März 2014**).

2.3.4 Steuerstreitigkeiten

1. Etablierung eines obligatorischen verwaltungsrechtlichen Prüfungsverfahrens (**2. Quartal 2013**). Ziel ist es, in Einklang mit internationalen Best Practice-Standards ein obligatorisches verwaltungsrechtliches Widerspruchsverfahren auszuarbeiten, so dass die Steuerentscheidung der DOYs oder Steuerprüfer von einer mit Experten für Steuerstreitigkeiten besetzten höheren Stelle im Finanzministerium nochmals überprüft werden kann, bevor Klage erhoben wird.

2.3.5 Verwaltung der staatlichen Steuerbehörde

1. Ersetzung von leitenden Beamten, die die Leistungsziele nicht erreichen (**Fortlaufend**).
2. Einrichtung einer leicht zugänglichen Webseite, um durch die Veröffentlichung von Kurzstatistiken zu zentralen Leistungsindikatoren und der Anzahl der Steuerhinterziehungsfälle, die von der Steuerverwaltung an die zentrale Meldestelle FIU und die Staatsanwaltschaft weitergeleitet werden, mehr Transparenz zu schaffen (**Dezember 2012**).

2.3.6 Instrumente

1. Einführung eines neuen einheitlichen Steuerverfahrensgesetzes (**Juni 2013**). Mit diesem Gesetz sollen Verwaltungs- und Vollzugskosten gesenkt werden. Es beinhaltet Verfahrensreformen in allen wichtigen Verwaltungsbereichen, die Voraussetzung für die Schaffung einer modernen Steuerverwaltung sind (z. B. Steuererklärung, Prüfung und Strafmaßnahmen, Durchsetzungsbefugnisse und Schuldeneintreibung). Dazu gehört auch ein neues schlankeres Verwaltungsverfahren zur Streitbeilegung.
2. Einführung eines neuen IT-Systems, an das alle Finanzämter angebunden sind (**März 2013**).

Für die Einführung des neuen IT-Systems sind die wichtigsten Schritte in Bezug auf das neue Datenzentrum und die Webfacing- und Backoffice-Anwendungen:

3. 20 weitere neue elektronische Dienste und Verbesserungen (**Dezember 2012**). Diese betreffen vor allem im Quellenabzugsverfahren erhobene Steuern.
4. die 8 übrigen neuen elektronischen Dienste und Verbesserungen (**Dezember 2012**). Diese betreffen verspätet eingereichte Formblätter mit Geldbußen, Immobiliensteuern und die Umsatzsteuerverwaltung.
5. System- und Nutzertests, Nutzerschulung sowie Migration sämtlicher Finanzämter auf die zentrale Datenbank (**Dezember 2012**).
6. Nutzung der neuen IT-Infrastruktur in allen Finanzämtern (**März 2013**).

2.4 Reform des öffentlichen Finanzwesens

13. Die Entwicklung eines soliden Rahmenwerks für die öffentliche Finanzverwaltung ist entscheidend für die Ausgabenkontrolle und damit die Erreichung der Haushaltzziele. Die Regierung ist bestrebt, Reformen zur Stärkung dieses Rahmens sowohl innerhalb des Obersten Rechnungshofs (*Government Accountability Office, GAO*) als auch der Fachressorts auf den Weg zu bringen.

Vor der nächsten Auszahlung wird die Regierung:

- a. die Mittelfristige Haushaltsstrategie für 2013-16 beschließen;
- b. sicherstellen, dass die Staatliche Organisation für Gesundheitsdienstleistungen EOPYY über das E-Portal Berichte für mindestens zwei aufeinanderfolgende Monate (einschließlich rückwirkender Berichte) aus ihrem Verpflichtungsregister bereitstellt.

14. Des Weiteren sind u. a. folgende Maßnahmen vorgesehen:

1. Die Regierung beschließt einen Verwaltungszeitplan für die Aktualisierung der Mittelfristigen Haushaltsstrategie. (**Februar 2013**)
2. Zur Bewältigung von in Bezug auf Extrahaushalte und den Sozialversicherungssektor weiterhin bestehenden Problemen, insbesondere in Bezug auf die Übertragung von Kompetenzen der Sozialversicherungsträger (SSFs) auf die EOPPY, wird die Regierung trotz des Fortschritts bei der Einrichtung von Verpflichtungs-/Zuzahlungsregistern folgende Maßnahmen ergreifen:
 - i. Sicherstellung der Inbetriebnahme der Verpflichtungsregister in 90 % der gesamtstaatlichen Einrichtungen **bis Dezember 2012**.
 - ii. Überwachung der Effektivität der Verpflichtungsregister durch regelmäßige gezielte Inspektionen der in das System einbezogenen öffentlichen Einrichtungen (**Fortlaufend**).
 - iii. Durchsetzung der Verpflichtung von Rechnungsprüfern zur Meldung von Mittelbindungen durch Sanktionen gegen Einrichtungen, die die benötigten Daten nicht übermitteln, durch Disziplinarverfahren gegen Rechnungsprüfer sowie verstärkte Unterstützung und Orientierungshilfe für Rechnungsprüfer vom Obersten Rechnungshof (**Fortlaufend**).
 - iv. Sicherstellung **bis Dezember 2012**, dass der monatliche Haushaltsvollzug der EOPYY vier Wochen nach Ende des jeweiligen Monats auf der Website veröffentlicht wird, mit detaillierten Angaben zu Ausgabeverpflichtungen/Käufen (gemäß VGR) und bereits geleisteten Zahlungen (gemäß Finanzstatistik), zum aktuellen Stand im Vergleich zu den jährlichen Mittelzuweisungen sowie zu akkumulierten Verbindlichkeiten (und Zahlungsrückständen). Sobald signifikante Abweichungen von den Jahreszielen erkennbar sind, sind sofort Gegenmaßnahmen zu ergreifen.
3. Zur Auszahlung der entsprechenden Mittel im Rahmen der Aufarbeitung von Ausgabenrückständen und Steuerrückerstattungen müssen bei einer öffentlichen Einheit u. a. folgende Bedingungen erfüllt sein: (i) Einrichtung eines voll funktionsfähigen Verpflichtungsregisters; (ii) Bereitstellung von Berichten mit konsistenten Daten über mindestens drei Monate zu Verpflichtungen, Zahlungen und Rückständen (zwei Monate für EOPYY) und, sowohl bei Zahlungsrückständen als auch bei Steuerrückerstattungen: (iii) Anspruchsprüfung. Subventionierte Behörden, die diese Bedingungen erfüllen, können ihre Zahlungsrückstände aufarbeiten, selbst wenn die übergeordnete Behörde die Bedingungen nicht erfüllt. Zahlungsrückstände sollten nicht zu einer Verzögerung beim Vollzug von Rückforderungen in Bezug auf Pharmaausgaben oder damit verbundenen Maßnahmen führen. Die Regierung wird:
 - i. **bis November 2012** einen Plan zur Aufarbeitung der Rückstände gegenüber Zulieferern von öffentlichen Einrichtungen und Steuerrückerstattungen erstellen und veröffentlichen (Oberster Rechnungshof in Zusammenarbeit mit dem Generalsekretariat für Informationssysteme (GSIS) und anderen zuständigen Behörden).
 - ii. mit verschiedenen Maßnahmen die Verwaltungskapazitäten zur effektiven Aufarbeitung von Rückständen sicherstellen, so u. a. durch den Transfer von mindestens 30 Mitarbeitern mit entsprechenden Kompetenzen von anderen Sozialversicherungsträgern zur EOPYY (**November 2012**).

4. Sobald alle nach Anspruchsprüfung bestehenden Rückstände aufgearbeitet sind, gewährleistet die Regierung, dass keine neuen Rückstände aufgebaut werden (**Fortlaufend**).
5. Das Generalsekretariat für Informationssysteme GSIS entwickelt ein risikobasiertes Bewertungsverfahren für die Prüfung von Umsatzsteuerrückerstattungen (**März 2013**).

2.5 Maßnahmen zur Sicherstellung der Einhaltung von Haushaltszielen

15. Die Stärkung der Glaubwürdigkeit ist wesentlich für den Erfolg des Anpassungsprogramms für Griechenland. Eine Möglichkeit, dies zu erreichen, besteht in der frühzeitigen Umsetzung des EU-Fiskalpakts. Griechenland hat den zwischenstaatlichen Vertrag über Stabilität, Koordinierung und Steuerung in der Wirtschafts- und Währungsunion bereits unterzeichnet und ratifiziert. Ein zentraler Teil des Vertrags ist der Fiskalpakt, der Regeln für die nationalen Haushalte definiert und Sanktionen auf europäischer Ebene vorsieht. Um die Einhaltung von Haushaltszielen sicherzustellen, sind in Rahmen eines umfassenden Ansatzes in folgenden Bereichen wichtige Schritte erforderlich: Haushaltsaufstellung und Umsetzung, Überwachung und Berichterstattung, Korrekturmaßnahmen und Sanktionen, Transparenz, Rechenschaft und Aufsicht sowie Schuldendienst.

Vor Auszahlung wird die Regierung:

- a. einen Ministerratsbeschluss (mit dem der Ministerratsbeschluss zur Stärkung des Haushaltsvollzugs und der Optimierung der Haushaltsführung vom 29. Oktober 2012 aufgehoben wird) verabschieden, der neben den Bestimmungen des ursprünglichen Ministerratsbeschlusses zusätzliche Bestimmungen enthält, die
 - i. den Abschluss von Kooperationsmemoranden zwischen dem Finanzministerium und den anderen Ministerien oder zwischen den Ministerien und den Leitern der beaufsichtigten Einheiten **bis Ende Dezember** jedes Jahres regeln (so dass die gesamte Zentralregierung abgedeckt ist). Ziel dieser Memoranden sind die Verbesserung der aktuellen Überwachungspraxis und die Einführung von Korrekturmechanismen wie Quartalszielen für den Haushaltsvollzug, Korrekturen bei Verfehlung der Ziele sowie weiteren Maßnahmen bei Nichterfüllung der Korrekturmaßnahmen.
 - ii. die aktuellen Sparziele für einen ausgeglichenen Haushalt bei den Kommunalverwaltungen noch wirksamer gestalten und um Korrekturmaßnahmen und Sanktionsmechanismen ergänzen.
 - iii. das aktuelle Überwachungssystem für Staatsbetriebe verbessern; vorgesehen ist die Einführung von Kontrollen bei Abweichungen von den konkreten Zielvorgaben für das jeweilige Staatsunternehmen.
 - iv. einen Rahmen schaffen für die Festlegung der Zielvorgaben für die Abdeckung von Kommunalverwaltung (*Local Government*, LG) und Staatsbetrieben (*State-Owned Enterprises*, SOEs) mit funktionsfähigen Verpflichtungsregistern bis Dezember jedes Jahres.
 - v. einen Rahmen für die Korrektur von Unterstützungsleistungen der Zentralregierung schaffen, um so gegen die Verfehlung von Sparzielen im laufenden Jahr und eventuell auch in den Folgejahren vorzugehen, und gleichzeitig sicherstellen, dass sich Zahlungsrückstände nicht erhöhen. Verbesserungen in der praktischen Ausgestaltung sollen in den entsprechenden Gesetzen berücksichtigt werden; konkret geht es dabei u. a. um die Definition von Anspruchsgrundlagen, Kriterien für die Abstufung von der

vorübergehenden Aussetzung bis hin zur Kürzung solcher Unterstützungsleistungen und Fragen des zeitlichen Rahmens.

- vi. ausdrücklich festlegen, dass die Erlöse aus der Privatisierung von Staatsvermögen direkt auf das in Kapitel 2.5.6 genannte Konto eingezahlt werden.
- vii. automatische Ausgabenkürzungen bei Verfehlung der Zielvorgaben festlegen bei gleichzeitiger Sicherstellung, dass sich Zahlungsrückstände nicht erhöhen.
- viii. die Haushaltsplanung und deren Umsetzung stärker zentralisieren. Vorgesehen ist in diesem Rahmen u. a. eine weitere Stärkung des Finanzministeriums gegenüber den Fachministerien, insbesondere mit der Einführung einer effektiven Top-Down-Haushaltsplanung mit Vetorecht des Finanzministers, monatlicher Vorlage von Soll- und Ist-Zustand zum Haushaltsvollzug bei der Aufsicht führenden Generaldirektion für Finanzdienstleistungen (*Director General of Financial Services, DGFS*) und beim Obersten Rechnungshof (in Abhängigkeit vom Haushaltsvolumen) sowie der Möglichkeit, schon in der Umsetzungsphase gegebenenfalls korrigierend eingreifen zu können, wenn der direkten Aufsicht des Finanzministeriums unterstellte Organe ihre Verpflichtungen nicht erfüllen.

1. Der in Absatz a genannte Ministerratsbeschluss ist bis **Ende Dezember 2012** gesetzlich zu verankern.

2.5.1 Erweiterung der nationalen Haushaltsvorschriften in Einklang mit dem EU-Fiskalpakt

1. Die Regierung wird die erforderlichen Rechtsvorschriften beschließen, um die Bestimmungen des Fiskalpakts im Hinblick auf einen strukturell ausgeglichenen Haushalt mit einem automatischen Korrekturmechanismus umzusetzen (**August 2013**).

2.5.2 Haushaltsaufstellung und Umsetzung

Die Regierung wird:

1. zur Absicherung der Mittelfristigen Haushaltsstrategie für das Jahr 2013 auf drei Jahre bindende Ausgabenobergrenzen für die einzelnen Teilsektoren einführen (zumindest für die Zentralregierung und den Gesundheitssektor): Für die ersten beiden Jahre werden feste Ausgabenobergrenzen definiert, die dann auch für das Folgejahr in der Haushaltsplanung zugrunde gelegt werden, in diesem dritten Jahr aber insofern etwas flexibler gehandhabt werden, als der öffentlichen Verwaltung hier ein gewisser Spielraum eingeräumt wird, sofern das allgemeine Haushaltziel eingehalten wird. Die Ausgabenobergrenzen für das letzte Jahr des Dreijahreszeitraums können jährlich angepasst werden. Diese Maßnahme soll im Rahmen einer Aktualisierung der MTFS bis **Januar 2013** beschlossen werden.
2. das Haushaltsrahmengesetz bis **August 2013** folgendermaßen ändern:
 - i. Dauerhafte Einführung der für drei Jahre verbindlichen Ausgabenobergrenzen (s. Abschnitt 2.5.1) im Rahmen der prolongierten MTFS.
 - ii. Einführung von Bestimmungen, *ex ante* 10 % der variablen Haushaltsmittel pro Fachministerium im Rahmen der MTFS einzufrieren. Diese eingefrorenen Beträge werden im zweiten Halbjahr freigegeben, sofern die Haushaltzziele erfüllt sind. Dies soll erstmals für den Haushalt 2014 so praktiziert werden.
 - iii. Einführung einer Einnahmenregelung für die Zentralregierung, der zufolge mindestens 30 % der einmaligen Einnahmen zur Schuldentilgung verwendet werden müssen, während bis zu 70 % im Folgejahr von der Regierung automatisch für vorübergehende wachstumsfördernde und sozialpolitische Maßnahmen verwendet werden können, sofern die Haushaltzziele erfüllt sind.

2.5.3 Überwachung und Berichterstattung

Die Regierung wird:

1. festlegen, in welchen anderen Bereichen der operativen Ausgaben Echtzeit-Überwachung noch eingeführt oder verstärkt werden könnte (**März 2013**).
2. den Anwendungsbereich der elektronischen Verschreibung von Gesundheitsleistungen der Staatlichen Organisation für Gesundheitsdienstleistungen (*National Health Services Organisation*, EOPYY) ausweiten, um die Überwachung von diagnostischen Tests, stationären Behandlungen und Ruhezeiten etc. zu intensivieren (**Juni 2013**).

2.5.4 Korrekturmaßnahmen und Sanktionen

Die Regierung wird:

1. ein dauerhaftes Gleichgewicht von Beitragszahlungen und Leistungen sicherstellen; dazu soll die (für Zusatzrenten) bereits gesetzlich verankerte verpflichtende Ausgabendeckelung nicht erst 2015 greifen, wie im Gesetz vorgesehen, sondern um ein Jahr vorgezogen werden (**März 2013**).
2. Führungsstruktur und Unabhängigkeit des HRADF stärken und bei Schwierigkeiten im Privatisierungsprozess oder Zielverfehlung folgende Korrekturmaßnahmen implementieren (**vierteljährlich**):
 - i. Überprüfung des vor kurzem geänderten Privatisierungsrechts durch Quantitative Leistungsziele (*Quantitative Performance Criteria*, QPC), die dann durchgesetzt werden müssen, wenn der Privatisierungsplan fehlschlägt.
 - ii. Ergreifung geeigneter Maßnahmen in Kooperation mit Europäischer Kommission/EZB/IWF, auch Änderungen an bestehenden Rechtsnormen und/oder der Zusammensetzung des Verwaltungsrats, zur Wahrung und Stärkung der Unabhängigkeit und Funktionsfähigkeit des HRADF, wenn Verkaufsziele im Rahmen des Privatisierungsprozesses zwei Quartale in Folge deutlich verfehlt wurden. Der HRADF ist gegenüber dem Parlament gegenüber ex post in vollem Umfang rechenschaftspflichtig für die korrekte Abwicklung aller Verkäufe im Rahmen des Privatisierungsprozesses.
 - iii. Automatische Erhöhung der Primärüberschussziele bei unzureichenden Privatisierungserlösen, weil die Programmziele zwei Quartale in Folge aufgrund von Verzögerungen beim Verkauf bestimmter Vermögenswerte nicht erreicht werden konnten. Bleiben die Privatisierungserlöse unter den Programmzielen, erhöhen sich ceteris paribus Finanzierungsbedarf und Schuldenquote. Um einer solchen unerwünschten Entwicklung gegenzusteuern, würde das Primärüberschussziel mit sofortiger Wirkung um 50 % des Erlösausfalls erhöht und sollte durch Kürzung von laufenden Ausgaben auf Ebene der Zentralregierung erreicht werden, sofern mit Europäischer Kommission/EZB/IWF keine anderen Anpassungen vereinbart werden. Für solche Anpassungen würde pro Jahr eine Obergrenze von 1 Mrd. EUR gelten.

2.5.5 Transparenz, Rechenschaft und Aufsicht

Die Regierung wird:

1. Transparenz und Rechenschaft gegenüber der Öffentlichkeit/dem Parlament verbessern, z. B. durch die Veröffentlichung von Statusberichten zur Umsetzung der gesetzlich verankerten haushaltspolitischen Maßnahmen, die Veröffentlichung von Einstellungszahlen, die

ordnungsgemäße Prüfung der fiskalischen Auswirkungen gesetzlicher Regelungen, Angaben zu den haushaltspolitischen Hauptrisikofaktoren in Bezug auf Veränderungen zentraler, den Wirtschaftsprognosen zugrunde liegender Annahmen sowie eine Analyse der fiskalischen Auswirkungen der haushaltspolitischen Hauptrisikofaktoren, einschließlich Staatsgarantien und anderer Eventualverbindlichkeiten etc. (**März 2013**).

2. die bestehende parlamentarische Haushaltsverwaltung (*Parliamentary Budget Office*) weiterführen und erweitern (**Juni 2013**) und diese durch Stärkung ihrer Reputation, Unabhängigkeit und Fachkompetenz zu einem vollwertigen Haushaltsbeirat (*Fiscal Council*) ausbauen (z. B. Erstellung/Bestätigung von Prognosen für die Haushaltsplanung, Überwachung der Einhaltung von Haushaltszielen und -vorschriften, unabhängige Beratung zu haushaltspolitischen Entwicklungen und Problemen etc.), indem man sich an internationalen Best Practice-Standards orientiert (**Dezember 2013**).

2.5.6 Schuldendienstkonto

1. Die Regierung gewährleistet eine effektive Einrichtung des Schuldendienstkontos, damit Zahlungsströme überwacht werden können, Haushaltssmittel nicht in andere Kanäle umgeleitet werden können und eine fristgerechte Bedienung der Schulden sichergestellt ist. Mit dem Gesetz 4063/2012 wurde bei der griechischen Zentralbank ein entsprechendes Sonderkonto eingerichtet. Auszahlungen auf dieses Konto dürfen kraft Gesetzes nur für den Schuldendienst verwendet werden. Über dieses Konto werden Tilgungs- und Zinszahlungen für alle Darlehen, Schuldenverwaltungstransaktionen und Derivate der Hellenischen Republik sowie parallel dazu entstehende Kosten (Gebühren und sonstige Aufwendungen) in Zusammenhang mit dem Schuldendienst und der staatlichen Schuldenverwaltung ganz allgemein abgewickelt. Der Habensaldo auf diesem Konto entspricht der Auszahlung der EFSF-Darlehen, die unter dem Vorbehalt eines EFSF-Bewilligungsbescheids stehen, sowie den Beiträgen der Hellenischen Republik zum Schuldendienst, einschließlich aller Einnahmen aus der Privatisierung von Staatsvermögen und mindestens 30 % der unerwarteten Mehreinnahmen. Sämtliche Zahlungen von diesem Konto sind im Voraus detailliert der EFSF/dem ESM zu melden und müssen nachträglich vom Kontoinhaber bestätigt werden. (**Fortlaufend**)

2.6 Sonstige institutionelle Auflagen

16. **Vor der Auszahlung** wird die Regierung:
 - a. die rechtlichen Grundlagen für die Harmonisierung der Eintrittsgelder für alle Kasinos in Griechenland schaffen und die nötigen Maßnahmen ergreifen, damit die unrechtmäßigen staatlichen Beihilfen von allen Kasinos, auch dem Casino Mont Parnes, in voller Höhe wieder zurück in die Staatskasse fließen.
 - b. alle zur Agios Ioannis/Larymna-Konzession gehörende LARCO-Unternehmen(steile) und -Produktionseinheiten im Hinblick auf deren Verkauf nach Ablauf der aktuellen LARCO-Konzession identifizieren.
 - c. die aktuellen Bestimmungen im bestehenden Gesetz zum Nationalen Fonds für Unternehmertum und Entwicklung (*National Fund for Entrepreneurship and Development, ETEAN*) ändern, dass Banken im Garantiefall Staatsanleihen zum Marktwert zur Verfügung zu stellen sind. Stattdessen wird der Staat dem ETEAN gegen Staatsanleihen aus dem ETEAN-Bestand Liquidität zur Verfügung stellen, mit der dieser dann bei Eintritt des Garantiefalles Zahlungen an die Banken leisten kann.
- 17.
18. **Sonstige Maßnahmen**

1. Die Regierung legt die Unternehmen (steile) und Produktionseinheiten von Hellenic Defence Systems fest, die privatisiert werden sollen (**Dezember 2012**).
2. Die Regierung richtet eine Zentrale Staatsbeihilfenstelle (*Central State Aid Unit*) ein, die alle Maßnahmen der Exekutive vor Umsetzung auf Einhaltung der beihilferechtlichen Regelungen prüft (**Januar 2013**). Diese Zentrale Staatsbeihilfenstelle ist der einzige Ansprechpartner für die Kommission in allen Beihilfeangelegenheiten, auch für Mitteilungen. Damit soll gewährleistet werden, dass Probleme in Zusammenhang mit staatlichen Beihilfen zeitnah und effektiv ausgeräumt werden können.
3. Alle Maßnahmen staatlicher Stellen sollten mit den Regelungen zum freien Kapitalverkehr (Art. 63 AEUV) in Einklang stehen (**Fortlaufend**).

DRAFT

2.7 Effizienzsteigerung in der öffentlichen Verwaltung

19. Die Reformierung des öffentlichen Sektors ist ein wesentlicher Schritt zur Bekämpfung von Verschwendungen, überhöhten Gehaltssteigerungen im öffentlichen Dienst sowie zur Steigerung von Effizienz und Produktivität. Grundvoraussetzung dafür sind folgende Maßnahmen, die in den nächsten Monaten ergriffen werden sollen.

2.7.1 Reformierung der öffentlichen Verwaltung.

Um den Staat schlanker und effizienter zu gestalten, wird die Regierung die Strukturen in der öffentlichen Verwaltung und die Beamenschaft auf den Prüfstand stellen, um auf lange Sicht den richtigen Kompetenzmix zu erhalten. Dabei wird es zu Schließungen kommen. Die entsprechenden Mitarbeiter werden entweder gekündigt oder in das Mobilitätsprogramm einbezogen. Dieser Reformprozess wird 2013 auf Extrahaushalte sowie Regional- und Kommunalverwaltungen ausgedehnt.

Vor Auszahlung:

- a. Die Regierung stellt sicher, dass mindestens 2.000 Staatsbedienstete in das Mobilitätsprogramm gehen.

2.7.1.1 Institutionelle Reformen

1. Die Analyse der institutionellen Strukturen zweier Pilotministerien (Ministerium für Verwaltungsreformen und Umweltministerium) ist abgeschlossen (**Oktober 2012**).
2. Die Analyse der institutionellen Strukturen aller Ministerien und die Leistungsmessung im öffentlichen Dienst sind abgeschlossen (**Dezember 2012 bzw. Dezember 2013**).
3. Der erste Entwurf der beiden Pilotpersonalpläne liegt vor (**November 2012**); die Personalpläne für die anderen Ministerien sind fertiggestellt (**Januar 2013**).
4. Es wird ein Aktionsplan für die Analyse aller staatlichen Stellen, einschließlich Extrahaushalten und SOEs nach Kapital A, ausgearbeitet (**Dezember 2012**). Schwerpunkt des Aktionsplanes sind Aufgaben und Tätigkeiten, Personalausstattung, Grad staatlicher Subventionierung und gesamter Haushalt dieser staatlichen Stellen. Die Pilotanalyse zweier großer staatlicher Stellen ist bis **Februar 2013** abgeschlossen, die komplette Analyse aller staatlichen Stellen bis **Dezember 2013**.
5. Auf der Grundlage der verschiedenen Analysen billigt der Reformrat (*Council of Reform*) die Szenarien für den Umbau der einzelnen Ministerien (**Januar 2013**). Eine genaue Roadmap für diesen strukturellen Umbau muss **zwei Monate nach** Billigung der Szenarien veröffentlicht werden.
6. Die Regierung überwacht, welche Fortschritte bei der interministeriellen Koordinierung erzielt werden. Es wird ein Koordinator ernannt (**November 2012**) und die volle Umsetzung des Prozesses sichergestellt (**Januar 2013**).
7. In Bezug auf die Beurteilung von Strukturen und Personalausstattung in Zusammenhang mit der Umsetzung der Kohäsionspolitik (Programme zur Umsetzung des nationalen strategischen Rahmenplans NSRF) hält die Regierung Rücksprache mit den Dienststellen der Kommission und stimmt sich bei entsprechenden Entscheidungen mit diesen ab (**Fortlaufend**).

8. Ausarbeitung und Veröffentlichung eines umfassenden Plans zur Korruptionsbekämpfung für den öffentlichen Dienst, einschließlich Sonderregelungen für die Steuer- und Zollverwaltung (**Februar 2013**).

2.7.1.2 Mobilitätsprogramm und Personalmanagement

20. Es werden konkrete Schritte unternommen, um sicherzustellen, dass die Maßnahmen der Regierung zur Reallokation und Reduzierung der personellen Ressourcen auch Wirkung zeigen, dass Einstellungs- und Evaluierungsverfahren verbessert werden und Leistung und Motivation in der Beamtenchaft steigen: Begrenzung und Verbesserung der Qualität im Auswahlverfahren; Reduzierung der Aufnahmekoten an Akademien für den öffentlichen Dienst um 30 %; Abschaffung von Arbeitsplatzgarantien für Lehrer in der Privatwirtschaft; Begrenzung bestehender Listen qualifizierter Hochschulabsolventen; Ausarbeitung klarer Richtlinien für die regelmäßige Personalevaluierung durch Vorgesetzte. Die Regierung wird:

21.

1. parallel zur Analyse der institutionellen Strukturen auf Mobilität, Personalabgänge, Reduzierung befristeter Verträge, Disziplinarmaßnahmen und betriebsbedingte Kündigungen setzen. Damit sollte sich die Anzahl der Beschäftigten im öffentlichen Dienst gegenüber dem Stand von Ende 2010 **bis 2015** um 150.000 reduzieren lassen.
2. 25.000 Staatsbedienstete im Jahr 2013 in das Mobilitätsprogramm aufnehmen, die Hälfte davon bis **Mitte 2013**. In diesem Mobilitätsprogramm der Regierung können die Staatsbediensteten zu geringeren Löhnen (statt Abfindungszahlungen) bis zu einem Jahr verbleiben, während sie eine neue Stelle suchen und an Umschulungsmaßnahmen teilnehmen. Es gewährt auch Unterstützung beim Arbeitsplatzwechsel, gegebenenfalls auch bei einem Wechsel in die Privatwirtschaft.
3. **bis Ende Februar 2013** die Personalpläne für Fachministerien fertigstellen, anhand dieser überzählige Stellen und Beschäftigte ermitteln und auf dieser Grundlage vierteljährliche Zielvorgaben für betriebsbedingte Kündigungen bis Ende 2014 festlegen.
4. das Gesetz zur interministeriellen Mobilität im Interesse der Dienststellen verabschieden (**November 2012**).
5. eine Personalstrategie festlegen, um (i) die Schwachstellen in der öffentlichen Personalverwaltung aufzudecken, (ii) zu bestimmen, wie sich Einstellungsverfahren, die Besetzung von Positionen, Aus- und Weiterbildung sowie Mobilität am besten optimieren lassen. Diese Strategie ist gesetzlich verankert (**Januar 2013**). Dieses Gesetz legt die Grundlage für die Evaluierung der Kompetenzen der Führungskräfte.
6. Mandat, Rolle und Aufgaben aller hochrangigen Beamten überprüfen, auch bei von der Politik ernannten Amtsträgern und hochrangigen Amtsträgern der öffentlichen Verwaltung (**Februar 2013**). Den Ergebnissen dieser Überprüfung wird durch Gesetzesänderungen Rechnung getragen, um den Komplex aus Politik, Führungspositionen und Dienststellen zu entflechten und zu strukturieren. Im Rahmen dieser Struktur wird die Anzahl der Berater reduziert und beschränkt und für jeden Berater ein bestimmtes Stellenprofil erstellt. Ziel ist es, Kontinuität in den staatlichen Institutionen und höhere Effizienz in der öffentlichen Verwaltung zu gewährleisten (**Mai 2013**).

2.7.2 Bekämpfung von Verschwendungen und Qualitätssteigerung durch solides Beschaffungswesen

22. Solide Beschaffungsprozesse im öffentlichen Sektor bringen hohe Einsparungen im Haushalt und bessere Qualität bei den bezogenen Produkten und Leistungen. Die Reformen zielen darauf ab: i)

die als Kontrollinstanz neu eingerichtete Zentrale Beschaffungsbehörde (*Single Public Procurement Authority*, SPPA) voll funktionsfähig zu machen; ii) eine E-Procurement-Plattform für das Beschaffungswesen in der öffentlichen Verwaltung zu schaffen und etappenweise einzuführen; iii) den Anteil der öffentlichen Vergabe über Zentrale Einkaufsstellen (*Central Purchasing Bodies*, CPB) zu erhöhen, auch durch Rahmenverträge; und iv) das gesamte für das öffentliche Auftragswesen relevante Recht zu kodifizieren und zu vereinfachen.

2.7.2.1 Gewährleistung der vollen Funktionsfähigkeit der Zentralen Beschaffungsbehörde

23. Die Regierung wird:

1. **bis Dezember 2012** Durchführungsbestimmungen zum Gesetz 4013/2011 über die Zentrale Beschaffungsbehörde zu folgenden Aspekten erlassen:
 - i. Finanzverwaltung der SPPA (Art. 4)
 - ii. Struktur und Aufgabengebiet der SPPA und sonstige organisatorische Angelegenheiten (Art. 4)
 - iii. Geschäftsordnung der SPPA (Art. 7)
 - iv. Agora Portal für Vertragstransparenz (Art. 11).
- Diese Rechtsnormen treten spätestens im **Dezember 2012** in Kraft.
2. sicherstellen, dass die SPPA ihren Betrieb mit einer im Hinblick auf ihr Mandat, ihre Ziele, Zuständigkeiten und Befugnisse nach Maßgabe der Durchführungsvorschriften zum Gesetz über die Zentrale Beschaffungsbehörde und des mit der Europäischen Kommission im November 2010 vereinbarten Aktionsplans angemessenen personellen Ausstattung aufnimmt (**Dezember 2012**).
3. Die SPPA dient der Koordination und Abstimmung der Zentralen Einkaufsstellen, gewährleistet Kohärenz in der Reform der Rechtsvorschriften zum öffentlichen Auftragswesen und verzahnt die E-Procurement-Plattform mit dem Beschaffungssystem und der Beschaffungsstrategie des Gesamtstaates (**Fortlaufend**).

2.7.2.2 Effizienzsteigerungen in den Beschaffungsprozessen

24. Die Regierung strebt eine stärkere Zentralisierung des Beschaffungswesens an, insbesondere im Gesundheitswesen sowie beim Einkauf von Gütern und Dienstleistungen (auch zivile Güter und Dienstleistungen im Bereich Verteidigung, die nicht in den Anwendungsbereich von Richtlinie 2009/81 zur Auftragsvergabe in den Bereichen Verteidigung und Sicherheit fallen). Es werden auch Rahmenverträge abgeschlossen, und die Rechtsvorschriften zur Vergabe öffentlicher Bau-, Liefer- und Dienstleistungsaufträge werden überprüft. Die Regierung wird insbesondere:

25.

Zentrale Einkaufsstellen:

1. den Dienststellen der Kommission bis **Dezember 2012** einen Plan zur Einrichtung Zentraler Einkaufsstellen vorlegen (nach dem Muster des Griechischen Generalsekretariats für Handel (*Greek General Secretariat for Commerce*, zuständig für den Einkauf von Gütern und Dienstleistungen) oder der Beschaffungsbehörde im Gesundheitswesen (*Health Procurement Commission*, EPY)). In dem Plan sind alle staatlichen Stellen, die auf Ebene der Zentralregierung Liefer- und Dienstleistungsverträge vergeben, mit ihrem Bedarf aufgeführt. Auf dieser Grundlage soll nun schrittweise der Anteil der über diese Zentralen Einkaufsstellen bezogenen Güter und Dienstleistungen erhöht werden. Auch ein Plan zur Einrichtung Zentraler Einkaufsstellen auf regionaler/kommunaler Ebene wird den Dienststellen der Kommission bis **Dezember 2012** vorgelegt.

Rahmenverträge:

2. den Dienststellen der Kommission bis **Dezember 2012** zwei Rahmenverträge bzw. einen Rahmenvertrag, die für auf Zentralregierungs- bzw. Regionalebene häufig bezogene Güter und Leistungen verwendet werden, zur Prüfung vorlegen und die jeweiligen Verwaltungen anweisen, Aufträge auf der Grundlage dieser Verträge zu vergeben (**April 2013**).

Reform des rechtlichen Rahmens für das öffentliche Auftragswesen:

3. sich verpflichten, bis **Dezember 2013** eine Reform des öffentlichen Beschaffungswesens, einschließlich Bau-, Liefer- und Dienstleistungsaufträge, auf den Weg zu bringen, die von der SPPA koordiniert wird und folgende Ziele verfolgt:
 - i. Vereinfachung, Auslichtung und Konsolidierung der Rechtsvorschriften zum öffentlichen Auftragswesen;
 - ii. Rationalisierung der Verwaltungsstrukturen und -prozesse, um bei der Auftragsvergabe die gewünschten Effizienzsteigerungen zu realisieren;
 - iii. Reduzierung der aus dem Rechtsschutzsystem resultierenden Verzögerungen und Analyse, welche Rolle die Zentrale Beschaffungsbehörde im Bereich Rechtsschutz (Abhilfe und Gerichtsschutz) bei Vergabeverfahren spielen soll.
4. in Abstimmung mit der Europäischen Kommission einen Aktionsplan für die Reform entwickeln (**Januar 2013**). Dieser wird eine Analyse des Ist-Zustandes umfassen (Flowcharts, Verfahrensstufen, Akteure, Zeitplanung, Statistik etc.) und die Ergebnisse der von der Europäischen Kommission in Auftrag gegebenen Studie zum öffentlichen Auftragswesen in Griechenland berücksichtigen.
5. im **September 2013** der Europäischen Kommission die Entwürfe aller gesetzgeberischen und organisatorischen Maßnahmen zur Umsetzung dieses Aktionsplanes vorgelegen.

2.7.2.3 Öffentliche Auftragsvergabe auf elektronischem Wege (E-Procurement)*Die Regierung:*

1. arbeitet bis **Dezember 2012** in Abstimmung mit der Europäischen Kommission den bestehenden *Plan* für die Einrichtung der E-Procurement-Plattform weiter aus und ergänzt diesen u. a. um Maßnahmen und Zeitplanung für:
 - i. die Vergabe öffentlicher Bau-, Liefer- und Dienstleistungsverträge über diese Plattform;
 - ii. die Verfügbarkeit von Funktionalitäten wie elektronische Benachrichtigung und elektronische Angebotsabgabe;
 - iii. die verpflichtende Nutzung der Plattform durch die Zentralregierung, die regionalen Gebietskörperschaften und andere staatliche Stellen;
 - iv. Kommunikationsmöglichkeiten und Schulungsmaterial für Plattformnutzer;
 - v. die regelmäßige Überprüfung, wie die E-Procurement-Plattform von den Nutzern angenommen wird, und die Festlegung von Zielvorgaben zum Nutzungsgrad;
 - vi. die Beeinflussung der Plattform durch die geplante Vereinfachung des Beschaffungsrechts;
 - vii. die Vereinfachung des Zugangs zur und der Nutzung der Plattform, u. a. durch benutzerfreundliche elektronische Signatur und elektronische ID-Lösungen.

2. verpflichtet sich bei der *Entwicklung* der E-Procurement-Plattform:
 - i. die entsprechende Plattform-Infrastruktur für Liefer- und Dienstleistungsverträge bis **Dezember 2012** bereitzustellen.
 - ii. Liefer- und Dienstleistungsverträge für die Zentralregierung als Pilotprojekt in der **ersten Jahreshälfte 2013** über die E-Procurement-Plattform abzuwickeln.
 - iii. zu gewährleisten, dass die E-Procurement-Plattform ab **Juli 2013** voll funktionsfähig ist, so dass die öffentliche Zentralverwaltung (*Central Public Administration*) Liefer- und Dienstleistungsverträge darüber vergeben kann.
3. stellt folgendermaßen die *Nutzung* der Plattform sicher:
 - i. Die Zentralregierung deckt ab **Dezember 2013** mindestens 25 % ihres Bedarfs an Gütern und Dienstleistungen (auf der Grundlage des Vertragswerts) über die E-Procurement-Plattform.
 - ii. Die Zentralen Einkaufsstellen vergeben alle Aufträge über diese Plattform (**Juni 2014**).
 - iii. Der gesamte öffentliche Sektor in Griechenland nutzt ab **Dezember 2015** die E-Procurement-Plattform.
4. legt den Dienststellen der Kommission die Daten aus der Überprüfung zum Nutzungsgrad für das Jahr 2013 vor (Erste Januarhälfte 2014).

2.8 Abschluss der Rentenreform zur Sicherung der Nachhaltigkeit

Vor Auszahlung:

- a. wird das Renteneintrittsalter mit Wirkung ab dem (1. Januar 2013) um zwei Jahre angehoben. Die Anhebung gilt für das gesetzliche Renteneintrittsalter und jedes andere für spezielle Gruppen geltende Renteneintrittsalter und stellt die Mindestanforderung für den Rentenbezug dar.

Sonstige Maßnahmen

Die Regierung:

1. bringt die Umsetzung der Reform der Funktionsweise der ergänzenden/zusätzlichen öffentlichen Altersvorsorgesysteme zum Abschluss und stellt sicher, dass alle bestehenden Träger, die gemäß dem Europäischen System Volkswirtschaftlicher Gesamtrechnungen (ESVG 95) dem öffentlichen Sektor zugerechnet werden, im einheitlichen Sozialversicherungsträger ETEA zusammengeschlossen werden (**4. Quartal 2012**).
2. stellt sicher, dass der ETEA auf kosteneffiziente Weise ein rechnerbasiertes System individueller Rentenkonten einrichtet; Beginn im **1. Quartal 2013** und Fertigstellung bis zum **4. Quartal 2013**.
3. ermittelt die Rentenpläne, bei denen die einmaligen Pauschalzahlungen bei Renteneintritt nicht mit den gezahlten Beiträgen im Einklang stehen, und passt die Zahlungen entsprechend an. In Abstimmung mit den Experten der Europäischen Kommission, der EZB und des IWF wird eine neue, versicherungsmathematisch neutrale Formel zur Berechnung der Pauschalzahlung aufgestellt, die zur Vermeidung künftiger Ungleichgewichte einen Nachhaltigkeitsfaktor enthält (**4. Quartal 2012**).
4. legt regelmäßig einen Quartalsbericht über die Arbeit des Gesundheitsausschusses vor, der den Erwerbsunfähigkeitsstatus überprüfen und überarbeiten und zudem sicherstellen soll, dass Erwerbsunfähigkeitsrenten maximal 10 % der Gesamtzahl aller Renten ausmachen (**nächster Bericht: 1. Quartal 2013**).

2.9 Modernisierung des Gesundheitswesens

26. Die Regierung fährt mit der Umsetzung der umfassenden Gesundheitsreform fort, mit der die öffentlichen Gesundheitsausgaben unter Wahrung des allgemeinen Zugangs zu medizinischer Versorgung und bei gleichzeitiger Qualitätsverbesserung auf einem Niveau von maximal 6 % des BIP gehalten werden sollen. Zu den gesundheitspolitischen Maßnahmen zählen die Straffung der fragmentierten Leistungsstrukturen, die Stärkung und Integration des medizinischen Primärversorgungsnetzwerks, die Rationalisierung des Krankenhausnetzwerks, die Stärkung des zentralen Beschaffungswesens und die Entwicklung einer effektiven Überwachungs- und Bewertungsfunktion sowie eines IT-Systems für das Gesundheitswesen (e-Health).

27.

28. Mit den Programmmaßnahmen sollen bei der Beschaffung von Medikamenten für die ambulante Versorgung im Jahr 2012 Einsparungen (periodengerechte Abgrenzung) von über 1 Mrd. EUR gegenüber dem Vorjahr und im Jahr 2013 eine Ausgabenhöhe von ca. 2,440 Mrd. EUR erzielt werden (periodengerechte Abgrenzung). Ziel ist es, die öffentlichen Ausgaben für ambulant eingesetzte Medikamente bis 2014 auf etwa 1 % des BIP, d. h. etwa 2 Mrd. EUR (entsprechend dem EU-Durchschnitt), zu senken. Insgesamt sollten die öffentlichen Ausgaben für Medikamente (in der ambulanten und stationären Versorgung) 2013 maximal 1,5 % und 2014 maximal 1,3 % des BIP betragen.

2.9.1 Steuerung

- a. **Vor Auszahlung** schließt die Regierung zur Stärkung der Steuerung im Gesundheitswesen, Verbesserung der Kohärenz in der Gesundheitspolitik, Reduzierung der Fragmentierung bei der Beschaffung von Gesundheitsdienstleistungen sowie zur Senkung der Verwaltungskosten ihren Prozess zur Zentralisierung aller beim Gesundheitsministerium angesiedelten gesundheitspolitischen Entscheidungsprozesse und Zuständigkeiten (einschließlich Personalkosten) ab, indem ausnahmslos alle Krankenversicherungsträger in die EOPYY eingegliedert werden.
1. Ab **Januar 2013** werden Krankenhausdienstleistungen direkt von der EOPYY über die ihr voraussichtlich zur Verfügung stehenden Budgets eingekauft, die anhand eines auf den griechischen diagnosebezogenen Fallgruppen (KEN-DRGs) basierenden Kostenkalkulationsverfahrens berechnet werden (wobei Personalkosten zumindest offengelegt werden sollten).
2. Die EOPYY trägt dafür Sorge, dass die Anzahl der Ärzte im Vergleich zum Stand von Juni 2012 bis **Dezember 2012** um mindestens 10 % und **im Jahr 2013** um weitere 10 % sinkt.

2.9.2 Kontrolle der Arzneimittelausgaben

29. Um das Ziel zu erreichen, die Ausgaben für Arzneimittel in der ambulanten Versorgung im Jahr 2012 um 1 Mrd. EUR zu senken und im Jahr 2014 auf einen Wert von maximal 1 % des BIP zu reduzieren, verstärkt die Regierung ihre Maßnahmen zur Förderung des Einsatzes von Generika. Dazu wird das System aus Anreizen und bindenden Vorgaben für alle Teilnehmer entlang der Medikamenten-Lieferkette (einschließlich Herstellern, Großhändlern, Apotheken, Ärzten und Patienten) weiterentwickelt.

2.9.2.1 Potenzielle weitere Maßnahmen zur Erreichung der Gesamtziele

Vor der Auszahlung wird die Regierung:

- a. Rechtsvorschriften einführen, die Eventualmaßnahmen (u. a. beispielsweise pauschale Preissenkungen oder eine Aufnahmegebühr für die Positivliste) für den Fall vorsehen, dass der Rückforderungsmechanismus nicht zum vorgesehenen Ziel führt. Mit diesen Maßnahmen werden Einsparungen im vorgesehenen Volumen erzielt.
 - b. auf Grundlage der oben genannten Ziele (Arzneimittelkosten von 2,44 Mrd. EUR in der ambulanten Versorgung) per Ministerialbeschluss den neuen Schwellenwert für 2013 festsetzen, ab dem der Rückforderungsmechanismus greift.
1. Die Regierung ändert die Zuzahlungsregeln für Medikamente so ab, dass nur noch eine begrenzte Anzahl an Präparaten, die bei bestimmten Therapien zum Einsatz kommen, zuzahlungsfrei ist (**4. Quartal 2012**).

2.9.2.2 Arzneimittelkosten

- a. **Vor der Auszahlung** wird die Regierung die aktuelle Gesetzesbestimmung, nach der die Beitreibung von Rabatten bei den Apotheken im Falle von Zahlungsverzögerungen vonseiten der EOPYY erschwert wird, abschaffen.

Die Regierung wird darüber hinaus:

1. die Preise für Medikamente nach unten anpassen, indem sie sich an den drei EU-Mitgliedstaaten mit den niedrigsten Preisen orientiert. Zusätzlich legt die Regierung die Preise für Medikamente, die zurzeit weniger als 10 EUR kosten, neu fest, wobei die Preise dieser Präparate u. a. um 10 % gekürzt werden (**vierteljährliche Aktualisierung** der Preisliste – nächste Veröffentlichung **bis Dezember 2012**).
2. einen Mechanismus zur automatischen Rückforderung gegenüber Arzneimittelherstellern anwenden (alle sechs Monate), durch den sichergestellt ist, dass die Arzneimittelausgaben in der ambulanten Versorgung (EOPYY-Budget) die oben genannten Zielvorgaben nicht überschreiten (**Fortlaufend**).
3. bis zum **1. Quartal 2013** einen Umsetzungsbericht über die Auswirkungen der neuen Gewinnmargen der Apotheken erstellen und diesen an die Experten von Europäischer Kommission, EZB und IWF übermitteln. Sollte sich zeigen, dass dieses neue Modell zur Berechnung der Gewinnmargen nicht die gewünschte Senkung der Gewinnmargen auf 15 % bringt, wird die degressive Marge weiter angepasst.
4. dafür Sorge tragen, dass die EOPYY über Mengenrabattverträge für Medikamente (200 Präparate) einen Abschlag von 5 % aushandelt (**Fortlaufend für 2013 und 2014**).
5. die Anwendung des Rabatts von 5 % für Pharmaunternehmen (der bereits für die Preise in der stationären Versorgung gilt) auf alle Produkte ausweiten, die in EOPYY-Apotheken verkauft werden (Verabschiedung der Rechtsvorschriften bis zum 4. Quartal 2012).

2.9.2.3 Verschreibungen und Überwachung

- a. **Vor der Auszahlung** aktualisiert die Regierung die Preisliste und die Positivliste erstattungsfähiger Medikamente, indem insbesondere nur noch die kosteneffizienten Packungsgrößen für chronische Krankheiten erstattet werden, Medikamente von der Positivliste gestrichen und stattdessen auf die Ausschlussliste und die Liste der nicht verschreibungspflichtigen Medikamente gesetzt werden und das von der Nationalen Arzneimittelagentur (EOF) entwickelte Referenzpreissystem eingeführt wird. **Diese Listen müssen mindestens zweimal jährlich aktualisiert werden.**

Die Regierung wird folgende Maßnahmen ergreifen:

1. Das aktuelle elektronische Verschreibungssystem wird auf alle Ärzte, Gesundheitszentren und Krankenhäuser ausgeweitet. Die elektronische Arzneimittelverschreibung wird verpflichtend und kommt bei mindestens 90 % aller durch staatliche Mittel getragenen medizinischen Vorgänge (in Bezug auf Medikamente, Überweisungen, Diagnosen und Operationen), die von den von der Staatlichen Organisation für Gesundheitsdienstleistungen (EOPYY) und den anderen Sozialversicherungsträgern unter Vertrag genommenen ambulanten Einrichtungen und Anbietern erbracht werden, zur Anwendung (**4. Quartal 2012**). Bis zum **2. Quartal 2013** werden diese Regeln auch auf die Einrichtungen des nationalen Gesundheitsdienstes ausgeweitet.
2. Das System (API), über das Apotheken die noch manuell ausgestellten Verschreibungen von Ärzten elektronisch in dem vom Sozialversicherungsaamt IDIKA entwickelten elektronischen Verschreibungssystem erfassen, wird eingeführt (**4. Quartal 2012**).
3. Die Regierung setzt ihre Praxis, Verschreibungsrichtlinien/-protokolle für Ärzte zu veröffentlichen, fort und macht diese verpflichtend, wobei die teuersten und/oder am häufigsten verwendeten Medikamente Priorität haben (**Fortlaufend**).
4. Mithilfe des elektronischen Verschreibungssystems wird sichergestellt, dass die Verschreibungsrichtlinien angewendet werden (**2. Quartal 2013**).
5. Die Überwachungs- und Kontrollmechanismen für die elektronische Verschreibung werden durch Integration von ICD-10- und SPC-Filters in das elektronische Verschreibungssystem ausgeweitet (**2. Quartal 2013**).
6. Über die Nutzung des elektronischen Verschreibungssystems in den Einrichtungen des nationalen Gesundheitsdienstes und bei den von der EOPYY unter Vertrag genommenen Anbietern werden jeden Monat detaillierte Prüfberichte erstellt. Diese Berichte werden den Expertenteams der Europäischen Kommission, der EZB und des IWF vorgelegt (**Fortlaufend**).
7. Es werden weiterhin regelmäßige Auswertungen der über das elektronische Verschreibungssystem erhaltenen Informationen vorgelegt (**Fortlaufend**)
8. Im vierteljährlichen Rhythmus werden ausführliche Berichte über die Verschreibung von Medikamenten und die Ausgaben für Medikamente erstellt, die Informationen über Menge und Wert der Medikamente, den Einsatz von Generika und Präparaten mit abgelaufenem Patent und zu den von Apotheken und Pharmaunternehmen gewährten Rabatten enthalten. Diese Berichte werden den Expertenteams der Europäischen Kommission, der EZB und des IWF vorgelegt (**Vierteljährliche Aktualisierung**).
9. Die Regierung übermittelt allen Ärzten ausführliche Berichte über ihr individuelles Verschreibungsverhalten im Vergleich zu dem (im Hinblick auf Fachgebiet und Patientenzahl) Durchschnitt vergleichbarer Ärzte (sowohl in Einrichtungen des nationalen Gesundheitsdienstes als auch bei den durch die EOPYY und andere Sozialversicherungsfonds unter Vertrag genommenen Anbietern bis zu deren Zusammenschluss) und signalisiert ihnen, wenn sie gegen die Verschreibungsrichtlinien verstößen. Dieser Bericht wird mindestens einmal pro Monat vorgelegt, und es wird ein Jahresbericht veröffentlicht, der folgende Informationen enthält: 1) die Menge und den Wert der Verschreibungen des Arztes im Vergleich zu Kollegen und im Vergleich zu den Verschreibungsrichtlinien; 2) die Menge der durch den Arzt verschriebenen Generika im Vergleich zu Marken- und patentierten Medikamenten und 3) die Verschreibungen von Antibiotika (**Fortlaufend**).
10. Im Nachgang zur Bewertung und Berichterstattung über Fehlverhalten und Interessenkonflikte beim Verschreibungsverhalten sowie über Verstöße gegen die Verschreibungsrichtlinien der EOF werden Sanktionen und Strafen durchgesetzt (**Fortlaufend**).

11. Aus den teuersten Medikamenten, die derzeit in Apotheken verkauft werden, wird eine Auswahl getroffen, die künftig in Krankenhäusern oder EOPYY-Apotheken verkauft wird (**4. Quartal 2012**).
12. Es wird ein Mechanismus zur Reduzierung von zulassungsüberschreitenden Verordnungen eingerichtet (**4. Quartal 2012**).

2.9.2.4 Vermehrter Einsatz von Generika

Vor der Auszahlung wird die Regierung:

- a. eine verpflichtende Regelung einführen, nach der Ärzte bei Verschreibungen nur den internationalen Freinamen (International Nonproprietary Name, INN) für einen Wirkstoff angeben dürfen, ohne auf dem Rezept auf einen Markennamen zu verweisen. Hierbei handelt es sich um eine wichtige Reform im Gesundheitssektor. Zur Vermeidung potenzieller Gesundheitsrisiken für den Patienten ist die Verschreibung eines bestimmten Markenmedikaments in Ausnahmefällen und bei ordnungsgemäßer Begründung indes zulässig. Der Anteil der Markenmedikamente darf maximal 15 % der gesamten Verordnungen eines Arztes betragen, und der Arzt muss seine Wahl in jedem Fall entsprechend begründen. Durch die Überwachungsmechanismen im elektronischen Verschreibungssystem, über die jeder Arzt gewarnt wird, wenn sich sein Anteil an Verordnungen von Markenmedikamenten dem Grenzwert nähert, wird das Verschreibungsverhalten jedes Arztes strikt kontrolliert. Vor der Auszahlung werden Ausnahmen für die INN-Verschreibung ausdrücklich in einem Ministerialerlass definiert. Dabei dürfen sich die Ausnahmen – im Einklang mit internationalen Standards und bewährten Verfahren (*Best Practices*) – lediglich auf eine sehr begrenzte Zahl von Produkten (z. B. mit geringer therapeutischer Breite) und bekannte Unverträglichkeiten des Patienten erstrecken.
- b. eine Vorschrift einführen, nach der Apotheken verschriebene Medikamente durch die kostengünstigsten Generika mit gleichem Wirkstoff der Referenzkategorie ersetzen müssen (vorgeschriebene „Substitution durch Generika“).

Zudem setzt die Regierung folgende Maßnahmen um:

1. Der Anteil von Generika am Gesamtvolumen der von Apotheken verkauften Medikamente wird bis **Ende 2012** auf 35 % und bis **Ende 2013** auf 60 % erhöht. Dies wird wie folgt erreicht:
 - i. Der Höchstpreis für ein Generikum wird auf 40 % des Preises festgesetzt, der für das patentierte Originalpräparat mit dem gleichen Wirkstoff zu dem Zeitpunkt galt, als das Patent (die Marktexklusivität) auslief. Nach dieser ersten Preissenkung bei Ablauf der Marktexklusivität werden weitere Preissenkungen durch Preisbildung anhand eines externen Referenzpreissystems erreicht, bei dem die Preise in den drei EU-Mitgliedstaaten mit den niedrigsten Preisen zugrunde gelegt werden. Hierzu werden außerdem die Preise von Präparaten mit abgelaufenem Patent (bei Ablauf der Marktexklusivität) an den Durchschnittswert der drei niedrigsten Preise in der EU und der Preis des Generikums an einen Wert von 80 % des nach unten korrigierten Preises für das Medikament mit abgelaufenem Patent gekoppelt. Weitere Preissenkungen werden durch Preisbildung anhand eines externen Referenzpreissystems erreicht, bei dem die Preise in den drei EU-Mitgliedstaaten mit den niedrigsten Preisen zugrunde gelegt werden. Die Hersteller können die Produkte auch zu niedrigeren Preisen anbieten, wodurch der Wettbewerb am Markt verschärft wird (**Fortlaufend**).

- ii. Der Höchstpreis für Originalpräparate nach Ablauf ihres Patents und somit ihrer Marktexklusivität (Markenmedikamente mit abgelaufenem Patent) wird automatisch auf 50 % ihres Preises zum Zeitpunkt des Patentablaufs gesenkt. Weitere Preissenkungen werden erreicht, indem Produkte mit abgelaufenem Patent an den Durchschnittswert der EU-weit niedrigsten drei Preise gekoppelt werden. Diese werden anhand einer Preisliste regelmäßig aktualisiert. Die Hersteller können die Produkte auch zu niedrigeren Preisen anbieten, wodurch der Wettbewerb auf dem Markt verschärft wird. (**Fortlaufend**).
 - iii. Durch Preisnachlässe von mindestens 10 % auf den Höchstpreis jedes neuen Generikaherstellers am Markt wird eine dynamische Wettbewerbssituation auf dem Markt für Generikamedikamente geschaffen (**4. Quartal 2012**).
 - iv. Um die Substitution durch Generika sicherzustellen, werden (durch die EOPYY) zusätzliche Anreize und Mechanismen geschaffen bzw. eingeführt, darunter ein Quotensystem für die Verschreibungen von Medizinern (**4. Quartal 2012**).
 - v. Entscheidungen über die Erstattung von neu patentierten Medikamenten (d. h. neuen Molekülen) werden auf Grundlage objektiver Kriterien und alleine nach Maßstäben der medizinischen Wirksamkeit und der Kosteneffizienz getroffen, und die Regierung stützt sich dabei – bis die interne Kapazität aufgebaut wurde – auf die in anderen Mitgliedstaaten unter Einhaltung der Richtlinie 89/105/EWG des Rates erprobten Best Practices bei der gesundheitstechnischen Bewertung ihrer Kosteneffizienz (**Fortlaufend**).
 - vi. Medikamente, die nach objektiven Kriterien nicht wirksam oder kostengünstig sind, werden von der Liste erstattungsfähiger Arzneimittel gestrichen (**Fortlaufend**)
2. Die Regierung ergreift weitere Maßnahmen, um sicherzustellen, dass mindestens 50 % aller in staatlichen Krankenhäusern verabreichten Medikamente Generika sind, deren Preis unter dem vergleichbaren Markenprodukte oder dem Preis von Produkten liegt, deren Patentschutz bereits abgelaufen ist (**Fortlaufend**).
 3. Sie verpflichtet alle staatlichen Krankenhäuser dazu, mindestens 2/3 der pharmazeutischen Produkte mithilfe der von der EPY entwickelten zentralisierten Ausschreibungsverfahren auf Wirkstoffbasis einzukaufen sowie therapeutische Protokolle und Verschreibungsrichtlinien einzuhalten (**4. Quartal 2012**).
 4. Die Regierung gibt sich zusammen mit Pharmaunternehmen und Ärzten einen Verhaltenskodex mit ethischen Grundsätzen und Standards zur Interaktion zwischen Pharma industrie, Ärzten, Patienten, Apotheken und anderen Interessengruppen. Dieser Verhaltenskodex, der sich an der internationalen Best Practice orientiert, sieht Richtlinien und Einschränkungen in Bezug auf die Werbetätigkeit von Pharmavertretern vor und verbietet direkte Zahlungen oder andere Leistungen an einzelne Ärzte (die entsprechenden Sponsoring-Leistungen sollen vielmehr einheitlich und transparent vergeben werden) (**4. Quartal 2012**).
 5. Sie beschleunigt Verwaltungsprozesse und rechtliche Verfahren für die Markteinführung von billigeren Generika nach dem Vorbild des Rechtsrahmens in den anderen EU-Staaten (**4. Quartal 2012**).

2.9.3 Prüfung der von der EOPYY übernommenen Gesundheitsleistungen

- a. **Vor der Auszahlung** wird ein Maßnahmenpaket umgesetzt, um die derzeitige Finanzlage der EOPYY zu stärken und sicherzustellen, dass sich der Haushaltsvollzug in den Jahren 2012 und 2013 einem ausgeglichenen Etat annähert. Dieses Maßnahmenpaket umfasst unter anderem:
 - i. die Einschränkung der Leistungspakete;

- ii. die Anhebung der Kostenbeteiligung für private Behandlungen;
 - iii. die Aushandlung von Mengenrabatten mit privaten Anbietern und die Überarbeitung von Vereinbarungen über Fallzahlen und Schweregrad der behandelten Fälle (*Case Mix*);
 - iv. Änderung der Anzahl der von der EOPYY bei privaten Anbietern in Auftrag gegebenen diagnostischen und therapeutischen Leistungen sowie der dafür gezahlten Gebühren, um so die damit verbundenen Kosten im Jahr 2013 um mindestens EUR 80 Mio. zu reduzieren.
 - v. Einführung eines Referenzpreissystems für die Erstattung medizintechnischer Geräte;
 - vi. schrittweise Anhebung der von Mitgliedern des Renten- und Krankenversicherungsträgers für Landwirte (OGA) zu leistenden Beiträge auf den von anderen Mitgliedern der EOPYY gezahlten Durchschnittssatz.
1. Die Regierung wird künftig einen vierteljährlichen Bericht zu Verschreibung und Kosten diagnostischer Tests veröffentlichen (**Vierteljährliche Aktualisierung** – nächster Bericht: **4. Quartal 2012**).

2.9.4 Leistungserbringung durch den nationalen Gesundheitsdienst

2.9.4.1 Reorganisation und Verwaltung des Gesundheitswesens

Die Regierung:

1. setzt den in Gesetz 4052 von März 2012 vorgesehenen Plan zur Reorganisation und Restrukturierung um, durch den bestehende Ineffizienzen beseitigt, Skalen- und Verbundeffekte genutzt und die Qualität der Versorgungsleistung für die Patienten verbessert werden sollen. Der Plan umfasst eine Senkung der Betriebskosten von Krankenhäusern um 8 % **im Jahr 2012** und um weitere 5 % **im Jahr 2013** sowie eine deutliche Reduzierung der Bettenanzahl, wie in MD OG1681/B (vom 28.7.2011) gesetzlich vorgeschrieben. Dies soll erreicht werden durch:
 - i. Erhöhung der Mobilität der Beschäftigten im Gesundheitswesen (einschließlich der Ärzte) innerhalb von sowie zwischen Gesundheitsvorsorgeeinrichtungen und -regionen
 - ii. Anpassung der Leistungen öffentlicher Krankenhäuser innerhalb von und zwischen Krankenhäusern derselben Bezirke und Verwaltungseinheiten
 - iii. Überprüfung des Leistungsspektrums kleiner Krankenhäuser mit dem Ziel, gegebenenfalls eine Spezialisierung auf Bereiche wie Rehabilitation, Krebsbehandlung oder Palliativpflege in die Wege zu leiten
 - iv. Überprüfung der Strukturen von Not- und Bereitschaftsdiensten
 - v. Bedarfsorientierte Optimierung der Ressourcenallokation in Bezug auf Großgeräte (MRT, CT, Strahlentherapieeinrichtungen etc.)
 - vi. Einsparung von Verwaltungskosten, insbesondere durch Abbau von Stellen für die stellvertretende Leitung
 - vii. Kosteneinsparung durch Auslagerung von Dienstleistungen, wie IT-Dienstleistungen, Labordienste und Krankenhausdienste (z. B. Reinigungsdienste)
2. erstellt jährlich einen Benchmarking-Bericht zum Leistungsvergleich zwischen Krankenhäusern auf Basis der festgelegten Indikatoren (**Fortlaufend**).

3. legt jährlich einen aktualisierten Bericht über die Personalausstattung des gesamten Gesundheitssektors vor und stützt die Personalplanung auf diesen Bericht (**Fortlaufend**).

2.9.4.2 Rechnungslegungs-, Kontroll-, IT- und Überwachungssysteme

Die Regierung stellt Folgendes sicher:

1. Allen großen Krankenhäusern werden interne Prüfer zugewiesen, und alle Krankenhäuser führen Verpflichtungsregister ein (**4. Quartal 2012**).
2. Die EOPYY veröffentlicht jeweils drei Wochen nach Monatsende einen Bericht mit Analysen und detaillierten Daten zu den Gesundheitskosten im jeweiligen Monat. Auf der Grundlage dieses Berichts kann detailliert geprüft werden, ob die Haushaltsziele eingehalten werden, fließen in diesen doch sowohl Ausgabeverpflichtungen/Käufe (periodengerechte Abgrenzung, bis **Dezember 2012**) als auch bereits geleistete Zahlungen (kassenmäßige Abgrenzung) ein. Der Bericht wird auch Angaben (1) zur Erfüllung von Haushaltsvorgaben und Entwicklung von Zahlungsrückständen und (2) zu Empfehlungen für Gegenmaßnahmen enthalten (**Fortlaufend**).
3. Es werden weitere Maßnahmen zur Verbesserung der Rechnungslegung, der Buchhaltung zu medizinischen Bedarfsartikeln und der Abrechnungssysteme durchgeführt:
 - i. Einführung eines Buchhaltungssystems zur Kostenanalyse (**Fortlaufend**)
 - ii. regelmäßige jährliche Veröffentlichung von Bilanzen aller Krankenhäuser (**2. Quartal 2013**)
 - iii. Einführung des von der EPY und dem Nationalen Zentrum für Medizintechnik (EKEVYL) entwickelten einheitlichen Codierungssystems für medizinische Bedarfsartikel und Nutzung des Systems observe.net zur Überwachung der Beschaffungsmethoden für medizinische Bedarfsartikel und des Einsatzes von Ausschreibungsverfahren beim Einkauf (**Fortlaufend**)
 - iv. Einführung von Beschaffungslogistik- und Materialwirtschaftssystemen in den Krankenhäusern (**4. Quartal 2013**)
 - v. Zeitnahe Rechnungsstellung der vollständigen Behandlungskosten (einschließlich Personalkosten) – innerhalb von zwei Monaten – an andere EU-Mitgliedstaaten und private Krankenversicherungen für Patienten ohne griechische Staatsbürgerschaft oder griechischen Wohnsitz (**4. Quartal 2012**)
 - vi. Sicherstellung der Eintreibung von Zuzahlungen und Umsetzung von Mechanismen zur Bekämpfung von Korruption sowie zur Vermeidung informeller Zahlungen in Krankenhäusern (**Fortlaufend**)
4. Die griechische Statistikbehörde ELSTAT beginnt in Einklang mit den Datenbanken von Eurostat, der OECD und der WHO, d. h. auf Grundlage des Systems der Gesundheitskonten (gemeinsame Sammlung von Umfragedaten), mit der Bereitstellung von Kostendaten (**4. Quartal 2012**).
5. Mit dem Programm zur Computerisierung der Krankenhäuser können Finanz- und Aktivitätsdaten in Krankenhäusern und Gesundheitszentren erfasst werden. Zudem definiert der Gesundheitsminister in Einklang mit den Gesundheitsdatenbanken von Eurostat, der OECD und der WHO zentrale nicht ausgabenbezogene Daten (z. B. Aktivitätsindikatoren), die die künftige Einführung von Systemen zu diagnosebezogenen Fallgruppen (DRG) in Krankenhäusern berücksichtigen (**Fortlaufend**).
6. Die Regierung leitet die Einrichtung eines Systems für elektronische Patientenakten in die Wege (**1. Quartal 2013**).
7. Die Regierung setzt mit technischer Unterstützung durch Experten aus der gesamten EU in allen Krankenhäusern des nationalen Gesundheitsdienstes die Einführung von diagnosebezogenen Fallgruppen zur Entwicklung eines modernen Kostenerfassungssystems

zur Vertragsgestaltung (auf Basis von potenziellen Blockverträgen zwischen der EOPYY und dem nationalen Gesundheitsdienst) fort. Ein umfangreicher Posten der diagnosebezogenen Fallgruppen sind Personalkosten (**Fortlaufend**).

8. Im Hinblick auf eine künftige aktivitätsbasierte Kostenerfassung und potenzielle Budgetzahlungen erfolgt eine Analyse, inwiefern diagnosebezogene Fallgruppen auf Krankenhausebene in die Rechnungslegungssysteme der Krankenhäuser integriert werden (**4. Quartal 2012**).

2.9.5 Zentralisiertes Beschaffungswesen

1. Die Regierung erhöht die Anzahl der Ausgabeposten und damit auch den Anteil der im Rahmen von zentralisierten Ausschreibungsverfahren getätigten Ausgaben durch die EPY in erheblichem Umfang (**Fortlaufend**).
2. EPY unternimmt wesentliche Anstrengungen, bei Rahmenverträgen über die teuersten Medikamente für ambulant behandelte Patienten Ausschreibungsverfahren einzusetzen, um so die von der EOPYY übernommenen Kosten wesentlich zu senken (**4. Quartal 2012**).
3. Die Regierung führt im Einklang mit dem EU-Vergaberecht die nötigen Ausschreibungsverfahren durch, um ein umfassendes und einheitliches IT-System für das Gesundheitswesen (e-Health-System) einzuführen, das auch ein vollständiges und integriertes System für die IT-Systeme der Krankenhäuser umfasst (**Fortlaufend**).

2.10 Verbesserung des Bildungssystems

1. Die Regierung setzt den Aktionsplan zur Steigerung von Effektivität und Effizienz im Bildungswesen um und erstattet regelmäßig Bericht über die Fortschritte bei der Umsetzung, unter anderem über die Ergebnisse der externen Evaluierung der Hochschuleinrichtungen (**Dezember 2012**).
2. Hinsichtlich des Hochschulwesens werden die Bestimmungen der Gesetze 4009/2011 und 4076/2012 vollständig und unverzüglich umgesetzt. Dazu gehören folgende Maßnahmen:
 - i. Die griechische Qualitätssicherungsbehörde nimmt ihre Arbeit auf (**Dezember 2012**).
 - ii. Die Gründung des Rates der Hochschuleinrichtungen wird abgeschlossen (**März 2013**) und die entsprechenden Satzungen und Geschäftsordnungen fertiggestellt (**September 2013**).
 - iii. Es werden neue Rektoren gewählt (**Dezember 2012**). Die Umsetzung des Verfahrens zur Zusammenlegung/Fusion von Instituten an Hochschulen und Technologieeinrichtungen (ATHINA-Projekt) beginnt (**März 2013**).
3. Im primären und sekundären Bildungsbereich wird im vierteljährlichen Rhythmus über die Fortschritte bei der Umsetzung der Evaluationsprogramme für Schulen und Lehrer, unter anderem im Hinblick auf das Projekt der Schulen zur Selbstbeurteilung, Bericht erstattet (ab dem **1. Quartal 2013**). Darüber hinaus wird Privatschulen bis spätestens **Ende Dezember 2012** in Einklang mit der Stellungnahme 20/VI/2012 der hellenischen Wettbewerbsbehörde ein höheres Maß an Flexibilität bei der Anpassung ihrer Gebühren gewährt.

3 Stabilisierung des Finanzsystems

3.1 Rekapitalisierung des Bankensektors

Bis März 2012 nahm die griechische Zentralbank (BoG) mit Hilfe einer internationalen Beratungsfirma eine strategische Einschätzung des Bankensektors vor. Ausgehend von quantitativen und qualitativen Kriterien wurde in der Studie die wirtschaftliche Lebensfähigkeit der Banken bewertet. Die Studie identifizierte vier besonders wichtige Banken (*core banks*), auf die etwa 75 % der Vermögenswerte im Bankensektor entfallen.

Die Behörden überprüften die Höhe der für die vollständige Rekapitalisierung des griechischen Bankensystems benötigten Mittel. Auf Grundlage der nachfolgend beschriebenen Strategie kommen sie zu der Einschätzung, dass nach wie vor Gelder in Höhe von 50 Mrd. EUR benötigt werden, die in den aktualisierten Schätzungen der Programmfinanzierung volumnäßig berücksichtigt sind.

3.1.1 Bestimmung des Kapitalbedarfs

- a. **Vor der Auszahlung** hat die BoG alle Banken über ihren jeweiligen Kapitalbedarf informiert und sie aufgefordert, die Kapitalerhöhung bis April 2013 abzuschließen. Der Kapitalbedarf berücksichtigt die Auswirkungen von Bewertungsverlusten auf neue griechische Staatsanleihen sowie die Ergebnisse eines Stresstests mit Dreijahreshorizont (bei denen die Kreditausfallprognosen von BlackRock und die zukünftigen Ergebnisse vor Rückstellungen der Banken berücksichtigt wurden).
1. **Bis zum vierten Quartal 2012** werden die Regierung und die griechische Zentralbank die Kapitaldaten an die in den Empfehlungen der Europäischen Bankenaufsichtsbehörde (EBA) für Kapitalreserven angegebene Mindestkernkapitalquote von 9 % risikogewichteter Aktiva anpassen. Darüber hinaus müssen die Banken die von der BoG in Säule II festgelegten Anforderungen erfüllen (Aufrechterhaltung einer Kernkapitalquote von 7 % in einem ungünstigen Stresszenario mit Dreijahreshorizont).
2. Die BoG wird **bis zum vierten Quartal 2012** einen ausführlichen Bericht über den Kapitalbedarf der einzelnen Banken, den Rekapitalisierungsprozess und die verwendete Methode vorlegen.

3.1.2 Rekapitalisierungsprozess

Derzeitige oder neue Aktionäre werden die Kontrolle über die besonders wichtigen Banken haben, sofern sie – wie bereits im Regulierungsrahmen vorgesehen – als geeignet angesehen werden und Stammaktien im Wert von mindestens 10 % der Kapitalerhöhung gezeichnet haben. Die aktuellen Aktionäre werden im Verlauf der Rekapitalisierung geschwächt, doch dürfen sie oder neue Investoren sich an der Ausgabe von Anteilen beteiligen und erhalten, falls der o. g. Grenzwert von 10 % für die Beteiligung des Privatsektors erreicht wird, Optionsscheine, mit denen sie innerhalb von fünf Jahren die verbleibenden Anteile vom HFSF erwerben können.

Tochterbanken wurden von ihren Mutterbanken rekapitalisiert. In Hinblick auf eine weitere Konsolidierung des Bankensystems bei gleichzeitigem Schutz des öffentlichen Sektors vor möglichen Verlusten wurden Vereinbarungen zur Übernahme von Emporiki und Geniki durch die Alpha Bank bzw. die Piräus Bank erzielt. Es wird erwartet, dass die Behörden diesen Übernahmen nach Abschluss

der Sorgfaltsprüfung zustimmen. Für die Übernahmen sind keine zusätzlichen öffentlichen Gelder erforderlich.

- a. **Vor der Auszahlung** wird der gesetzliche Rahmen für die Rekapitalisierung umgesetzt.
 1. Die Rekapitalisierung der *besonders wichtigen Banken* erfolgt in drei großen Schritten:
 - i. Zunächst stellt der griechische Finanzstabilisierungsfonds (HFSF) bis **Ende Dezember 2012** in Form von Überbrückungskapital ausreichende Mittel bereit, um die besonders wichtigen Banken auf die in Säule 1 geforderte Mindestkernkapitalquote von 9 % zu bringen. Der HFSF gibt eine Kreditzusage über die Übernahme von 100 % des verbleibenden Kapitalbedarfs.
 - ii. Im zweiten Schritt wird der HFSF bis **Ende Januar 2013** 100 % aller von den Banken ausgegebenen wandelbaren Finanzinstrumente zeichnen.
 - iii. In der bis **Ende April 2013** laufenden dritten Phase schließen die besonders wichtigen Banken die Ausgabe der Anteile ab, und alle nicht vom privaten Sektor gezeichneten Aktien werden vom HFSF durch die Zeichnung von Stammaktienkapital erworben.
 2. Auch die Strategie zur Rekapitalisierung der verbleibenden unterkapitalisierten *sonstigen Banken* wurde fertiggestellt. Die strategische Einschätzung der Behörden zeigt, dass diese Finanzinstitute weniger geeignete Kandidaten für öffentliche Gelder sind. Bis **Ende April 2013** müssen diese Banken vollständig kapitalisiert sein. Wenn sie einen glaubwürdigen Geschäftsplan vorweisen können, **bis Ende April 2013** dem Rekapitalisierungsbedarf nachkommen und sich mit allen Schwierigkeiten auseinandersetzen, die ihre Lebensfähigkeit in Frage stellen, können sie auch mit anderen Banken fusionieren.
 3. Die Behörden arbeiten derzeit an einer Strategie für den Umgang mit den anhaltenden Problemen der *Genossenschaftsbanken*. Bis **Ende Februar 2013** wird die BoG ihre Bewertung dieses Sektors abschließen und einen Abschlussbericht vorlegen. Auf Grundlage dieses Berichts werden die Behörden **bis Ende Mai 2013** eine umfassende Strategie zur Umsetzung der Empfehlungen aufstellen.

3.2 Rahmen für die Restrukturierung und Stärkung des Bankensystems

Die griechische Regierung hat einen Rahmen aufgestellt, um nach Abschluss der Rekapitalisierung die weitergehende Restrukturierung und Stärkung des Bankensystems zu gewährleisten. Banken, die staatliche Hilfen erhalten, müssen einen klar verständlichen, realistischen Geschäftsplan für ihre Restrukturierung vorlegen:

1. *Operative Restrukturierung.* Nach der Rekapitalisierung der besonders wichtigen und der übrigen Banken sollen alle Institute ihre Pläne für die Restrukturierung aktualisieren und der Europäischen Kommission zur Prüfung vorlegen. Dieser Prozess soll bis zum **zweiten Quartal 2013** abgeschlossen sein. Banken, die durch vom HFSF geförderte P&A-Transaktionen (Purchase and Assumption Transactions) andere Finanzinstitute erwerben, müssen diese revidierten Pläne **bis Ende Juli 2013** vorlegen. In den Plänen für die Restrukturierung ist der in der jüngsten Überprüfung des Programms beschriebene aktualisierte makroökonomische Rahmen zu berücksichtigen. Der HFSF ist für die ständige Überwachung der Einhaltung der Pläne für die Restrukturierung durch die Banken zuständig und unterrichtet die Europäische Kommission/die EZB halbjährlich über die Fortschritte.

2. *Abwicklung notleidender Kredite.* Der HFSF wird die Banken auffordern, festzustellen, ob die von ihnen aufgestellten Rahmen und Strategien zum Umgang mit notleidenden Vermögenswerten im **Juni 2013** in Kraft sind. Dieser Prozess soll von internationalen Workout-Spezialisten begleitet werden.
3. *Finanzmittelausstattung.* Teil der neuen Pläne zur Restrukturierung ist die Absicht der Banken, ihre finanzielle Basis zu verbreitern und im Lauf der Zeit ihre Abhängigkeit von Notfallhilfen der Zentralbank zu verringern. Entsprechend den Verfahren und Vorschriften des Eurosystems steht die BoG bereit, auch weiterhin im Bedarfsfall zeitnah angemessene Liquiditätshilfen auszuzahlen. (**Fortlaufend**)
4. Die Regierung ergreift keine haushaltspolitischen Maßnahmen, die die Belastung für das Programm weiter erhöhen, und passt insbesondere die Struktur der ausstehenden regierungseigenen Bankkapitalinstrumente (Vorzugsaktien) so an, dass sie weiterhin als Bankkapital betrachtet werden können. Eine einmalige Gebühr in Höhe von 550 Mio. EUR, die 2012 im Gegenzug für die Bereitstellung von Überbrückungskapital von den Banken gezahlt wird, wird für den HFSF zweckgebunden und auf das Zwischenkonto des HFSF gebucht. (**Fortlaufend**)

3.3 *Abwicklung unterkapitalisierter Banken*

1. Bis **Mitte Juni 2013** wird die Regierung die *Abwicklung unterkapitalisierter Banken abschließen* und einen Rahmen für die Verwaltung der Vermögenswerte von Banken aufstellen, die in Liquidation sind:
 - i. *Staatseigene Banken.* Die ATE-Bank wurde im Juli in einer sofort durchgeführten P&A-Transaktion (Purchase and Assumption) von der Piräus Bank übernommen. Die endgültigen Kosten der Abwicklung werden durch eine externe Bewertung der übertragenen Vermögenswerte und Verbindlichkeiten festgestellt. Darüber hinaus hat die Piräus Bank der Europäischen Kommission einen Plan zur Restrukturierung vorgelegt, in dem sie zeigt, dass das neue integrierte Unternehmen seine wirtschaftliche Lebensfähigkeit und Kosteneffizienz verbessern wird. Die Behörden haben die ordnungsgemäße Abwicklung der Hellenic Postal Bank mit dem Ziel in die Wege geleitet, sie als P&A-Transaktion durchzuführen, die bis spätestens [**Ende Dezember 2012**] abgeschlossen ist. Schließlich werden die Behörden die Restrukturierung von Nea Proton mit Unterstützung durch den HFSF bis Mai 2013 abschließen.
 - ii. *Sonstige unterkapitalisierte Banken, die nicht zu den vier besonders wichtigen gehören.* Für den Fall, dass die Aktionäre oder neuen Investoren die Finanzinstitute bis **Ende April 2013** nicht in der oben geforderten Weise unterstützen können, planen die Behörden eine Abwicklung der Banken bis **Ende Juni** durch P&A-Transaktionen mit gut kapitalisierten Banken oder, als zweitbeste Lösung, durch die Einrichtung einer Überbrückungsbank. Um Marktverzerrungen und unsoliden Bankgeschäften vorzubeugen, hat die BoG alle unterkapitalisierten Banken, die nicht zu den vier besonders wichtigen Finanzinstituten gehören, unter strengere Aufsicht gestellt.
2. Die griechischen Behörden werden dafür sorgen, dass bei der *Verwaltung* der Vermögenswerte von Banken in Liquidation international bewährte Verfahren zugrunde gelegt werden. Das schließt nicht werthaltige Vermögenswerte von Banken ein, die im Rahmen der Restrukturierung abgewickelt werden. Zu diesem Zweck wird die BoG bis **Ende Februar 2013** einen von einem internationalen Experten erarbeiteten Bericht über Strategien und Verfahrensweisen veröffentlichen, die erforderlich sind, um eine wirksame

Verwaltung und Rückerlangung der Vermögenswerte von Banken zu gewährleisten. In dem Bericht werden die Bereiche identifiziert, die weiter gestärkt werden sollten, um die Rückerlangung von Darlehen zu optimieren und die Kosten für die Abwicklung von Banken zu senken.

3.4 Vorkehrungen zur Sicherstellung der Stabilität und Wirtschaftlichkeit des Finanzsystems

Die Behörden verpflichten sich, dafür zu sorgen, dass im Finanzsystem maximale Sicherheitsvorkehrungen bestehen, um seine Stabilität und fortgesetzte wirtschaftliche Lebensfähigkeit zu gewährleisten.

Vor der Auszahlung

- a. schließt der HFSF die Sorgfaltsprüfung der besonders wichtigen Banken ab und leitet alle für die Aufsichtsbehörde relevanten Ergebnisse an die BoG weiter. Die Sorgfaltsprüfung konzentriert sich unter anderem auf die Prüfung der Governance, inklusive Darlehen an verbundene Parteien, Qualität der Vermögenswerte und Risikokonzentration. Die BoG befasst sich umgehend mit den Ergebnissen, einschließlich der Suspension privater Aktionäre (womit vermieden würde, dass sie sich an der Rekapitalisierung der Bank beteiligen) und/oder der Absetzung von Vorstandsmitgliedern und Managern.
 - b. vereinbaren die Behörden mit der Europäischen Kommission/der EZB/dem IWF die Aufgabenstellung für den mit der Aufsicht beauftragten Verwalter und leiten sie mit Anweisungen für die Verwalter an die Banken weiter, damit sie spätestens Mitte Januar 2013 die Arbeit aufnehmen.
 - c. ändern die Behörden die Rechtsvorschriften des HFSF dahingehend, dass eindeutig vorgeschrieben ist, dass der Vorstand des HFSF, einschließlich der Beobachter von Europäischer Kommission und EZB beim HFSF, über alle Entscheidungen der besonders wichtigen Banken zu informieren ist, die Auswirkungen auf die Rechte des HFSF als Aktionär/Investor haben. Sobald diese Informationen von einer gehobenen Führungskraft des HFSF entgegengenommen wurden, sind sie innerhalb von einem Tag weiterzuleiten.
1. **Bis zum ersten Quartal 2013** legen die Banken der BoG Pläne zum Umgang mit festgestellten *Schwächen in der operativen Governance* vor, in denen klare Zeitpläne für die vollständige Umsetzung **bis zum vierten Quartal 2013** enthalten sind.
 2. In allen Banken, die sich in Restrukturierung befinden, werden *mit der Aufsicht beauftragte Verwalter* benannt, die vierteljährlich Berichte zur Governance und dem Geschäft sowie bei Bedarf Ad-hoc-Berichte vorlegen. Die mit der Aufsicht beauftragten Verwalter
 - i. sind hauptsächlich unter Leitung der Europäischen Kommission im Rahmen der mit der Europäischen Kommission/der EZB/dem IWF vereinbarten Aufgabenstellung tätig, arbeiten eng mit den Beobachtern der Europäischen Kommission/der EZB beim HFSF zusammen und leiten ihren Bericht an den HFSF weiter. Entsprechend den EU-Vorschriften für staatliche Hilfen sind die Verwalter zuständig für die Überwachung der Umsetzung der Restrukturierungspläne, einschließlich der Überprüfung ordnungsgemäßer Governance und der Verwendung wirtschaftlicher Basiskriterien bei wichtigen strategischen Entscheidungen.

- ii. verfolgen die Tätigkeit der Banken genau, haben jederzeit Zugang zu den Protokollen der Vorstandssitzungen und haben in den Leitungsgremien und anderen wichtigen Gremien, einschließlich denen zu Risikomanagement und interner Rechnungsprüfung, Beobachterstatus.
 - iii. sollen eine angesehene internationale Wirtschaftsprüfungs- oder Beratungsfirma sein (was die Beteiligung von ausländischen Partnern und Managern einschließt), die von der Europäischen Kommission hinsichtlich ihrer Kompetenz, ihrer Unabhängigkeit von den Banken und der Abwesenheit potenzieller Interessenkonflikte bestätigt werden muss.
3. Die Behörden werden für eine angemessene *Berichterstattung über die Tätigkeit des HFSF* sorgen und die Bedeutung des Zugangs der Beobachter von Europäischer Kommission und EZB zu Informationen des HFSF stärken. **Ab Ende Januar 2013** wird der HFSF halbjährliche öffentliche Berichte über seine wichtigsten Tätigkeiten vorlegen.
 4. Die Behörden werden für eine *unabhängige Governance* der Geschäftstätigkeit der besonders wichtigen Banken sorgen. **Bis zum ersten Quartal 2013** wird der HFSF Rahmenvereinbarungen mit jeder Bank auf Basis international bewährter Verfahren veröffentlichen, in denen die Zuständigkeiten der Bankmanager und Vorstandsmitglieder sowie die Rolle des HFSF als Aktionär festgelegt sind, um sicherzustellen, dass die besonders wichtigen Banken wirtschaftlich geführt werden. Basierend auf international bewährten Verfahren wird **bis Ende Januar 2013** gemeinsam mit der Europäischen Kommission, der EZB und dem IWF ein Entwurf als Diskussionsgrundlage erarbeitet.

3.5 Anpassung der Bankenaufsicht

Die BoG und die Regierung haben die Stabilität und angemessene Aufsicht des Finanzsektors aufrechterhalten. Mit Blick auf die Anpassung der Aufsicht des griechischen Bankensektors an das veränderte Umfeld der Banken unternimmt die BoG weitere wichtige Schritte.

1. *Aktualisierung des Aufsichtsmodells.* Die BoG wird die Überprüfung ihres Aufsichtsansatzes im Lichte der anstehenden Aufgaben **bis zum zweiten Quartal 2013** abschließen, wobei von einem Fachmann für Bankenaufsicht technische Unterstützung geleistet wird. Zu den wichtigsten Verbesserungen gehören (i) die stärkere Konzentration von externen Analysekapazitäten auf die Bewertung der Geschäftsmodelle der besonders wichtigen Banken und die Fähigkeit, die Umsetzung ihrer Geschäftspläne und die Richtung für die mögliche Entwicklung der Banken zu überwachen und kritisch zu analysieren; (ii) die Aktualisierung der Maßnahmen und Vorschriften der Bankenaufsicht vor Ort unter Berücksichtigung der Ergebnisse der laufenden Überprüfungen; und (iii) ein Aktionsplan zur Überwachung der Konzentration des Kreditrisikos entsprechend bewährter Verfahren, z. B. eine strengere Überwachung großer Konzerne (darunter diejenigen, die mit den Eigentümern von Banken verbunden sind) **bis Ende Juli 2013**.
2. *Standardisierung der Offenlegung der Qualität von Vermögenswerten.* Um die Informationen zu verbessern, die über die Qualität der Vermögenswerte sowie den Ausweis von Rückstellungen und Einkommen von Banken verfügbar sind, werden die BoG und die griechische Kapitalmarktkommission (HCMC) entsprechend ihrer jeweiligen Zuständigkeiten Leitfäden herausgeben, um die Offenlegungsgewohnheiten der Banken an international bewährte Verfahren anzugeleichen. Das ist insbesondere relevant in Hinblick auf die Bilanzierung von Rückstellungen und den Bericht umgeschuldeter Kredite. **Bis Ende August 2013** werden diese Verfahren mit Hilfe einer führenden Beratungsfirma in Benchmarks mit den Verfahren verglichen, die von den besten europäischen

Finanzinstituten verwendet werden, und diese werden in den Jahresabschlüssen der Banken Ende 2013 aufgeführt.

3. *Überprüfung der Einhaltung der Basler Grundsätze (Basel Core Principles, BCP).* Die Behörden werden den IWF bitten, bis zum **vierten Quartal 2014** eine eigenständige Prüfung durchzuführen. Im Vorfeld wird die BoG bis **Ende Juni 2014** eine Selbstevaluation zur Einhaltung der BCP vornehmen, wobei sie **bis zum zweiten Quartal 2014** von unabhängigen Experten unterstützt wird.
4. *Klarstellung der Zuständigkeiten und Kompetenzen.* Die Behörden werden eine Absichtserklärung zur Beziehung zwischen dem HFSF als Aktionär und der Rolle der BoG bei der Aufsicht der Banken, die staatliche Hilfen erhalten haben, erarbeiten und veröffentlichen.

3.6 Überprüfung der Insolvenzrahmen

Die Behörden werden den Insolvenzrahmen stärken.

1. In Absprache mit Mitarbeitern der Europäischen Kommission/der EZB/des IWF werden die Behörden **bis zum vierten Quartal 2012** den Insolvenzrahmen für Privathaushalte und KMU sowie den Rahmen für außergerichtliche Verhandlungen zwischen Banken und finanziell angeschlagenen Kreditnehmern auf Grundlage international bewährter Verfahren überprüfen und eine Beurteilung zur Identifizierung von verbesserungsfähigen Bereichen vornehmen. Das Ziel besteht darin, eine vorhersagbare, gerechte und transparente Verteilung der Risiken auf alle Beteiligten zu erreichen und den Wert für die Gesamtwirtschaft zu maximieren.
2. **Bis Ende Februar 2013** werden die Behörden mit technischer Unterstützung von internationalen Experten den bestehenden Rahmen zur Erleichterung von Workouts überschuldeter privater Kreditnehmer überarbeiten, durch den die Solvenz der Bank und die Kreditdisziplin gewahrt, der Rückgriff auf Haushaltssmittel zum Schutz privater Kreditnehmer vermieden und durch die Konzentration auf wirklich bedürftige Kreditnehmer das subjektive Risiko minimiert werden. Die Behörden werden keine Initiativen unterstützen, die die Zahlungsmoral in Griechenland untergraben.

3.7 Fortführung der Stresstests

1. Um auch in Zukunft ein ausreichendes Kapitalisierungsniveau im System zu gewährleisten, wird die BoG auf Grundlage der Daten von Ende Juni 2013 unter Verwendung einer Methode, die **bis zum vierten Quartal 2013** in Absprache mit der Europäischen Kommission/der EZB/dem IWF festgelegt wird, einen neuen Stresstest durchführen.

4 Stärkung der Arbeitsmarktinstitutionen und Förderung der Beschäftigung

Durch die Förderung eines effizienten Tarifsystems, die Senkung der Lohnnebenkosten und die Schaffung von mehr Optionen für die Anpassung der Arbeitszeiten wird die Regierung auf den kürzlich erfolgten Arbeitsmarktreformen aufbauen. Diese Reformen sollen die laufende Angleichung des Arbeitsmarktes fördern und zielen darauf ab, die nominalen Lohnstückkosten in der Wirtschaft im Zeitraum von 2012-2014 um 15% zu reduzieren, um die Wiederherstellung der Wettbewerbsfähigkeit der Kosten zu unterstützen sowie die Beschäftigung mittel- und langfristig anzukurbeln.

Die Regierung wird gegen nicht angemeldete Erwerbstätigkeit und Formwidrigkeiten vorgehen und zwar unter anderem durch die Rationalisierung administrativer Abläufe, durch die Erhöhung der Transparenz und Durchsetzbarkeit von arbeitsrechtlichen Verfahren und durch die Erweiterung von Richtlinien, die es Arbeitslosen erleichtern, in bezahlte Arbeit zurückzukehren. Gleichzeitig ist der Aufbau adäquater und bezahlbarer sozialer Sicherungsnetze geplant. Darüber hinaus werden im Kontext der Produkt- und Dienstleistungsmarktreformen zur Unterstützung der erfolgreichen Umsetzung letzterer die Erwerbsgesetze, die bestimmte Branchen oder Berufe bevorzugen, an die allgemeinen Standards angepasst, die für die übrige Wirtschaft gelten, wie in Kapitel 6 beschrieben.

Arbeitsmarktreformen werden grundsätzlich in Absprache mit Sozialpartnern und unter Berücksichtigung der EU-Richtlinien und der Kernarbeitsnormen umgesetzt.

4.1 Reformen des Lohnsetzungssystems

Der Lohnsetzungsrahmen auf Landesebene wird in Absprache mit den Sozialpartnern reformiert, um sicherzustellen, dass die Lohndynamik die Beschäftigungssituation stützt, während gleichzeitig eine Grundlage für Erwerbseinkommen geschaffen wird.

Die Reform zielt darauf ab, ein gesetzliches Mindestlohnsystem auf landesweiter Ebene einzuführen, das eine Mindestgrenze für die Lohnsetzung vorgibt. Verhandlungen über Tarifvereinbarungen und Verträge jeder Art und jede Ebene betreffend sollen diese bindende Grenzen des gesetzlichen Mindestlohns berücksichtigen. Mit der Inkraftsetzung dieser Reform bindet der Nationale Gesamt tarifvertrag ausschließlich die unterzeichnenden Parteien in Bezug auf Löhne, Zuschüsse und alle sonstigen direkten Vergütungsklauseln. Der Mindestlohn wird von der Regierung nach Absprache mit den Sozialpartnern, anderen Stakeholdern und unabhängigen Experten unter Berücksichtigung der Situation und der Prognosen von Wirtschaft und Arbeitsmarkt vorgegeben. Die Reform legt außerdem fest, wie die Situation und die Prognosen von Wirtschaft und Arbeitsmarkt in diesen Prozess einbezogen werden, damit sichergestellt ist, dass die Zielsetzungen der Unterstützung der Beschäftigung und der Sicherung des Erwerbseinkommens erreicht werden.

Vor der Auszahlung

- a. verabschiedet die Regierung die Rahmenvorgaben für die Reform des Mindestlohnrahmens wie vorstehend beschrieben, mit Blick auf den Abschluss der notwendigen Änderungen bis spätestens Q1 2013.
 1. Mit dieser Reform werden der Basislohn und die Alterszuschüsse, die derzeit mit dem Nationalen Gesamt tarifvertrag verbunden sind, zunächst gesetzlich festgelegt, ohne dass das aktuelle Niveau im Rahmen der Programmperiode überstiegen wird und ohne weitere

gesetzliche Mindestzuschüsse. Das gesetzliche Mindestlohnsystem wird dann voraussichtlich **bis Q1 2013** eingeführt.

2. **Bis Q1 2014** wird die Regierung das Mindestlohnsystem mit Blick auf eine mögliche Verbesserung der Einfachheit und Effektivität überprüfen, um die Beschäftigung zu fördern und die Arbeitslosigkeit zu bekämpfen sowie die Wettbewerbsfähigkeit der Wirtschaft zu stützen.

4.2 Anpassungsfähigkeit der Arbeitszeitmodelle

Arbeitsablaufpläne sollen flexibler gestaltet werden, damit die Arbeitszeiten besser an den Bedarf und die Produktionsmuster angepasst werden, die im Laufe der Zeit variieren können, ebenso wie über Branchen und Firmen hinweg, so dass die Beschäftigungssituation und die Wettbewerbsfähigkeit verbessert werden.

Vor der Auszahlung

- a. macht es die Regierung unter voller Berücksichtigung der aktuellen Begrenzungen bezüglich der Dauer einer Arbeitswoche (einschließlich der 40-Stunden-Woche als Bezugspunkt) und der Mindestruhezeiten aus gesundheitlichen Gründen für bestimmte Kategorien von Arbeitern möglich, dass: (i) auf vertraglicher Basis alle allgemeinen Regeln zur Anzahl der maximalen Arbeitstage auf Branchen angewandt werden können, die derzeit nicht unter die allgemeinen Regeln fallen; (ii) die tägliche Mindestruhezeit auf 11 Stunden festgelegt wird; (iii) in saisonalen Branchen der Mindesturlaub von zwei aufeinander folgenden Wochen zu jeder Zeit während des Jahres genommen werden kann.

4.3 Reduzierung der Lohnnebenkosten

Vor der Auszahlung

- a. reduziert die Regierung die maximale Kündigungsfrist auf 4 Monate und begrenzt die gesetzliche Frist für die Zahlung einer Abfindung auf 12 Monate (bei Beibehaltung der bestehenden Verbindung zwischen Beschäftigungsdauer und Abfindung bei Beschäftigungsverhältnissen mit Abfindung unterhalb der Obergrenze). Falls die Obergrenze zum Datum der Umsetzung der Reform bereits überschritten wurde, ist der aufgelaufene Betrag von der Neuregelung ausgenommen, wenn es anschließend zu einer Entlassung kommt, allerdings vorbehaltlich einer Obergrenze von 2.000 EUR pro Monat für die Anzahl der Monate, die über die Grenze von 12 Monaten hinausgehen. Für Beschäftigungsverhältnisse, für die die gesetzliche Abfindung über die vorstehend beschriebene Regel hinausgeht, wird die Abfindungentschädigung an letzteres angepasst.

Mit Blick auf die Unterstützung der Schaffung von Arbeitsplätzen wird die Regierung folgende Maßnahmen umsetzen:

1. Verabschiedung der Rechtsvorschriften, die das System der Sozialleistungen reformieren, durch Erweiterung der Leistungsgrundlage, Vereinfachung der Abläufe über verschiedene Leistungen hinweg, Verteilung von Leistungen weg von Beeinträchtigungssteuern und hin zu Beiträgen und Reduzierung des durchschnittlichen Beitragssatzes auf 3,9 Prozentpunkte in Form einer allmählichen Einführung über die Jahre 2014, 2015 und 2016 hinweg **bis November 2013**.
2. Als Zwischenschritte werden **bis September 2013** Untersuchungen zu möglichen Veränderungen am System der Sozialleistungen durchgeführt und Maßnahmenpläne vorgeschlagen.

3. Durchführung einer versicherungsmathematischen Untersuchung der ersten Säule des Altersversorgungssystems in Unternehmen, in denen die Beiträge zu solchen Systemen über die Sozialversicherungssätze für Mitarbeiter im Privatsektor in vergleichbaren Firmen/Branchen, die unter die IKA fallen, hinausgehen und Präsentation von Optionen zur Reduzierung der Sozialversicherungsbeitragssätze **bis Q2 2013**.
4. Basierend auf dieser Untersuchung der erstrangigen Altersversorgungssysteme und gemeinsam mit der Reform des Sozialversicherungsbeitragssystems Reduzierung der Sozialversicherungsbeiträge für diese Unternehmen und Anpassung der Vorteile auf steuerneutrale Weise **bis Q4 2013**.

4.4 Verringerung des Vollzugsaufwands, Bekämpfung von nicht angemeldeter Erwerbstätigkeit und Formwidrigkeit

Die Regierung rationalisiert die Meldepflichten für die internen Arbeitsabläufe von Unternehmen, um die Verwaltungslast zu mindern und damit den Vollzugsaufwand zu verringern und die Formalitäten von Arbeitsabläufen zu vereinfachen und reformiert die Arbeitsaufsichtsbehörde.

Vor der Auszahlung wird die Regierung:

- a. die Verpflichtungen eliminieren: i) vorab Arbeitsablaufpläne der Arbeitsaufsichtsbehörde vorzulegen; (ii) die vorherige Genehmigung der Arbeitsaufsichtsbehörde einzuholen für: Überstunden, Fahrtenbücher für LKW und Busse, das Arbeitsbuch der täglichen Beschäftigung von Bauarbeitern und die Splitting des Jahresurlaubs. Diese Änderungen gelten nicht für minderjährige Angestellte und Arbeiter. Arbeitgeber werden verpflichtet, diese Informationen festzuhalten und der Arbeitsaufsichtsbehörde jederzeit auf Anforderung zur Prüfung zur Verfügung zu stellen.
- b. **bis Q4 2012** eine unabhängige externe Überprüfung der Arbeitsaufsichtsbehörde durchführen in Bezug auf: (a) das Mandat, die Aktivitäten und die Struktur der Arbeitsaufsichtsbehörde mit Blick auf die Erhöhung ihrer Effektivität und Effizienz bei der Bekämpfung von nicht angemeldeter Erwerbstätigkeit bei gleichzeitiger Reduzierung der Verwaltungslast für die Unternehmen und (b) die Vollstreckung und Strafstruktur bei Verstößen gegen Tarifvereinbarungen (einschließlich nicht angemeldete Erwerbstätigkeit).

Zur Umsetzung der Reform der Arbeitsaufsichtsbehörde:

1. präsentiert die Regierung, unter anderem basierend auf der Überprüfung der Arbeitsaufsichtsbehörde, **bis Februar 2013** einen detaillierten Aktionsplan und beginnt mit dessen Umsetzung, der darauf abzielt, den Kampf gegen nicht angemeldete Erwerbstätigkeit zu unterstützen und die Effektivität der Arbeitsaufsichtsbehörde zu steigern. Der Fokus des Plans liegt auf: Stärkung des Mandats sowie der Effektivität und Effizienz der Arbeitsaufsichtsbehörde, Erweiterung der Geldstrafen und Sanktionen für Verstöße gegen Gesetze und Vorschriften, Rationalisierung des Meldewesens für Arbeitgeber und Arbeitnehmer und Stärkung von Antibetrugs- und Antikorruptionsmechanismen.

4.5 Ein transparenteres und besser vollstreckbares Arbeitsrecht

1. Die Regierung übernimmt **bis Q4 2013** ein einheitliches Arbeitsgesetzbuch, das sich aus allen bestehenden Rechtsvorschriften zusammensetzt, die für die Erwerbstätigkeit und industrielle Beziehungen relevant sind. Dadurch sollten die Auslegung erleichtert, der Vollzugsaufwand reduziert und die Vollstreckbarkeit des Arbeitsgesetzes verbessert werden. Bis Q1 2013 erstellt die Regierung einen Bericht über die Struktur des Arbeitsgesetzbuches.

4.6 Arbeitslosenunterstützung

1. Die Regierung bemüht sich darum zu verhindern, dass Arbeitslosigkeit zu einem Dauerzustand wird und die Belastungen der Arbeitslosigkeit zu mindern durch Konzentration auf: Vereinfachung des Wechsels von Arbeitern in andere Berufsgruppen und Branchen, Verbesserung der Qualität von Schulungsrichtlinien, Förderung der Beschäftigungsfähigkeit benachteiligter Gruppen, Ansprache von Bevölkerungsgruppen mit dem höchsten Bedarf an Einkommensstützung. In diesem Zusammenhang ist **bis Q1 2013** ein Aktionsplan zu verabschieden, der darauf abzielt:
 - i. Stellenanpassung und –aktivierung von Arbeitslosen durch Reformierung und Erweiterung der Rolle der öffentlichen Arbeitsvermittlung zu unterstützen und kurzfristige öffentliche Arbeitsprogramme nach Möglichkeit und Angemessenheit einzuführen;
 - ii. die Effektivität und Angemessenheit von Maßnahmen zur Umschulung von Arbeitslosen zu verbessern, einschließlich durch Förderung der Schulungsmaßnahmen für Arbeitslose, die Firmen anbieten;
 - iii. die Kombination von reduzierten Arbeitszeitplänen mit Schulungen im Falle von temporärer Aktivitätsreduzierung zu vereinfachen;
 - iv. die Arbeitslosenunterstützung zu erhöhen, um die kurzfristigen Auswirkungen von Arbeitslosigkeit zu mindern und Langzeitarbeitslose sowie bestimmte Kategorien von Arbeitern ohne Anspruch auf Arbeitslosenversicherung zu unterstützen.

Der Aktionsplan sollte eine Beschreibung der aktuell laufenden Programme sowie der Pläne für deren Rationalisierung, ebenso wie Angaben zu Finanzierungsquellen enthalten.

5 Schaffung von günstigen Bedingungen für wirtschaftliche Aktivität

Ein Schwerpunkt des Programms ist die Umsetzung von Strukturreformen, die darauf abzielen, das Geschäftsleben und das wirtschaftliche Umfeld insgesamt zu verbessern sowie zur Steigerung des Wettbewerbs und der Wettbewerbsfähigkeit beizutragen. Darunter fallen horizontale Maßnahmen zur Reduzierung von Zeit- und Kostenaufwand bei i) der Gründung eines Unternehmens, ii) der Beantragung von Einrichtungs- und Betriebslizenzen für Herstellungsaktivitäten, iii) der Einholung von Genehmigungen für Umweltprojekte und –aktivitäten, iv) Export- und Importaktivitäten, kombiniert mit Maßnahmen zur Verbesserung der Funktionsweise des Rechtssystems.

5.1 Förderung eines effizienten und wettbewerbsfähigen Geschäftsumfeldes

5.1.1 Rationalisierung/Eliminierung von steuerähnlichen Abgaben

1. Bis **November 2012** wird die Regierung die Liste der einseitigen Abgaben zu Gunsten von Dritten weiter ausarbeiten, die der Kommission im November 2011 vorgelegt wurde, durch i) Identifizierung von Begünstigten; ii) Angabe der rechtlichen Grundlagen für jeden Beitrag und iii) Quantifizierung der von Verbrauchern zu Gunsten dieser Begünstigten gezahlten Beiträge.
2. **Im Rahmen der Erstellung des Budgets für 2013** nimmt die Regierung keine Kennzeichnungen mehr vor und gibt vor:
 - i. die 0,5%-Abgabe, die gemäß Notfallgesetz 788/48 und Gesetz 3883/1958 auf alle importierten Waren zu Gunsten der Nationalen Technischen Universität von Athen, der Universität von Thessaloniki, der Athens Academy und für die Förderung der Exporte anfallen.
 - ii. die einseitige Abgabe, die auf den Kraftstoffpreis zu Gunsten des Mutual Distribution Fund of the Oil-Pump Operators of Liquid Fuel anfällt.
3. Die Regierung streicht den Großteil der steuerähnlichen Abgaben auf budgetneutrale Weise aus dem Budget für 2014. **(Oktober 2013)**

5.1.2 Reduzierung des verfahrenstechnischen und sonstigen verwaltungsmäßigen Aufwands

1. Zur weiteren Reduzierung des Zeit- und Kostenaufwands für Unternehmensgründungen, wird die Regierung **vor der Auszahlung**:

- a. die vorgeschriebene Anwesenheit eines Rechtsanwalts beim Entwurf der Satzung von Gesellschaften mit Stammkapital im Wert von über 100.000 EUR streichen (vgl. Art. 42.1 des Gesetzes 3026/1954).

Die Regierung wird unter anderem:

- i. die Vorabprüfung der einheitlichen Anlaufstelle zu offenen Sozialversicherungs- und Krankenversicherungszahlungen durch Gründer, Mitglieder und Direktoren der neuen Gesellschaft eliminieren, so dass dies nicht länger ein potenzielles Hindernis für Unternehmensgründungen ist. Stattdessen informiert die einheitliche Anlaufstelle die IKA und/oder OAEE über die Unternehmensnummer und die Gründerdaten, so dass die IKA

- und/oder OAEE gegebenenfalls weitere Maßnahmen ergreifen können. **(Dezember 2012)**
- ii. die Vorabanforderung bezüglich Unternehmenssiegel und Perforation von Dokumenten (Büchern) gemäß dem Gesetz über Bücher und Aufzeichnungen streichen. **(November 2012)**
 - iii. dem Entwicklungsministerium gestatten, einen Ministerialbeschluss zu erlassen, der eine Modellsatzung für Gesellschaften vorgibt, ohne dass es des vorherigen Vorschlags durch die Anwaltskammer bedarf (vgl. Art. 12.2 des Gesetzes 3853/2010) **(Dezember 2012)** und die Modellsatzung für Gesellschaften im **Januar 2013** veröffentlichen.
 - iv. die Mindestkapitalanforderungen für neue Gesellschaften auf ein Niveau reduzieren, dass den bewährten Verfahren der Mitgliedstaaten entspricht und sich innerhalb der Vorgaben der zweiten Gesellschaftsrechtsrichtlinie bewegt. **(Dezember 2012)**
 - v. Rechtsvorschriften erlassen, die die Registrierung von Gesellschaften bei der Handelskammer ab Januar 2015 freiwillig werden lassen **(Dezember 2012)**.
 - vi. bis spätestens **Juni 2013** weitere Maßnahmen ergreifen, um die Kosten der Firmengründung zu reduzieren, gemessen nach dem Unterindikator *Starting a Business* der Weltbank. Die Ergebnisse werden in der Doing Business-Ausgabe 2014 der Weltbank überwacht. **(November 2013)**
2. Zur Umsetzung des Gesetzes 3982/2011 über das **Lizenzverfahren im Schnellverfahren** für technische Berufe, Herstellungsaktivitäten und Gewerbegebiete und andere Bestimmungen verabschiedet die Regierung den Präsidialerlass, der vorgesehen ist in:
- i. Art. 4.4 desselben Gesetzes bezüglich der Voraussetzungen für die Gewährung einer Lizenz an Industrietechniker, Installateure, Flüssig- und Gasbrennstofftechniker, Kühltechniker und Maschinenführer auf Baustellen. **(Dezember 2012)**
 - ii. Art. 4.4 bezüglich der Voraussetzungen für die Gewährung einer Lizenz an Elektriker, der Reduzierung der Anzahl der Fachrichtungen, der Erhöhung der Mobilität von Elektrikern innerhalb der gleichrangigen Kategorie und der Bereitstellung einer Institution von privaten Zertifizierungsstellen. **(Februar 2013)**
 - iii. Art. 27.4 bezüglich Zertifizierungsinspektoren. **(Februar 2013)**
 - iv. Art. 24.5, der die Anforderungen für Bürgerberatungsstellen (KEP) für integrierte elektronische Anträge bei Lizenzbehörden und für die Modalitäten der Bearbeitung von Anfragen festlegt. **(März 2013)**
 - v. Art. 27.4, der die Gebühren festlegt, die für Einrichtungs- und Betriebslizenzen zu zahlen sind. **(Dezember 2012)**
 - vi. Art. 35.2, der die Zertifizierung des Lizenzierungsdienstes der Technikerkammer vorsieht. **(Dezember 2012)**
3. Zur Umsetzung des Gesetzes 4014/2011 zur **Umweltlizenzierung von Projekten und Aktivitäten** erlässt die Regierung die Ministerialbeschlüsse, die vorgesehen sind in:
- i. Art. 2.13 zur weiteren Spezifizierung der Vorgehensweise und der spezifischen Kriterien für Umweltlizenzen. **(Dezember 2012)**
 - ii. Art. 8.3 über die Umweltlizenzierung von Projekten und Aktivitäten (abgesehen von industriellen Aktivitäten), der die Standardumweltverpflichtungen von Projekten und Aktivitäten in Kategorie B vorgibt. **(Januar 2013)**
4. Zur Vereinfachung der **Export- und Importabläufe** wird die Regierung:

- a. vor der Auszahlung die Aufsichtsregeln für Zollmakler unter anderem dahingehend ändern, dass i) die Beschränkung der Dienstleistungen von Zollmaklern auf natürliche Personen und rechtliche Partnerschaften aufgehoben wird; ii) juristische Personen andere Personen am Zoll vertreten dürfen, Unternehmen (natürliche und juristische Personen) Unternehmen gestatten dürfen, die Zollformalitäten zu erledigen (für sich selbst oder für andere Unternehmen), ohne einen Zollmakler beauftragen zu müssen; iii) geografische Beschränkungen, Nationalitätsanforderungen und Altersbegrenzungen bei der Ablegung der Zollmaklerprüfung aufgehoben werden; iv) die Prüfungshäufigkeit erhöht wird; (v) das System der jährlichen Lizenzverlängerung geprüft wird und vi) Mindestgebühren abgeschafft werden.

Kurzfristig wird die Regierung:

- i. eine nationale Strategie zur Handelserleichterung veröffentlichen (**Oktober 2012**), die terminierte quantitative Leistungsindikatoren zur Rationalisierung der Vorzoll- und Zollabläufe entsprechend den bewährten Verfahren und den EU-Verordnungen vorgibt. Das Gesamtziel der Strategie besteht darin, (i) ein einzelnes elektronisches Fenster für Exporte zu etablieren, das als einheitlicher Eingangspunkt für Exporteure für alle Produkte und Zielorte dient und (ii) den für den Export benötigten Zeitaufwand bis Q4 2015 um 50% zu reduzieren.
- ii. im **November 2012** eine Prüfung der Zollbehörde als Pilotprojekt zur Optimierung der betrieblichen Abläufe, zur Reduzierung der Anzahl der physischen und dokumentierenden Kontrollen, zur Neubeurteilung der Arbeitsorganisation, zur Sequenzierung der Abläufe und Schichten und zur Ermöglichung des Handels rund um die Uhr durchführen. Die Prüfung wird im **März 2013** abgeschlossen, und die Ergebnisse werden bis (**März 2013**) am Flughafen Athen und am Hafen von Piräus und dann bis Dezember 2013 in allen anderen Zollbüros umgesetzt.
- iii. das Risikobeurteilungssystem für Exporte prüfen und Verbesserungsempfehlungen aussprechen, um das System an die bewährten Verfahren in EU-Mitgliedstaaten anzupassen. (**Dezember 2012**) Das Kontrollniveau wird bis **September 2013** an das durchschnittliche Kontrollniveau der EU angepasst.
- iv. Vorzoll- und Zollabläufe für ausgewählte Pilotprodukte (frisches Obst und Gemüse, weißer Käse) entsprechend den EU-Verordnungen und bewährten Verfahren prüfen und rationalisieren und einen Ansatz bezüglich der Ausweitung des Vereinfachungsprozesses auf eine Reihe häufig exportierter/importierter Produkte vorlegen. (**Dezember 2012**)
- v. sicherstellen, dass das elektronische Zollsyste die elektronische Vorlage aller Einfuhr- und Ausfuhranmeldungen ermöglicht, einschließlich der Möglichkeit der Vorlage von Dokumenten und der Leistung von Zahlungen auf dem elektronischen Weg. (**Juni 2013**)
- vi. eine automatische Zollabfertigung für risikoarme Anmeldungen basierend auf dem bewährten Verfahren der EU implementieren. (**Dezember 2013**)
- vii. sicherstellen, dass die Handelserleichterungsstrategie von einem ministeriumseigenen Lenkungsausschuss, der bis **Dezember 2012** zu ernennen ist, überwacht und koordiniert wird.

5. Zur Identifizierung und Eliminierung von unnötigen **Meldeanforderungen**:

- i. beginnt die Regierung mit Unterstützung der OECD mit der Anwendung des Standardkostenmodells (SKM) zur Identifizierung von Verwaltungsaufwand für Unternehmen in 13 Schlüsselbranchen mit Blick auf die Reduzierung der

- Verwaltungslast um mindestens 20% (verglichen mit den Zahlen aus 2008). **(Dezember 2012)**
- ii. Es geht dabei um folgende Branchen: Landwirtschaft und Agrarsubventionen, Jahresabschluss/Unternehmensrecht, Energie, Umwelt, Fischerei, Lebensmittelsicherheit, pharmazeutische Rechtsvorschriften, öffentliche Beschaffung, Statistiken, Steuerrecht (MwSt.), Telekommunikation, Tourismus, Arbeitsumfeld/Beschäftigungsbeziehungen.
 - iii. Nach der Identifizierung der Verwaltungslast (bis Juni 2013) schließt die Regierung die Abänderungen der branchenspezifischen Rechtsvorschriften bis **September 2013** ab.
6. Zur Vereinfachung der **räumlichen Planung**, einschließlich mit Hilfe eines effektiven **Grundbuchs**, wird die Regierung:
- i. Rechtsvorschriften verabschieden, um (i) den für Stadtplanungsprozesse benötigten Zeitaufwand zu vereinfachen und zu reduzieren (**Januar 2013**); (ii) die Rechtsvorschriften über Wälder, Waldgebiete und Parkanlagen zu aktualisieren (**März 2013**) und zu kodifizieren (**September 2014**). Darüber hinaus werden mindestens zwei Deponien für Sonderabfall lizenziert (**Juni 2013**).
 - ii. die Revision der zwölf regionalen Raumpläne abschließen, um diese mit den Sektorplänen für Industrie, Tourismus, Aquakultur und erneuerbare Energien kompatibel zu machen. Die erste Phase dieser Revision wird abgeschlossen (**Dezember 2012**), gefolgt von einer zweiten Phase der Modifizierung (**Mai 2013**), einer dritten Phase der Formulierung von Vorschlägen (**September 2013**) und einer vierten Phase der Verabschiedung des endgültigen Vorschlags (**Dezember 2013**).
 - iii. die Fertigstellung des Grundbuchs beschleunigen mit Blick auf:
 - a) öffentliche Ausschreibung aller verbleibenden Rechte (ca. 15 Millionen) und Vergabe Katasterprojekten für sieben Millionen Rechte. (**Dezember 2012**)
 - b) Digitalisierung der Führung aller Grundschuldregister und Notariate und Erfassung aller neu eingetragenen Urkunden im Kataster bis **2015**;
 - c) ausschließlich betriebene Katasterämter für große Ballungsräume bis **2015**;
 - d) Einrichtung eines vollständigen Katasters und ausschließlicher Betrieb von Katasterämtern landesweit bis **2020**.

5.1.3 Steigerung des Wettbewerbs

1. Mit Unterstützung der Hellenischen Wettbewerbskommission wird die Regierung die Beschränkungen in Bezug auf Luftransportdienste (einschließlich Flughafendienste) und maritimen Transport (einschließlich Seehafendienste) prüfen und bis **Ende Januar 2013** eine Reihe von Maßnahmen zur Förderung des Wettbewerbs in diesen Sektoren und zur Vereinfachung der Preisflexibilität vorlegen.
2. Die Regierung, unterstützt durch die OECD, beginnt mit der Anwendung des Competition Assessment Toolkits in Sektoren wie Lebensmittelverarbeitung, Einzelhandel, Baumaterial und Tourismus, um unnötige Hindernisse für Marktaktivitäten zu erkennen und alternative, weniger beschränkende Maßnahmen zu entwickeln, die dennoch der Erreichung der Zielsetzungen der Regierungspolitik dienen. (**Dezember 2012**)

3. Unmittelbar nach Abschluss der Analyse (Juni 2013) wird die Regierung die gesetzgebenden Änderungen zur Entfernung von unangemessenen behördlichen Beschränkungen, die durch das Competition Assessment Toolkit aufgedeckt wurden, formulieren mit dem Ziel, diese im **September 2013** zu verabschieden.

5.2 Reformierung des Rechtssystems zur Unterstützung der wirtschaftlichen Aktivität

Um die Funktionsweise des Rechtssystems zu verbessern, das für eine ordnungsgemäß funktionierende, faire Wirtschaft von grundlegender Bedeutung ist, und unbeschadet der Verfassungsgrundsätze und der Unabhängigkeit der Justiz, sorgt die Regierung für

- eine wirksame und zeitnahe Durchsetzung von Verträgen, Wettbewerbsbestimmungen und gerichtlichen Entscheidungen;
- eine Erhöhung der Effizienz durch Umsetzung von organisatorischen Änderungen bei Gerichten;
- eine Beschleunigung des Verwaltungssystems durch Beseitigung der Arbeitsrückstände bei den Gerichten und Vereinfachung von Verfahren der außergerichtlichen Beilegung von Streitigkeiten.

Bei der Erarbeitung und Umsetzung der nachfolgenden Maßnahmen berät sich die Regierung mit EU/IWF/EZB.

5.2.1 Prüfung der Zivilprozessordnung

1. Die Regierung verpflichtet sich zur Prüfung der Zivilprozessordnung in Übereinstimmung mit dem in Kapitel 9.3 dieses Memorandums definierten Plans, der die Zwischenschritte bis zur Fertigstellung im **März 2014** vorgibt.

5.2.2 Gerichtliche Statistiken

1. Um die Umsetzung eines Leistungs- und Zuständigkeitsrahmens für Gerichte zu vereinfachen, stellt die Regierung die in Kapitel 9.4 dieses Memorandums angegebenen Informationen zusammen und veröffentlicht sie auf ihrer Website. (**Vierteljährlich**)
2. Die Regierung richtet außerdem eine funktionsübergreifende Gruppe zwischen den Ministerien für Justiz, Transparenz und Menschenrechte, Finanzen und Statistik ein zur Zusammenarbeit bei der Zusammenstellung und Veröffentlichung der Daten aus Kapitel 9.4 dieses Memorandums und zur Erstellung und Aktualisierung einer Datenbank mit Falldaten für jedes Gericht. Diese Zusammenarbeit erfolgt unter Einbeziehung aktueller und zukünftiger elektronischer Anwendungen für Gerichte. (**November 2012**)

5.2.3 Rückstandsreduzierung bei Steuerfällen

1. Nach Vorlage des Arbeitsplans für die Reduzierung der Arbeitsrückstände bei Steuerfällen in allen Verwaltungstribunalen und Verwaltungsberufungsgerichten im Januar 2012 und der ersten Aktualisierung im Juli 2012, die ein Zwischenziel für die Reduzierung der Rückstände um mindestens 80% bis Ende Dezember 2012 sowie eine vollständige Aufarbeitung der Rückstände bis Ende Juli 2013 vorsieht, wird die Regierung bis **Ende Oktober 2012** und anschließend ein Mal pro Quartal:

- i. aktualisierte und weiter ausgearbeitete Arbeitspläne präsentieren (und dabei sicherstellen, dass die Priorität bei Steuerfällen mit hohem Streitwert liegt, d.h. über 1 Million EUR);
- ii. Abhilfemaßnahmen im Fall von antizipierten oder tatsächlichen Abweichungen ergreifen und
- iii. Berichte über den Fortschritt der Rückstandsreduzierung veröffentlichen.

5.2.4 Rückstandsreduzierung bei nicht steuerbezogenen Fällen

1. Die Regierung legt EU/IWF/EZB die Untersuchung über den Arbeitsrückstand bei nicht steuerbezogenen Fällen vor Gerichten vor, die gemeinsam mit externen Experten durchgeführt wurde. (**Dezember 2012**)
2. Bis Ende Januar 2013 präsentiert die Regierung EU/IWF/EZB basierend auf der vorstehend genannten Untersuchung einen Aktionsplan mit konkreten Maßnahmen zur Reduzierung des Arbeitsrückstands um mindestens 50% bis **Ende Juli 2013**.

5.2.5 Reorganisation des Amtsgerichts

1. Wie bereits öffentlich angekündigt, verabschiedet die Regierung einen Präsidialbeschluss, der die Rationalisierung und Reorganisation der Amtsgerichte und die Zuteilung von angemessenem Personal und Infrastruktur zu der neuen Struktur der Amtsgerichte vorsieht, so dass diese Reform die bestehenden Ressourcen im System bestmöglich nutzt. (**Oktober 2012**) Der Präsidialbeschluss zur Reform der Amtsgerichte wird im **März 2013** erlassen.

5.2.6 Entwicklung von elektronischen Anwendungen für Gerichte

1. Ab **Ende Dezember 2012** wird die Regierung vierteljährlich den Arbeitsplan für eine digital gestützte Gerichtsverwaltung (e-justice) von Dezember 2011 und die erste Aktualisierung vom Juli 2012 aktualisieren und überarbeiten, um den Einsatz einer elektronischen Registrierung und Nachverfolgung einzelner Fälle in sämtlichen Gerichten des Landes sowie eine digitale Archivierung (e-filing) zu ermöglichen.
2. Die Aktualisierungen werden eine bis **Ende März 2013** abzuschließende Beurteilung des e-filing-Pilotprojekts des Gerichts der ersten Instanz von Athen, eine bis **Ende März 2014** abzuschließende Beurteilung des Integrationsniveaus der IT-Systeme, das bis dahin bei allen Gerichten des Landes erreicht wurde und einen Zeitplan mit vorgeschlagenen Fristen für die Erweiterung von e-registration und e-tracking auf alle Gerichte bis **Ende 2015** umfassen. Die Regierung sorgt für die Anpassung des e-Justice-Aktionsplans an die e-government-Strategie.

5.2.7 Unterstützung von außergerichtlichen Vergleichen und Schiedsverfahren

1. Bis **Ende Oktober 2012** entwickelt die Regierung ihre Strategie zur aktiven Förderung von außergerichtlichen Vergleichen, Schlichtungs- und Schiedsverfahren mit dem Ziel der Sicherstellung, dass eine wesentliche Zahl von Bürgern und Unternehmen diese Wege zur alternativen Beilegung von Streitigkeiten nutzt. Um diese Strategie umzusetzen, beantragt die Regierung bis **Ende November 2012** unter anderem Finanzierungsgelder unter dem Arbeitsprogramm „Human Resource Development“.
2. Bis **Ende September 2013** prüft die Regierung, ob die Verabschiedung des Gesetzes 3898/2010 über die Schlichtung in Zivil- und Handelssachen die gewünschten

Ergebnisse gebracht hat und legt Daten und Analysen zu den Kosten, der Dauer und den Erfolgsraten der Vollstreckung von in alternativen Streitbeilegungsverfahren erreichten Vereinbarungen (im Vergleich zu den Kosten, der Dauer und den Erfolgsraten der Vollstreckung gerichtlicher Entscheidungen) vor.

3. Bis **Ende Dezember 2013** legt die Regierung einen gesetzgebenden Vorschlag für die effektive Eröffnung des Berufsstandes des Schlichters für Nicht-Rechtsanwälte vor.

5.2.8 Weitere Maßnahmen zur Reformierung des Rechtssystems

1. **Beurteilung des Gesetzes über faire Prozesse und Beilegungsverfahren (4055/2012):** Die Regierung überprüft, ob die Verabschiedung des Gesetzes 4055/12 die gewünschten Ergebnisse gebracht hat, insbesondere in Bezug auf Zivilgerichte, verbesserte Fallbearbeitung durch erstinstanzliche Gerichte mit mehreren Mitgliedern, Beschleunigung der Frage der einstweiligen Maßnahmen, Stärkung der Institution des „freiwilligen Gerichtsstands“ bei bestimmten Fragen der Zuständigkeit des Amtsgerichts und Effizienzgewinne bei der Vollstreckung von Verfahren und mit Blick auf die Verwaltungsgerichte, Stärkung und allgemeine Anwendung des Pilotverfahrens im Staatsrat und Beschleunigung der Frage der einstweiligen Maßnahmen. (**Dezember 2012**)
2. **Verwaltungsprüfung von Fällen:** Die Regierung erstellt in Übereinstimmung mit dem Gesetz 4048/2012 über verbesserte Rechtsvorschriften einen Rechtsvorschriftsentwurf, der bei Bedarf eine verpflichtende Verwaltungsprüfung durch einen unabhängigen Ausschuss vorsieht, bevor ein Fall vor ein Verwaltungsgericht gebracht werden kann und legt diesen Entwurf dem griechischen Parlament vor. (**Juni 2013**)
3. **Untersuchung der Privat- und Firmeninsolvenzen:** Die Regierung bewertet die bestehenden Gesetze und Vorgehensweisen in diesem Bereich und erstellt ein Papier, in dem verbesserungswürdige Bereiche für das griechische Insolvenzgesetz und die entsprechenden Vorgehensweisen in Übereinstimmung mit dem international bewährten Verfahren aufgezeigt werden, mit Fokus auf:
 - i. Aufteilung der Risiken zwischen Schuldner und Gläubigern auf transparente, vorhersehbare und faire Weise;
 - ii. Unterstützung der frühzeitigen Rettung von finanziell belasteten, jedoch wirtschaftlich lebensfähigen Unternehmen mit besonderem Fokus auf KMUs (z.B. über außergerichtliche Umstrukturierungen, Vorinsolvenzvergleiche oder gerichtliche Genehmigungen im Schnellverfahren), bei gleichzeitiger Einführung von Kontrollen gegen den Missbrauch solcher Verfahren;
 - iii. Sicherstellung einer effizienten Auflösung zur Vereinfachung des reibungslosen Ausstiegs von nicht lebensfähigen Firmen;
 - iv. Ermöglichung der Flexibilität der Modalitäten der Veräußerung des Vermögens des Schuldners (z.B. Veräußerung als laufender Betrieb) zur Maximierung des Wertes für alle beteiligten Parteien;
 - v. Sorge für die ausreichende Bekanntmachung von Entscheidungen in Bezug auf Insolvenzverfahren;
 - vi. Sicherstellung angemessener Schulungen der Hauptbeteiligten im Zusammenhang mit dem Thema Insolvenz (z.B. Richter, Treuhänder, Verwalter, Liquidatoren) und
 - vii. Umgang mit grenzübergreifenden Insolvenzfällen außerhalb des Geltungsbereichs der Verordnung (EG) Nr. 1346/2000 zur Minderung der Verzögerung von Insolvenzverfahren mit mehrstaatlichen Institutionen oder Gruppen von Unternehmen und zur Erleichterung der Neugründung (**Februar 2013**).

4. **Untersuchung der Kosten von Zivilprozessen:** Die Regierung führt eine Untersuchung der Kosten von Zivilprozessen, des aktuellen Anstiegs und der Auswirkungen auf Zivilgerichte durch und gibt entsprechende Empfehlungen ab. (**Juni 2013**)

DRAFT

6 Branchen und Dienstleistungen mit effizienten Netzwerken

6.1 Energiepolitik

Die Erarbeitung einer angemessenen Energiepolitik, angepasst an die Bedürfnisse und das Potenzial des Landes, ist für wirtschaftliches Wachstum von entscheidender Bedeutung. Aus diesem Grund muss die Regierung einen ganzheitlichen Ansatz verfolgen, der die Vorteile für die Marktteilnehmer maximiert, Verbraucher und schutzbedürftige Teile der Gesellschaft sowie die Rechte der Steuerzahler schützt. Die folgenden Reformen zielen auf die Polsterung der Wettbewerbsfähigkeit und Effizienz auf dem Strom- und Gasmarkt ab, um eine Wiederholung der Liquiditätskrise von 2012 zu vermeiden und den Energiesektor als potenziellen Wachstumsmotor zu positionieren.

6.1.1 Trennung effektiver Netzwerkaktivitäten von Lieferaktivitäten

30. Die Rechtsvorschriften bezüglich der Details der ITO-Option für den Gas-Übertragungsnetzbetreiber werden erlassen. (**Ende November 2012**)
31. DESFA gilt für die RAE-Zertifizierung. (**Dezember 2012**)
32. Der entflochtene Übertragungsnetzbetreiber wird von der griechischen Energieaufsichtsbehörde zertifiziert. (**März 2013 oder vor Abschluss der DEPA-Privatisierung, je nachdem, welcher Zeitpunkt früher eintritt**)

6.1.2 Bestimmungen zur PPC- und DESFA-Privatisierung:

1. Die Regierung legt einen Plan zur PPC-Umstrukturierung mit Blick auf die Vorbereitung des Unternehmens auf die Privatisierung vor und um es PPC zu erlauben, in den Wettbewerb mit anderen Firmen auf einem liberalisierten Strommarkt einzutreten. Aus dem Plan hat hervorzugehen, welche Teile von PPC privatisiert werden und in welchem Zeitrahmen dies geschehen soll. Der Plan soll außerdem Bestimmungen zur Veräußerung der braunkohlebefeuerten und Hydrostromgenerierungskapazität umfassen, die derzeit von PPC verwaltet wird und die Möglichkeit einer Eigentumsentflechtung von ADMIE beurteilen. (**November 2012**)
2. Die Regierung sorgt dafür, dass unabhängig vom Resultat des Privatisierungsvorgangs die Struktur der Gas- und Stromindustrie vollumfänglich den Vorgaben der Richtlinien 2009/73/EG und 2009/72/EG entspricht. (**Kontinuierlich**)

6.1.3 Sicherstellung, dass die Strompreise die Kosten reflektieren

1. Die Regierung ergreift Maßnahmen zur schrittweisen Abschaffung der regulierten Strompreise für alle Kunden, mit Ausnahme von schutzbedürftigen Kunden, bis **Juni 2013**. In diesem Zusammenhang:
 - i. erlässt die Regierung einen Ministerialbeschluss zur Anpassung der Endverbraucherpreise für Niederspannungskunden mit Wirkung zum Januar 2013. (**Dezember 2012**)
 - ii. erlässt die Regierung bei Bedarf bis Ende März 2013 einen Ministerialbeschluss mit Wirkung zum Mai 2013 zur weiteren Festlegung von Strompreisen für Niederspannungskunden im Rahmen der Kostendeckung.

- iii. beseitigt die Regierung reglementierte Tarife für alle schutzbedürftigen Verbraucher. (**Juni 2013**)
2. Darüber hinaus beurteilt die Regierung bewährte Verfahren mit Blick auf die Erhebung von Gebühren für die Nutzung von Wasserkraft und Braunkohle. (**März 2013**)
3. Zur Bewertung der tatsächlichen Betriebskosten von Stromversorgern legt die Regierung EU/TWF/EZB eine Untersuchung durch einen Spezialisten von europäischem Ruf vor und veröffentlicht diese, in der die Vergütung der Arbeiter von PPC mit bewährten Verfahren europäischer Stromversorger nach vergleichbaren Stellenprofilen und Produktivitätskennzahlen pro Mitarbeiter verglichen wird. Vergütung und Beförderungspläne sind außerdem anhand der bewährten Verfahren in griechischen Privatunternehmen zu beurteilen. (**Dezember 2012**)

6.1.4 Einsatz von smarten Zählern

1. Die Regierung erlässt einen Ministerialbeschluss, basierend auf dem Rat von RAE, zum umfassenden Austausch existierender Systeme gegen smarte Zähler und ersucht um Unterstützung aus EU-Strukturfonds und/oder von der EIB zur Durchführung dieser strategischen Investition. (**Ende Dezember 2012**)

6.1.5 Sorge für eine finanziell nachhaltige Erschließung erneuerbarer Energiequellen

Innerhalb einer kurzfristigen Zeitspanne wird die Regierung:

1. sicherstellen, dass ab **Januar 2013** LAGIE monatliche Daten über die Entwicklung des RES-Kontos mit Prognosen für 2013 veröffentlicht. (**Monatlich**)
2. Maßnahmen ergreifen, um die Anhäufung von ausgegebenen Lizenzen für erneuerbare Energieinstallationen, die nicht implementiert werden, zu reduzieren. (**Dezember 2012**)
3. die RES-Abgaben alle sechs Monate anpassen (**Januar und Juli 2013**), um die für **Ende Dezember 2013** prognostizierte RES-Kontoschuld zu eliminieren.

Um eine langfristige Reform der erneuerbaren Unterstützungspläne zu erreichen, wird die Regierung:

4. der Kommission einen **detaillierten Plan über die Reform** der Unterstützungspläne für erneuerbare Energien vorlegen, so dass diese besser an die Marktentwicklungen angepasst werden und einer Budgeteinhaltung unterliegen. (**Dezember 2012**) Die Reform sollte folgende Punkte angehen:
 - i. Optionen für den Unterstützungsplan, einschließlich Marktelemente wie zukunftsgerichtete Tarifdigression und Einspeisungsprämien, kombiniert mit einer Deckelung der Anzahl von Lizenzen, der Menge der Unterstützungskapazität oder der gesamten Zuschüsse, die pro Technologie-/Tarifkategorie bereitgestellt werden.
 - ii. Aktuelle und erwartete Trends, was die Kosten für alle relevanten Technologien angeht.
 - iii. Ein nachhaltiger und transparenter Rahmen für die regelmäßige Anpassung der RES-Abgaben.
5. vorübergehend neue Verbindungen von PV-Dachsystemen begrenzen. (**März 2013**)

6. die Reform der Unterstützungspläne für erneuerbare Energien wie in Klausel 4 beschrieben verabschieden. (**Juni 2013**)

6.1.6 Planung der mittel- bis langfristigen Erschließung des Strommarktes

1. Ein detaillierter Plan zur Veränderung des Marktmodells wird der Kommission vorgelegt, einschließlich Maßnahmen zur Schaffung eines effektiven Wettbewerbs bei Generierung und Versorgung, Entwicklung eines Energiewandels, Einführung eines Tagesmarktes und Implementierung der Marktkoppelung mit Nachbarmärkten. (**Ende Dezember 2012**)
2. Die Untersuchung präsentiert außerdem einen termingebundenen Fahrplan und eine Schätzung der Kosten für die Verbindung zwischen Kreta und dem griechischen Festland. (**Ende Dezember 2012**)

6.1.7 Kraftstoffverteilung

1. Um den **Import und Handel von Öl und Ölprodukten** in Form der Umsetzung der Richtlinie 2009/119 zu vereinfachen, schafft die Regierung einen Rahmen für die Einrichtung einer zentralen Bevorratungsstelle (ZBS) innerhalb der Auslegung der Richtlinie. Darüber hinaus wird das Umsetzungsgesetz wirtschaftlichen Betreibern, denen es die Bevorratungsverpflichtung auferlegt, gestatten, die entsprechende Verpflichtung zu delegieren an:
 - i. die ZBS in Griechenland (falls vorhanden) oder an andere wirtschaftliche Betreiber innerhalb Griechenlands, die über überschüssigen Bestand verfügen oder Bevorratungskapazität haben, ohne dass es zu quantitativen Einschränkungen kommt und/oder
 - ii. der ZBSs anderer EU-Mitgliedstaaten bis zu dem Prozentsatz der Bevorratungsverpflichtung, der ihnen auferlegt wurde, bis zum Inkrafttreten des Umsetzungsgesetzes und/oder
 - iii. wirtschaftliche Betreiber im Ausland, die über überschüssigen Bestand verfügen oder Bevorratungskapazität haben, bis zu dem Prozentsatz der Bevorratungsverpflichtung, der ihnen auferlegt wurde, bis zum Inkrafttreten des Umsetzungsgesetzes.

Der Prozentsatz für die in (ii) und (iii) beschriebenen Fälle liegt bei mindestens 30%. (**Dezember 2012**)

2. Um die **Beschränkungen der öffentlichen und privaten Nutzung von LKWs** zur Kraftstoffverteilung zu eliminieren:

ergreift die Regierung **vor der Auszahlung** Maßnahmen, um:

- a. es unabhängigen Tankstellen zu gestatten, Tanklaster mit beliebiger Kapazität zu besitzen oder zu mieten, vorausgesetzt die Sicherheitsstandards für den Kraftstofftransport werden eingehalten.
- b. es unabhängigen Tankstellen zu gestatten, öffentlich genutzte Tanklaster für den Kraftstofftransport zu nutzen, ohne dass es einer Qualifizierung für eigene privat genutzte Tanklaster bedarf.
- c. jedem Tanklaster, unabhängig von der Kapazität, die Einfahrt in Raffinerien und Kundenanlagen zu erlauben, um Kraftstoff unter dem eigenen

Namen/Warenzeichen zu transportieren, vorausgesetzt die Sicherheitsstandards für den Transport von Kraftstoff werden eingehalten.

3. Um die **Überwachungssysteme** zu verbessern sowie **illegalen Handel und Steuerhinterziehung** bei der Kraftstoffverteilung zu verhindern:

wird die Regierung **vor der Auszahlung**:

- a. technische Spezifikationen und nächste Schritte für die Implementierung der Input-Output-Messsysteme an allen Tankstellen ausgeben;
- b. einen Ministerialbeschluss erlassen, der die Installation von GPS-Systemen vorsieht, wie in Art. 320 des Gesetzes 4072/2012 vorgegeben.

6.2 Elektronische Kommunikation

Der Wechsel von der analogen zur digitalen TV-Technologie wird eine erhebliche Menge an hochwertigem Funkfrequenzspektrum freisetzen, das für die Nutzung neuer Dienstleistungen und neuer Technologien bereitsteht. Diese „digitale Dividende“ kann die Rundfunkbranche und die Industrie der drahtlosen Kommunikation ankurbeln, sich wesentlich auf die Wettbewerbsfähigkeit und das Wachstum auswirken und eine Reihe von gesellschaftlichen Vorteilen bringen. Die folgenden Punkte bilden einen Fahrplan für die Freisetzung der digitalen Dividende in Griechenland.

1. In Bezug auf die **Freisetzung der digitalen Dividende** verpflichtet sich die Regierung (und/oder EETT):
 - i. zur Änderung der Frequenz und der Rundfunkpläne unter Berücksichtigung des aktuellen Stands der internationalen Koordination, der Zuteilung und Autorisierung der Nutzung der digitalen Dividende durch elektronische Kommunikationsdienste. (**Dezember 2012**)
 - ii. zur Verabschiedung notwendiger Sekundärrechtsvorschriften für die Zuteilung von Rundfunklizenzen und für die Einrichtung von Lizenzverfahren. (**März 2013**)
 - iii. zur Einführung eines öffentlichen Beratungsvorgang zu Ausschreibungsverfahren für die Zuteilung der digitalen Dividende (800 MHz-Band), die Zuteilung und Autorisierung der Nutzung der digitalen Dividende durch elektronische Kommunikationsdienste in Übereinstimmung mit der EG-Entscheidung 2010/267/EU und in Bezug auf die Fristen und Vorgehensweisen des RSPP. (**Dezember 2012**) (*)
 - iv. zur Lösung von grenzübergreifenden Koordinationsproblemen mit Nachbarländern, falls notwendig. Falls Schwierigkeiten mit der internationalen Koordination es unmöglich machen, diesen Termin einzuhalten, könnten die Frequenz- und Rundfunkpläne alternative Kanäle für die Umlagerung von Sendern vorgeben, während man gleichzeitig die Verhandlungen mit Drittländern fortsetzt, um die endgültige Zuteilung von Frequenzen an Sender und mobile Betreiber zu vereinbaren. (**Kontinuierlich**)
 - v. zur Verabschiedung von Sekundärrechtsvorschriften, die ein verbindliches Datum für die Abschaltung des analogen Rundfunks und eine technologisch neutrale Nutzung des 800 MHz-Bands nach der Abschaltung vorgeben, ebenfalls unter Berücksichtigung der RSPP-Bestimmungen. (**März 2013**)
 - vi. zur Einrichtung einer Ausschreibung für die Zuteilung der Nutzungsrechte zur Rundfunkübertragung. (**März 2013**)
 - vii. zur Umsetzung des Ausschreibungsverfahren für die Zuteilung der Frequenzen der digitalen Dividende, die Zuteilung und Autorisierung der Nutzung der digitalen Dividende durch elektronische Kommunikationsdienste in Übereinstimmung mit der EG-Entscheidung 2010/267/EU und in Bezug auf die Fristen und Vorgehensweisen des RSPP. (**Juni 2013**) (*)

(*) Die Fristen für die Schritte (iii) und (vii) werden gegebenenfalls durch die Entscheidung der Europäischen Kommission geändert, falls dem Antrag auf Abweichung von der Frist aus Art. 6.4 des RSPP, den die griechische Regierung am 15. Mai 2012 gestellt hat, stattgegeben wird.

6.3 Transport

Die Öffnung des Güterkraftverkehrs und des Passagiertransports ist abgeschlossen. Demzufolge werden die Prioritäten nun auf Maßnahmen gerichtet, die mehr Tourismus und Investitionen ermöglichen, insbesondere in Bezug auf Straßen (Limousinen und Shuttle-Dienste), maritime und Hafenaktivitäten (Inlandsfähren und Hafendienste) und Flugverkehr. Es werden konkrete Maßnahmen erwartet, die zur Reduzierung der Betriebskosten von Dienstleistern führen und gleichzeitig die Auswahl für den Verbraucher erhöhen. Die schrittweise Restrukturierung des Schienennetzes sollte auch zu seiner effektiven Privatisierung führen.

6.3.1 Straße

Vor der Auszahlung verabschiedet die Regierung alle notwendigen Maßnahmen, um:

a. Beschränkungen der Miete von Kleinlastern, Lieferwagen und Chauffeurdiensten aufzuheben;

b. Shuttle-Dienste von Hotels und Reiseveranstaltern unter Einsatz von Kleinfahrzeugen (weniger als 12 Sitzplätze) sowie Tourpakete für kleine Vans und Geländewagen zuzulassen.

1. Nach Fertigstellung des Berichts über die Funktionsweise des regelmäßigen Passagierdienstes wird die Regierung:

- i. eine Folgestrategie für die effektive Öffnung des Sektors in Übereinstimmung mit den staatlichen Beihilferegeln und den EU-Rechtsvorschriften zur Vergabe von Verträgen zu Passagiertransportdiensten festlegen und gleichzeitig für die Kontinuität der Dienstbereitstellung und die Identifizierung konkreter Optionen für den öffentlichen Transport in abgelegene Gebiete sorgen. (**Dezember 2012**).
- ii. das notwendige Gesetz (und die entsprechenden Rechtsakte) genehmigen, das für gleiche Bedingungen und Zugang zu allen Straßentransportbetreibern sorgt (**März 2013**).

6.3.2 Maritime Aktivitäten und Häfen

1. Die Regierung:

- i. führt einen Beratungsvorgang ein (**Oktober 2012**), der der Prüfung des rechtlichen Rahmens der inländischen Fährenindustrie dient mit dem Ziel der Stärkung des Wachstumspotenzials der Tourismusbranche. Besondere Aufmerksamkeit wird dabei unter anderem der Erhöhung der Flexibilität in Bezug auf (i) Personalanforderungen von Schiffen außerhalb der Mindeststreckenverpflichtungen und (ii) die Genehmigung von Änderungen der Fahrpläne und Schiffsgrößen für Fährendienste gewidmet.
- ii. führt eine konkrete Abänderung des Gesetzes 2932/2011 aufbauend auf diese Beratung durch (**Februar 2013**).
- iii. eröffnet den gesellschaftlichen Dialog unter Einhaltung der Vorgaben der Maritime Labour Convention (2006), damit Tarifvereinbarungen auf den aktuellen wirtschaftlichen Kontext und auf zukünftige Entwicklungen abgestimmt werden können (**Oktober 2012**).

2. Nach der Vorlage der ersten Version der nationalen Hafenstrategie verabschiedet die Regierung eine über fünf Jahre laufende nationale Hafenstrategie, die die Verbindung von Häfen mit dem gesamten Transportnetzwerk sicherstellt und zwar unter Benennung von konkreten Projekte, Fristen für die Umsetzung und Finanzierungsplänen. Die Strategie wird zu den TEN-T-Prioritäten und –Grundsätzen passen, zum Beispiel bezüglich des reibungslosen Betriebs des internen Marktes, der Mobilität von Personen und Gütern und des wirtschaftlichen, sozialen und territorialen Zusammenhangs der Europäischen Union, der effizienten Nutzung der zugeteilten Struktur- und Kohäsionsfonds und in Übereinstimmung mit den staatlichen Beihilferegeln (**Dezember 2012**).

3. In Anpassung an die neue Hafenstrategie und das Organisationsmodell für Häfen legt der Privatisierungsfonds (HRADF) eine konkrete Privatisierungsstrategie fest, hauptsächlich durch Konzessionen an die Zielsetzung der bestmöglichen Nutzung der Häfen (**Februar 2013**) und gibt die entsprechenden Ausschreibungen heraus (**März 2013**).

4. Die Regierung überarbeitet den rechtlichen Rahmen für die Arbeitsbeziehungen am Hafen und die administrative Funktionsweise von Häfen und legt der Kommission einen

Vorschlagsentwurf vor (siehe Anhang 9.5 für eine nicht abschließende Liste von Arbeitsregelungen für Häfen) (**Dezember 2012**). Die Überarbeitung entspricht dem sozialen Besitzstand der EU und sorgt unter anderem für die Schulung und Zertifizierung von Umschlagsmitarbeitern und legt ein Wettbewerbsmodell für Häfen und Terminalbetreiber fest. Der neue rechtliche Rahmen wird verabschiedet (**März 2013**).

5. Die Regierung überprüft die Kompatibilität mit den Rechtsvorschriften der Gemeinschaft und insbesondere mit den staatlichen Beihilferegeln und ändert die Bestimmungen den Hafen von Piräus (OLP) und den Hafen von Thessaloniki (OLTH) betreffend ab, insbesondere (**Dezember 2012**):
 - i. Gesetz 2688/1999:
 - a. Kapitel A, zweiter Artikel, Absatz 2;
 - b. Kapitel A, dritter Artikel, § 5, Absatz 5;
 - c. Kapitel B, siebter Artikel, Absatz 2;
 - d. Kapitel B, achter Artikel, § 5, Absatz 5;
 - ii. Gesetz 2937/2001: Artikel 34.

6.3.3 Flugverkehr

1. Nach Vorlage der nationalen Flughafenrichtlinie startete der Privatisierungsfonds (HRADF) den entsprechenden Vorgang, der zur Privatisierung der regionalen Flughäfen führt (**Dezember 2012**).
2. Die Regierung legt die Rechtsvorschriften für die Restrukturierung der Hellenischen Zivilluftfahrtsbehörde (HCAA) vor, die deren regulatorische Rolle stärkt und die voluminöse Trennung zwischen Aufsicht und Verwaltung vom Betrieb umsetzt. Die Regierung stellt Verbesserungen der Leistung der Flugverkehrsverwaltung durch Einhaltung der relevanten EU-Verordnung (EU 691/2010) sicher (**Dezember 2012**). Öffentliche Flughäfen, die nicht privatisiert werden, werden unter einer öffentlichen Instanz zusammengefasst, und deren Verwaltung und Betrieb laufen vollständig getrennt von der HCAA. Die neuen Rechtsvorschriften werden verabschiedet (**Januar 2013**).

6.3.4 Schienennetze

1. Die Regierung gliedert ROSCO (Wartungssparte) und GAIOSE (Immobilien) aus, überträgt das Leasing der Schienenfahrzeugaktivitäten von der OSE-Gruppe auf den Staat und stellt einen aktualisierten Businessplan für TRAINOSE bereit (**November 2012**).
2. Die Regierung ändert das Gesetz dahingehend, dass die Gebühr für den Erhalt einer Lizenz oder eines Sicherheitszertifikats nicht über die europäische Durchschnittsgebühr hinausgehen darf. Alle Betreiber erhalten Sicherheitszertifikate auf der Grundlage von veröffentlichten, einfachen und transparenten Regeln für die Laufzeit von fünf Jahren (**Dezember 2012**).
3. Die Schienenfahrzeuge, die TRAINOSE nicht nutzt/benötigt, werden auf ein Unternehmen übertragen, das sie zu Marktbedingungen vermietet, einschließlich an die Gewinner der entsprechenden Ausschreibungen (**Dezember 2012**).
4. Die Regierung richtet unabhängige Vergabestellen für den Schienenpersonenverkehr ein, die wettbewerbsorientierte Ausschreibungen veranstalten (**Januar 2013**). Verträge, die 2014 oder später geschlossen werden, werden grundsätzlich in Form einer Ausschreibung vergeben. Die nationale Sicherheitsbehörde überprüft fünf Prüfer für Lokführer entsprechend der EU-Verordnung und sorgt für die Veröffentlichung des Prüferregisters im

Internet. Die Sicherheitsbehörde veröffentlicht die Bedingungen und Vorgehensweisen zur Anerkennung von Lokführern (**März 2013**). Die Regierung ändert die Sicherheitsvorschriften zur Etablierung des Rechts eines Unternehmens auf Zugang zu Lokführereinrichtungen und Prüfern (**April 2013**).

5. Die Tarife der OSE-Gruppe und von TRAINOSE (**Juni 2013**) und der OASA-Gruppe (**Oktober 2013**) werden um mindestens 25% angehoben.

6.4 Der Einzelhandel

Im Einzelhandel zielen die ausgewählten Maßnahmen darauf ab, eine breitere Auswahl an Gütern durch effizientere Händler zu verkaufen und deren Betriebskosten zu senken. Die Maßnahmen zielen dabei nicht nur auf handelsspezifische Vorschriften ab (wie Regeln zur Preisgestaltung, zum Verkauf und zur Etikettierung), sondern es geht auch um die Regeln zum Transport und zur Gesundheitsvorsorge in Retail Outlets. In Kombination sollten diese Maßnahmen zur Senkung von Preisen und zur Schaffung einer größeren Auswahl für Verbraucher beitragen.

Vor der nächsten Auszahlung wird die Regierung:

- a. die Anforderung nach einem Mindestplatzumfang für den Verkauf von Lebensmittelprodukten eliminieren.
- b. gemischten Geschäften gestatten, andere Waren als Lebensmittel zu verkaufen, vorbehaltlich der Einhaltung der Hygiene-, Lebensmittel- und Sicherheitsstandards.
- c. es Supermärkten gestatten, vorverpackte Fleisch-, Käse- und Fischprodukte zu verkaufen.
- d. den Verkauf von Milch für Säuglinge (d.h. 0-6 Monate) in Supermärkten liberalisieren.
- e. eine Trennung der Verbindung der Arbeitszeiten aller Mitarbeiter in Einrichtungen von den Öffnungszeiten der Einrichtungen zulassen (wie in Gesetz 1037/1971 und den damit zusammenhängenden Rechtsvorschriften zur Umsetzung definiert).
- f. das Gesetz dahingehend anpassen, dass klargestellt wird, dass Schichtpausen in allen Handelseinrichtungen zulässig sind (einschließlich Einrichtungen mit kontinuierlichem Arbeitsplan).

Darüber hinaus wird die Regierung:

1. dieselben Standards für den Transport von verderblichen Waren mit privat genutzten LKWs wie für den Transport solcher Waren in öffentlich genutzten LKWs ansetzen. (**Dezember 2012**)
2. eine Analyse der Verhältnismäßigkeit der Beschränkungen für Freiluft-/Wanderhandel anhand von gesellschaftspolitischen Kriterien durchführen. (**Dezember 2012**)
3. die Revision des Ministerialbeschlusses A2-3391/2009 zu Marktvorschriften abschließen und der Kommission in Übereinstimmung mit dem in Richtlinie 98/34 vorgesehenen Benachrichtigungsvorgang vorlegen. (**Oktober 2012**) Der überarbeitete Ministerialbeschluss zu Marktvorschriften wird einen Monat nach der Antwort der Kommission unter Einhaltung des Benachrichtigungsvorgangs verabschiedet.
4. das Marktpolitikgesetz (Gesetz 136/1946) überprüfen und abändern und dabei verschiedenen Formen der Intervention des öffentlichen Sektors in die Produktion, den

Vertrieb und den Verbrauch von Waren in Übereinstimmung mit den vereinfachenden Empfehlungen aus der Stellungnahme Nr. 24/VII/2012 der Hellenischen Wettbewerbskommission Rechnung tragen. (Januar 2013)

6.5 Regulierte Berufe, professionelle Qualifikationen und Bereitstellung von Dienstleistungen

6.5.1 Entfernung von Zugangs- und Ausübungsbeschränkungen für regulierte Berufe

- a. **Vor der Auszahlung** ändert die Regierung die spezifischen Rechtsvorschriften zur Aufhebung der Beschränkungen für die in Kapitel 9.2.1 dieses Memorandums aufgeführten Berufe und wirtschaftlichen Aktivitäten.
1. Für die in Kapitel 9.2.2 genannten Berufe und wirtschaftlichen Aktivitäten erstellt die Regierung Bestimmungsentwürfe, die die spezifischen Rechtsvorschriften gemäß der Stellungnahme der Hellenischen Wettbewerbskommission abändern. Die Rechtsvorschriften werden ab **Dezember 2012** wirksam.
2. Die Regierung veröffentlicht auf ihrer Website einen Bericht über die Implementierung von Gesetz 3919/2011 (**Dezember 2012**), einschließlich:
 - i. der Liste aller Berufe/wirtschaftlichen Aktivitäten, die unter den Geltungsbereich dieses Gesetzes fallen.
 - ii. der Liste aller übrigen Berufe/wirtschaftlichen Aktivitäten, die zuvor nicht behandelt wurden. Für diese stellt die Regierung sicher, dass der regulatorische Rahmen vollständig mit Kapitel A des Gesetzes 3919/2012 und den Stellungnahmen (falls zutreffend) der Hellenischen Wettbewerbskommission (HCC) entspricht (**Dezember 2012**).
3. Um für eine **transparentere** Arbeitsweise von Berufsorganisationen zu sorgen, werden Rechtsvorschriften erlassen, die die Veröffentlichung der folgenden Informationen durch jeden Berufsverbandes auf seiner Website vorschreiben (**Dezember 2012**):
 - i. der Jahresabschluss des Berufsverbandes.
 - ii. die Vergütung der Mitglieder des Vorstands, aufgegliedert nach Funktionen.
 - iii. die Höhe der entsprechenden Gebühren, aufgegliedert nach Art und Art der Dienstleistung, die der Berufsverband erbringt sowie die Berechnungs- und Anwendungsregeln.
 - iv. statistische und gesammelte Daten in Bezug auf auferlegte Sanktionen, stets in Übereinstimmung mit den Rechtsvorschriften zum Schutz personenbezogener Daten.
 - v. statistische und gesammelte Daten zu Ansprüchen oder Beschwerden, die Verbraucher oder Organisationen geltend machen sowie zu den Gründen für den Annahme oder Ablehnung solcher Ansprüche oder Beschwerden, stets in Übereinstimmung mit den Rechtsvorschriften zum Schutz personenbezogener Daten.
 - vi. jede Änderung im professionellen Verhaltenskodex, falls vorhanden.
 - vii. die Regeln bezüglich der Inkompatibilität und jede Situation, die durch einen Interessenskonflikt gekennzeichnet ist, an dem die Vorstandsmitglieder beteiligt sind.
4. Um die Mindestgebühren für professionelle Dienstleistungen von der Besteuerung und den Beiträgen zu Sozialversicherungen und professionellen Verbänden zu trennen:

- i. verabschiedet die Regierung einen Präsidialerlass, der ein System von im Voraus zu zahlenden Festbeträgen für jede Verfahrenshandlung oder jedes Erscheinen eines Rechtsanwalts vorgibt, die oder das nicht mit einem konkreten „Referenzbetrag“ verbunden ist. (**November 2012**)
 - ii. Im Zusammenhang mit der Steuerreform werden außerdem Wege zur Trennung der Verbindung der Besteuerung von Beratungskosten für Techniker und Beratungskosten für Rechtsanwälte/Referenzbeträgen vorgegeben. (**Dezember 2012**) Diese Reform wird mit dem Inkrafttreten der Steuerreform im **Januar 2013** umgesetzt.
5. Um die Verhältnismäßigkeit und Rechtmäßigkeit der Aktivitäten zu beurteilen, die konkreten regulierten Berufen vorbehalten sind:
- i. aktualisiert die Regierung die Untersuchung der Vorschriften zu den Berufen, die der Kommission im Juli 2012 vorgelegt wurde, um die Rechtmäßigkeit und Verhältnismäßigkeit der Anforderungen, nach denen bestimmte Aktivitäten Anbietern mit bestimmten professionellen Qualifikationen vorbehalten bleiben, zu beurteilen. (**November -2012**)
 - iii. Ein Rechtsvorschriftsentwurf zur Abänderung unrechtmäßiger oder unverhältnismäßiger Anforderungen, nach denen bestimmte Aktivitäten Anbietern mit bestimmten professionellen Qualifikationen vorbehalten bleiben, beginnend mit den regulierten Hauptberufen (d.h. Rechtsanwälte, Ingenieure, Steuerberater, beeidigte Gutachter, Energie-/Gebäudeinspektoren usw.) wird dem Parlament vorgelegt. (**März 2013**)

6.5.2 Weitere Maßnahmen

Vor der Auszahlung werden Rechtsvorschriften verabschiedet, um:

- a. die vorgeschriebene Beteiligung eines Rechtsanwalts an Transaktionen auf Schiffen mit sofortiger Wirkung und an der Aufsetzung von Immobilientransaktionen mit sofortiger Wirkung für den Verkäufer und mit Wirkung zum 31.12.2013 für den Käufer unter Anhebung der entsprechenden Schwellen auf 80.000 EUR für das gesamte Land aufzuheben;
- b. die Anwesenheit eines Rechtsanwalts (mit sofortiger Wirkung) für Verträge in Bezug auf den Vertrieb oder den Austausch von Immobilien sowie für kostenlose rechtliche Transaktionen, wie Schenkungen, aufzuheben;
- c. die Höhe von monatlichen Mindestbeträgen, die an Rechtsanwälte des Privatrechts zu zahlen sind, die für Dienstleistungen entlohnt werden, die gegen Zahlung einer festen periodischen Gebühr erbracht werden, aufzuheben. Dies geschieht unbeschadet der Beibehaltung von Gebührenordnungen für Rechtsanwälte in der Ausbildung und des Mindestgehalts für Arbeitnehmer im privaten Sektor, wie in Gesetz 4046/2012 vorgesehen.

Sonstige Handlungen

1. Ein Gesetzesentwurf, der den Rechtserlass 3026/1954 überarbeitet, wird der Kommission bis **Ende November 2012** vorgelegt und bis **Dezember 2012** verabschiedet. Das neue Gesetz soll unter anderem das vollständige Verbot der kommerziellen Kommunikation abschaffen, Altersbeschränkungen für die Ablegung von Rechtsanwaltsprüfungen aufheben, den Wiedereintritt in den Rechtsberuf erleichtern und die Art der Rechtsanwaltsgebühren, die in den aktuellen Rechtsvorschriften vorgesehen sind, klarstellen.

2. Die Regierung ergreift bis spätestens **Juni 2013** weitere Maßnahmen, um die Kosten der Firmengründung um 50% zu reduzieren, gemessen nach dem Unterindikator Starting a Business der Weltbank. Die Ergebnisse werden in der Doing Business-Ausgabe 2014 der Weltbank überwacht. (**November 2013**)
3. Um den Fortschritt im Bereich der regulierten Berufe zu bestätigen, führt die Regierung eine Untersuchung der 20 größten Berufsgruppen durch, um festzustellen, in welchem Umfang diese liberalisiert wurden, einschließlich der Ergebnisse in Bezug auf Neueinsteiger und Preisänderungen. (**September 2013**)

6.5.3 Vereinfachung der Anerkennung beruflicher Qualifikationen

1. Es werden Maßnahmen getroffen, um die effektive Umsetzung der EU-Vorschriften über die Anerkennung von Berufsqualifikationen, einschließlich der Einhaltung von EuGH-Urteilen (u. a. in Bezug auf die unter das Franchiseabkommen fallenden Diplome) zu gewährleisten. Insbesondere wird die Regierung:
2. die Angaben zur Zahl der anhängigen Anträge auf Anerkennung von Berufsqualifikationen weiter aktualisieren und sie der Europäischen Kommission übermitteln. (**Vierteljährlich**)
3. Rechtsvorschriften verabschieden, um i) das Verbot der Anerkennung von Berufsqualifikationen abzuschaffen, die aus Franchiseabschlüssen abgeleitet werden, um den Zugang zu oder die Ausübung einer Erwerbstätigkeit zu ermöglichen und ii) sicherzustellen, dass Inhaber von Franchiseabschlüssen aus anderen Mitgliedstaaten berechtigt sind, in Griechenland zu denselben Bedingungen zu arbeiten wie griechische Inhaber solcher Abschlüsse. (**November 2012**)

6.5.4 Dienstleistungsrichtlinie: Nutzung der Informationsvorteile des einheitlichen Ansprechpartners

Die Regierung stellt sicher, dass

1. der einheitliche Ansprechpartner (EA) in allen Branchen, für die die Dienstleistungsrichtlinie gilt, voll betriebsfähig ist. (**Dezember 2012**)
2. der EA zwischen den für in Griechenland ansässige Dienstleistungserbringer geltenden Verfahren und den für grenzüberschreitend tätige Dienstleistungserbringer (insbesondere hinsichtlich reglementierter Berufe) geltenden Verfahren unterscheidet. (**Dezember 2012**)
3. es eine angemessene Verbindung zwischen dem EA und anderen relevanten Behörden (einschließlich Anlaufstellen, Berufsverbände und Anerkennung von Berufsqualifikationen) gibt und dass die Vorlage von Online-Anträgen in Bezug auf die Anerkennung von Berufsqualifikationen voll betriebsfähig ist. (**Dezember 2012**)

7 Erhöhung der Auswirkung von Struktur- und Kohäsionsfonds

1. Die Regierung erreicht die für Zahlungsanforderungen und Großprojekte in unten stehender Tabelle aufgeführten Ziele bei der Absorption von EU-Struktur- und Kohäsionsfonds. Die Einhaltung der Ziele wird anhand zertifizierter Daten gemessen. (Q4 2012)

Tabelle 1: Ziele für die Zahlungsanforderungen bei der Absorption von Struktur- und Kohäsionsfonds (Programmperiode 2007-2013), vorzulegen bis 2013

(Mio. EUR)

	2012	2013
Europäischer Fonds für Regionale Entwicklung (EFRE) und Kohäsionsfonds	2.850	3.000
Europäischer Sozialfonds (ESF)	880	890
Ziel für die erste Jahreshälfte	1.231	1.284
Gesamtjahresziel	3.730	3.890

2. Bei der Entscheidung über die Zuteilung des öffentlichen Investitionsbudgets stellt die Regierung sicher, dass die notwendigen nationalen Beiträge verfügbar bleiben, um die nicht abgeschlossenen EFRE-, ESF- und Kohäsionsfondsprojekte der Programmperiode 2000-2006 abzuschließen und dass die benötigten nationalen Beiträge, einschließlich nicht qualifizierte Ausgaben unter dem Strukturfonds und dem Kohäsionsfonds, im Rahmen der Programmperiode 2007-2013 gedeckt sind.
3. Die Regierung überwacht weiter auf vierteljährlicher Basis die Umsetzung der Prioritätsprojekte, von denen bestimmte - wie die Prüfung der Funktionsweise der öffentlichen Verwaltung, das Projekt „Elenxis“ für die Steuerkontrolle, das Grundbuch, die Infrastrukturen für die Entsorgung von Feststoffabfall, die Schienennetzprojekte, die elektronische Verschreibung, die elektronische Beschaffung, die Entwicklung eines sozioökonomischen Sektors und das Nationalregister - entscheidend für die Entwicklung des Landes sind. Für verzögerte Prioritätsprojekte ist eine Methode der genaueren Überwachung zu vereinbaren (Q4 2012), um eine rechtzeitige Ergreifung von Maßnahmen zu ermöglichen. Die Prioritätsprojekte sind bis Ende 2015 abzuschließen.
4. Die Unterstützung von auf zentraler und regionaler Ebene verwalteten KMUs soll einen direkten Beitrag zur Entwicklung der Wirtschaft und zur Schaffung unbefristeter Arbeitsplätze, insbesondere für junge Menschen, leisten. Es werden Anleitungen für die Festlegung der Bedingungen zur Gewährung von staatlicher Hilfe und ihrer Überwachung ausgegeben. (Q4 2012)
5. Im Rahmen der Prüfung der Vorschriften zur öffentlichen Beschaffung (vgl. Klausel 2.7.2.2.3) werden Rechtsvorschriften verabschiedet und mit sofortiger Wirkung umgesetzt, um Fristen zu verkürzen und Vorgehensweisen bei der Vertragsvergabe zu vereinfachen. (Q1 2013)
6. Das Überwachungswerkzeug für Zwangseignungen wird fertiggestellt und in Betrieb genommen, und die Daten werden der Öffentlichkeit zugänglich gemacht. (Q1 2013)

7. Nach der Vereinfachungsinitiative, die im Mai 2010 gestartet wurde, ergreift die Regierung Maßnahmen zur Beschleunigung der Absorption und der Zahlungen an Begünstigte sowie zur Vereinfachung der Verwaltung und Projektumsetzung auf der Grundlage der Punkte, die die Kommission angemerkt hat und auf der Grundlage anderer eventuell vorgeschlagener Punkte. Insbesondere prüft die Regierung die „schlafenden“ Projekte, nicht aktivierten Delegierungen und schlafenden Verträge und informiert die Kommission über die eliminierten Vorgänge. (Q4 2012) Ähnliche Übungen werden regelmäßig wiederholt, bis die Programmperiode abgelaufen ist.
8. Die Regierung ergreift Maßnahmen und beginnt mit der Implementierung einer Antibetrugsstrategie im Bereich Strukturfonds und Kohäsionsfonds (Q2 2013). Die Regierung richtet einen effizienten internen Beratungsvorgang ein, der durch ein elektronisches System unterstützt wird. Dazu wird ein integriertes Projekt gestartet und unter Nutzung der bestehenden Infrastruktur umgesetzt. (Q1 2013)

DRAFT

8 Überwachung und technische Unterstützung

8.1 Statistiken

Hochwertige Statistiken sind der Schlüssel zu effektiver wirtschaftlicher Aufsicht und Richtliniengestaltung sowie zur angemessenen Überwachung und Zuteilung des Budgets. Bei der Verbesserung der Qualität und Abdeckung der Statistiken wurden in Griechenland in den vergangenen zwei Jahren wesentliche Fortschritte erzielt.

Die Regierung ist weiterhin bestrebt, die Arbeit von ELSTAT zu unterstützen, und den vom griechischen Premierminister am 29. Februar 2012 unterzeichneten „Zuverlässigkeitsverpflichtungen“, aus denen unter anderem hervorgeht, dass „die Hellenische Republik eidesstattlich versichert, die internationalen und europäischen Standards in Bezug auf statistische Datenqualität vollumfänglich einzuhalten... die professionelle Unabhängigkeit der.... Hellenischen Statistikbehörde zu garantieren und zu verteidigen...und [sie] gegen alle Bemühungen der Unterminierung [ihrer] Glaubwürdigkeit zu verteidigen... und angemessene und stabile Ressourcen für die Behörde zu sichern“.

1. Die Regierung ist wie in den vorstehenden „Zuverlässigkeitsverpflichtungen“ erklärt, weiterhin bestrebt, das ELSTAT-Budget von dem Budget des Finanzministeriums abzukoppeln und zwar unter Einhaltung der bestehenden Vorgehensweisen und unter Beteiligung des Hellenischen Parlaments und des Rechnungshofes. Vom 01. Januar 2013 an erhält ELSTAT als Rechtsperson unter griechischem öffentlichem Recht die Budgetvollzugsautonomie in Übereinstimmung mit dem relevanten rechtlichen Rahmen, insbesondere mit Gesetz 4072/2012, Artikel 323. Die Behörden verpflichten sich zur Ausführung aller Handlungen, die notwendig sind, um die Budgetvollzugsautonomie für ELSTAT in Übereinstimmung mit Gesetz 4072/2012, Artikel 323, herzustellen.
 - i. Um dies zu erreichen, ändert die Regierung das Gesetz 3832/2010 bezüglich der Nichtanwendbarkeit der Bestimmungen aus Artikel 25 des Gesetzes 2362/1995 auf ELSTAT sowie breiter gefasst aller anderen Umsetzungsbestimmungen, die der Unabhängigkeit von ELSTAT widersprechen (**November, 2012**).
2. **Vor der Auszahlung** und zur Sicherstellung eines reibungslosen und effektiven Übergangs hin zum neuen Rahmen verpflichten sich die Behörden dazu, alle Rückstände gegenüber ELSTAT für die Geschäftsjahre 2011 und 2012 auszugleichen. Die Rückstände werden zu Lasten des ELSTAT-Budgets für 2012 gezahlt.

9 Anhänge

9.1 Privatisierungsplan und Zwischenschritte

Greece--Hellenic Asset Development Fund: Projects Under Development 2012-14

Timing of Privatisation Project (Launch of Tender)	Transferred to HRADF	Advisors contracted	Intermediate Steps
I. State-owned enterprise/share sale			
---	OTE	✓	n.a.. Done.
---	4 Airbus	1/	✓ Delivery of aircrafts pending.
2012 Q1	Public Gas (DEPA)	✓	✓ Non-binding bids (November 2012). Modification of statutory provision at time of privatisation.
Q1	Public Gas (DESFA)	✓	✓ State aid clearance (January 2013). Law for certification of transmission operator (November 2012) and security of gas supply (not a necessary condition for DESFA's privatisation).
Q4	Football Prognostics Organization (OPAP)	4/	✓ VLT regulation issuance and notification to EU (November 2012). Law on new tax provisions for state aid clearance (December 2012).
2013 Q1	Horserace Betting Organization (ODIE)	✓	✓ Pending state aid clearance, adopt legislation for the granting of the new license and the subsequent liquidation of the company (January 2013).
Q1	Hellenic Post (ELTA)	2/3/	✓ Ministerial decisions for (i) the determination of the content of universal service and (ii) the compensation mechanism for USP drafted and prenotified to DGComp.
Q1	Hellenic Vehicle Industry (ELVO)	2/3/	✓ Transaction structure to be determined and agreed (February 2013).
Q2	Thessaloniki Water (EYATH)	✓	✓ Establish regulatory framework (December 2012). Establish pricing policy and amend the license (May 2013).
Q2	Hellenic Petroleum (HELPE)	✓	✓ Following divestment of DEPA.
Q2	Athens Water (EVADAP)	✓	✓ Establish regulatory framework (December 2012). Establish pricing policy and amend license (September 2013). Settlement of receivables from the State (September 2013).
Q2	Mining and Metallurgical Company (LARCC)	✓	✓ Law for establishing a new company (November 2012).
Q2	Athens Airport (AIA)	3/4/	✓ Re-approach Hochtiefl Airports (November 2012).
Q2	Hellenic Defense Systems (EAS)	1/	Pending Clearance by Ministry of Defense (November 2012). Identify assets for privatisation (December 2012).
Q2	Railways (Trainose)	1/	Pending Remaining problems in Trainose will be resolved (February 2013). Trainose will then be transferred to the HRADF (March 2013).
Q3	Public Power Corporation (PPC)	2/3/	✓ MoEnergy to issue Energy Policy Objectives (December 2012), and approval of restructuring plan (December 2012).
Pending court decision	Casino Mont Parnes	1/	✓ Pending legal action for the recovery of the state aid taken by the Ministry of Culture (November 2012). Harmonisation of entrance ticket prices (November 2012).
II. Concessions			
---	OPAP 1	✓	n.a.. Done.
---	OPAP 2	✓	n.a.. Done.
n.a..	Mobile Telephony	✓	n.a.. Done.
n.a..	Hellenic Motorways	✓	✓ Negotiations for the restart of projects currently in progress; ratification of reset agreement by Parliament (December 2012).
2012 Q4	State Lottery	✓	✓ Binding offers (November 2012). Submission to Court of Auditors (December 2012).
2013 Q1	Egnatia Odos	2/	✓ Launching of tender process dependent on: a) agreement/finalisation with Ministry of Development on key commercial, legal and technical characteristics of the concession and consequently conclusion of business plan, b) decision on tolling policy and toll collection system to be applied, c) treatment of Piraeus loan granted to Egnatia Odos SA and d) successful reset of the 4 Motorway concession projects
Q1	Small ports and marinas	✓	✓ Resolve issues related to urban zoning (December 2012).
Q1	Regional airports	✓	✓ National Airports Policy defined. Establish regulatory framework (January 2013).
Q2	Thessaloniki Port (OLTH)	✓	✓ Issue national port strategy (November 2012) and establish regulatory framework (April 2013). State aid clearance (March 2013).
Q2	Piraeus Port (OLP)	✓	✓ Issue national port strategy (November 2012) and establish regulatory framework (April 2013). State aid clearance (March 2013).
Q2	Large regional ports	2/	✓ Issue national port strategy (November 2012) and establish regulatory framework (April 2013). State aid clearance (March 2013).
Q3	South Kavala Gas Storage	✓	✓ Decision on the best exploitation option (December 2012).
Q4	Digital Dividend	n.a..	✓ National policy defined (last October 2012). Issue MD (November 2012) so that proceeds are transferred to the HRADF. Pass law to finalise licensing of TV stations and digital broadcasting (December 2012).
n.a..	Mining rights		-
III. Real Estate			
2011 Q4	Hellenikon 1	✓	✓ Transfer of Hellenikon SA ownership to HRADF (November 2012). Launch Phase B of tender process (November 2012).
2012 Q1	IBC	✓	✓ Issue PD for ESCHADA (November 2012) and have approval from Court of Audit (December 2012).
Q1	Cassiopi	✓	✓ Declassification of Naval outpost (November 2012). ESCHADA already submitted (last October 2012).
Q1	Lot 1 (Afantou)	✓	✓ ESCHADA already submitted (last October 2012).
Q4	Sale/repo 28 buildings	✓	✓ Issue MD with list of buildings to be transferred to HRADF (November 2012). Amended law on public leases (last October 2012).
2013 Q1	Astir Vouliagmenis	1/	✓ Negotiations ongoing with NBG. ESCHADA to be submitted (January 2013). Process led by NBG.
Q1	Real Estate lot 2	1/	✓ 40 properties to be identified (December 2012) and transferred to HRADF (March 2013).
Q4	Real Estate lot 3	1/	✓ At least 1,000 real estate properties to be transferred to HRADF (December 2013).

Source: HRADF update on projects under development.

1/ Transfer of assets/rights at the point of privatisation.

2/ HRADF has been granted the right to exercise the voting rights attached to the shares owned by the Hellenic Republic. Transfer of shares has not taken place.

3/ Contract signed by Ministry of Finance is required for HRADF to exercise the voting right.

4/ Only partial transfer of shares.

5/ ESCHADA = zoning and land planning permit.

9.2 Regulierte Berufe

9.2.1 Liste 1: Liste der Beschränkungen zu ausgewählten regulierten Berufen, die vor der nächsten Auszahlung aufzuheben sind

1. **Hafenarbeiter für die Arbeit an Land und in Häfen:** Vereinfachung der Deklarationsvorgänge, Aufhebung fester Gebühren für Lade- und Entladedienste und Zulassung der Beschäftigung von Hafenarbeitern nach Privatsektorrecht.
2. **Beeidigte Gutachter:** Verabschiedung neuer Rechtsvorschriften zur Eliminierung der anfallenden Gebühren, des Numerus-Clausus-Systems und der Staatsbürgerschaftsanforderungen sowie der Zulassung der Ausübung eines Berufes durch Rechtspersonen und die Öffnung der Bereiche, die ausschließlich dieser Berufsgruppe vorbehalten sind.
3. **Buchhalter und Steuerberater:** Klarstellung in Rundschreiben 26801/DIOE 654 vom 13. Juni 2012, dass der Berufsausweis automatisch innerhalb einer Frist von drei Monaten ausgestellt wird; ii) Klarstellung, dass SAEP die für die Anerkennung von Berufsqualifikationen zuständige Instanz ist; iii) Abänderung des Ministerialbeschlusses POL 1166/2011 zur Abschaffung des darin vorgesehenen Zertifizierungsvorgangs, der für juristische und natürliche Personen gilt; iv) Einfügung von Referenzen auf den Rechtstext zu Buchhaltern/Steuerberatern, der per Gesetz 3919/2011 abgeschafft wurde, in das Rundschreiben. Darüber hinaus Abänderung der sektorspezifischen Rechtsvorschriften zur Eliminierung von Nichtübereinstimmungen mit dem Gesetz von 2011 über regulierte Berufe.
4. **Zeitarbeitsunternehmen:** Abänderung des sektorspezifischen Gesetzes dahingehend, dass i) das Mindestkapital von 176.083 EUR (Art. 123.1 des Gesetzes 4052/2012) reduziert wird; ii) die Höhe von Bankgarantien reduziert/gestrichen wird (Art. 126); iii) die Anforderung an die Mindestanzahl von Mitarbeitern aufgehoben wird; iii) die Zuständigkeit der Zeitarbeitsunternehmen unter anderem für die Bereitstellung von Beratungs- und Schulungsleistungen erweitert wird.
5. **Private Arbeitsberatungsstellen:** Abänderung des sektorspezifischen Gesetzes dahingehend, dass i) es Mitarbeitern von privaten Arbeitsberatungsstellen – abgesehen von den Direktoren - gestattet wird, Schlichtungsverfahren durchzuführen; ii) Anforderungen bezüglich eingebauter Infrastruktur und technischer Ausstattung aufgehoben werden; iii) die in Art. 104.2 des Gesetzes 4052/2012, wonach bei einer Änderung des Sitzes der PEA oder ihrer Niederlassung die Vorgehensweise der Aufnahme der PEA-Aktivitäten/Beschäftigung unter Art. 101 desselben Gesetzes greift, aufgehoben wird; iv) es PEAs gestattet wird, auch andere Aktivitäten als die Mediation am Standort der PEA auszuführen.
6. **Immobilienmakler:** Abänderung des sektorspezifischen Gesetzes dahingehend, dass auf die Probezeit, bevor ein Bewerber zum Immobilienmakler werden kann, verzichtet wird (Art. 199 des Gesetzes 4072/2012).
7. **Versicherungsfachleute:** Prüfung des regulatorischen Rahmens, der den Prüfungsvorgang regelt, damit verhindert wird, dass die Hellenische Versicherungsgesellschaft (HAS) indirekt die Anzahl der erfolgreichen Prüfungskandidaten im Interesse der Beteiligten festlegt (vgl. die Stellungnahme der Hellenischen Wettbewerbskommission Nr. 14/VI/2012).
8. **Touristenführer:** Sicherstellung, dass der Berufsausweis innerhalb einer Frist von drei Monaten (oder früher) ausgestellt wird und Abänderung des sektorspezifischen Gesetzes dahingehend, dass der Beruf für Personen mit entsprechendem Universitätsabschluss geöffnet wird.
9. **Energieinspektoren:** Abänderung des sektorspezifischen Gesetzes dahingehend, dass Mindestgebühren für Energieinspektionsdienstleistungen abgeschafft und Lizenzierungsvorgänge vereinfacht werden.
10. **Private Anbieter von Primärversorgungsleistungen:** Abänderung des sektorspezifischen Gesetzes dahingehend, dass Nichtübereinstimmungen mit dem Gesetz 3919/2011 über die Berufsgruppen eliminiert werden.
11. **Zollmakler:** vgl. Klausel über Handelserleichterungen.

12. **Kioske und Kantinen in öffentlichen Gebäuden:** Aufhebung der Lizenzbeschränkungen zu Gunsten bestimmter Gruppen.
13. **Touristenbüros:** Eliminierung des Vorabgenehmigungsplans, der Mindestanforderungen bezüglich der Größe von Büros, der anfallenden steuerähnlichen Abgaben und Reduzierung der Höhe von Bankgarantien oder Aufforderung an die Touristenbüros, eine Versicherung abzuschließen.
14. **Lehrer an Einrichtungen für Privatunterricht und Fremdsprachenschulen sowie Hauslehrer:** Aufhebung der Notwendigkeit der vorherigen Lizenzierung und Ersatz durch eine Mitteilung über die Aufnahme der Aktivität. Aufhebung der Notwendigkeit der jährlichen Lizenzverlängerung.
15. **Private Grundschulen und weiterführende Schulen:** Abschaffung der Staatsbürgerschaftsanforderung als Voraussetzung für die Niederlassungserlaubnis, Abänderung der Anforderung an formale Qualifikationen des Gründers einer Privatschule, Abschaffung der Eigenkapitalanforderungen, des Verbots bezüglich mehrerer Einrichtungen, der Mindestdistanz, der Notwendigkeit der jährlichen Lizenzverlängerung, Aufhebung des Verbots der Lizenzvergabe an Verwandte des Lizenzinhabers für private Grundschulen oder weiterführende Schulen.
16. **Privatunterricht und Sprachschulen:** Abänderung der Anforderung an formale Qualifikationen des Gründers der Einrichtung für Privatunterricht und Sprachschule und Aufhebung des Verbots der Lizenzvergabe an Verwandte des Lizenzinhabers.
17. **Berufsausbildungsinstitute:** Zulassung von Werbung der Institute ohne Genehmigung von E.O.P.P.E.P.
18. **Berufsausbildungszentren:** Abänderung der sektorspezifischen Rechtsvorschriften dahingehend, dass die Akkreditierung eines Berufsausbildungszentrums von der Integritätsprüfung der objektiven gesetzlichen Anforderungen abhängig gemacht wird; ii) Zulassung der Gründung von juristischen Personen durch Privatpersonen; iii) Verlängerung der Akkreditierung in Form einer Mitteilung unter Art. 3 des Gesetzes 3919/2011 durch Entkoppelung vom Bewertungssystem.
19. **Weiterführende Bildungseinrichtungen:** Aufhebung des Verbots, dass weiterführende Bildungseinrichtungen nicht von Gesellschaftern oder Partnern der juristischen Person gegründet werden können, die die Einrichtungs- und Betriebslizenz beantragt hat, Verlängerung der Lizenz in Form einer Mitteilung unter Art. 3 des Gesetzes 3919/2011, Zulassung, dass weiterführende Bildungseinrichtungen nicht registrierte Mitarbeiter einstellen, wenn dies der Aufsichtsbehörde gemeldet wird, wie im Falle von Berufsausbildungszentren, Aufhebung der Notwendigkeit der Vorlage einer Bürgschaft bei der Eröffnung einer weiterführenden Bildungseinrichtung.
20. **Akkreditierte Studienzentren:** Abänderung der Vorschrift über die Lizenzverlängerung dahingehend, dass Lizenzverlängerungen lediglich der Mitteilung unter Art. 3 des Gesetzes 3919/2011 bedürfen.
21. **Presseagenturen:** Aufhebung des Vorabgenehmigungsplans und Erweiterung der Anzahl der ausgeführten Erwerbstätigkeiten.

9.2.2 Liste 2: Regulierte Berufe/Erwerbstätigkeiten, deren regulatorischer Rahmen an gültige Stellungnahmen der Hellenischen Wettbewerbskommission anzupassen ist

1. **Berufe unter dem griechischen Ministerium für Bürgerschutz:** i) Verkauf von Revolvern, Pistolen und Zielschusswaffen; ii) Herstellung von Sprengstoffen, Herstellung, Umwandlung, Montage, Vollendung und Reparatur von Feuerwaffen und Laden/Entladen von Feuerwaffenpatronen; iii) Laden von Patronen für zum Verkauf stehende Jagdgewehre; iv) Verkauf von Feuerwerkskörpern und Fackelabschussgeräten; v) Herstellung von Feuerwerkskörpern und Fackelabschussgeräten; vi) Betrieb privater Sicherheitsfirmen; vii) Arbeit von Sicherheitsmitarbeitern privater Sicherheitsfirmen; viii) Betrieb von privaten Ermittlungsbüros; ix) Arbeit von Mitarbeitern privater Ermittlungsbüros: Vgl. HCC-Stellungnahme Nr. 13/VI/2012.
2. **Antiquitäten- und Kunsthändler sowie Restaurateure von Kunstwerken und Antiquitäten** Vgl. HCC-Stellungnahme Nr. 18/VI/2012.
3. **Berufe/Erwerbstätigkeiten unter dem griechischen Ministerium für Bürgerschutz – Hafenbereitschaft:** i) Organisationen, die Taucher zertifizieren; ii) Anbieter von Freizeittauchleistungen; iii) Vermietung von Wassersportgeräten; iv) Betrieb von Rettungsbooten; v) Abschleppbetriebe; vi) Lizenzierungen für Freilufthandel (Stände oder Wanderhandel) an Bord von Schiffen; vi) Betrieb von Kasinos an Bord von Passagierschiffen, die unter griechischer Flagge auf internationalen Strecken fahren;

- vii) Rettungsschwimmer: (i) Betrieb von öffentlichen Gesundheitseinrichtungen auf verankerten oder treibenden Schiffen (ii) Betrieb von öffentlichen Gesundheitseinrichtungen auf hochseetüchtigen Schiffen: *Vgl. HCC-Stellungnahme Nr. 22/VII/2012.*
4. **Berufe/Erwerbstätigkeiten unter dem Ministerium für Gesundheit und soziale Solidarität, Fürsorgegeneraldirektion:** i) Pflegeeinrichtungen für ältere Menschen; ii) Tagespflegezentren für älteren Menschen; iii) Kreative Aktivitätszentren für Kinder; iv) Kreative Aktivitätszentren für behinderte Kinder; v) Kindertagesstätten und Kindergärten; vi) Private Kindercamps; vii) Institute für Kinderfürsorge: *Vgl. HCC-Stellungnahme Nr. 25/VII/2012.*
5. **Kraftstoffverkäufer, Schützen, Sprengmeister und Erdgasverkauf.** *Vgl. HCC-Stellungnahme Nr. 26/VII/2012*

DRAFT

9.3 Vereinbarter Fahrplan zwischen dem griechischen Justizministerium und EU/IWF/EZB bezüglich der Prüfung der Zivilprozessordnung

1. Bis Ende Oktober 2012 wird die Taskforce für die Prüfung der Zivilprozessordnung (die „Taskforce“) ein Kurzpapier für ihre ausländischen Expertenmitglieder erstellen, die von anderen EU-Mitgliedstaaten beauftragt worden, die Arbeit der Taskforce zu unterstützen. Durch dieses Papier sollen die ausländischen Expertenmitglieder in die Lage versetzt werden, sich vollumfänglich an der Arbeit zu beteiligen, einschließlich der Entwicklung alternativer rechtlicher Lösungen für den identifizierten Reformbedarf, basierend auf der länderübergreifenden Erfahrung in anderen Mitgliedstaaten.
2. Ab Oktober 2012 legt die Taskforce außerdem monatlich jeweils zum Ende eines Monats einen Bericht über den Fortschritt der Erstellung eines detaillierten Papiers bis Ende März 2013 vor, in dem die Hauptvorschläge zu Abänderungen der Zivilprozessordnung in Übereinstimmung mit den in vorherigen Versionen dieses Memorandums festgelegten Zielsetzungen erläutert werden. Das detaillierte Papier wird EU/IWF/EZB nach Fertigstellung vorgelegt.
3. Bis Ende März 2013 erstellt die Taskforce ein detailliertes Papier, in dem die Hauptvorschläge zu Abänderungen der Zivilprozessordnung in Übereinstimmung mit den in vorherigen Versionen dieses Memorandums festgelegten Zielsetzungen erläutert werden.
4. Bis Ende Mai 2013 führt die Regierung eine Reihe von Workshops durch, bei denen die Ergebnisse und Vorschläge aus dem detaillierten Papier der Taskforce diskutiert werden. Diese Workshops sollen eine breit angelegte Abstimmung mit sämtlichen innerstaatlichen Interessengruppen sowie eine Beteiligung namhafter internationaler Fachleute auf dem Gebiet des Zivilverfahrensrechts ermöglichen. Auf der Basis der Resultate dieser Beratung präsentiert die Taskforce eine überarbeitete Version des detaillierten Papiers gegenüber EU/IWF/EZB und legt das überarbeitete Papier der Regierung vor, nachdem Kommentare von EU/IWF/EZB berücksichtigt wurden.
5. Bis Ende Juni 2013 legt die Taskforce einen detaillierten Arbeitsplan vor, der die Formulierung eines Gesetzesentwurfs bis Ende Januar 2014 vorsieht und konkrete Fristen und Meilensteine für die Kapital des Gesetzesentwurfs enthält und setzt diesen Plan mit sofortiger Wirkung um. Am Ende eines jeden Monats beurteilt das Ministerium für Justiz, Transparenz und Menschenrechte die Einhaltung des detaillierten Arbeitsplans und ergreift sofortige Abhilfemaßnahmen im Falle von antizipierten oder tatsächlichen Abweichungen.
6. Ab Juli 2013 erstellt die Taskforce den Gesetzesentwurf auf der Grundlage des vorbezeichneten Papiers und Arbeitsplans und legt monatliche Updates zum Ende eines jeden Monats zum Fortschritt hin zur Formulierung des Gesetzesentwurfs bis Ende Januar 2014 vor. Die monatlichen Updates beschreiben die Ergebnisse der Beurteilungen der Einhaltung des detaillierten Arbeitsplans und gegebenenfalls ergriffene Abhilfemaßnahmen. Das Ministerium für Justiz, Transparenz und Menschenrechte hält während der Entwurfsphase mindestens drei Versammlungen mit Experten von EU/IWF/EZB ab: **Juli 2013, Oktober 2013 und Januar 2014**. Bei den Versammlungen können die Experten Einfluss auf den Entwurf nehmen und Feedback zu vorläufigen Entwürfen geben.
7. Die Regierung schließt die Untersuchung der Kosten von Zivilverfahren, deren kürzliche Erhöhung und der Auswirkungen auf die Arbeitsbelastung der Zivilgerichte ab, spricht Empfehlungen aus, stellt sicher, dass die Empfehlungen in dem von der Taskforce formulierten Gesetzesentwurf zur Prüfung der Zivilprozessordnung reflektiert werden und veröffentlicht die Untersuchung. **(Dezember -2013)**
8. Die Regierung führt öffentliche Beratungen zum Gesetzesentwurf und zur Anpassung der Zivilprozessordnung an internationale bewährte Verfahren durch und legt den Gesetzesentwurf dem griechischen Parlament vor. **(März -2014)**

9.4 Vom Justizministerium oder Finanzministerium zu veröffentlichte Statistiken

- (a) *Bis Ende Oktober 2012* für jedes Verwaltungsgericht, Berungsgericht und das Oberverwaltungsgericht:
- (i) die Anzahl der Richter und Verwaltungsmitarbeiter, mit einer Aufschlüsselung für Richter, die in den Steuermitteln tätig sind oder sich hauptsächlich mit Steuerfällen beschäftigen;
 - (ii) die Anzahl aller Fälle;
 - (iii) die Anzahl aller aus 2011 übertragenen Fälle;
 - (iv) die Anzahl der in den ersten beiden Quartalen 2012 vorgelegten Fälle;
 - (v) die Anzahl der Fälle mit Aufschlüsselung nach Streitwerten (bis zu 150.000 EUR, zwischen 150.001 und 300.000 EUR und über 300.000 EUR);
 - (vi) die Anzahl aller aus 2011 übertragenen Steuerfälle;
 - (vii) die Beitragsquote für alle Steuerfälle, die zum Zwecke der Absichtserklärung der Anteil des vom Gläubiger im Vollstreckungsverfahren (nach Ausstellung eines Vollstreckungstitels) beigetriebenen Betrags an dem von dem Gericht festgesetzten Betrag ist.
- (b) *Bis Ende Oktober 2012* für jedes Zivilgericht, Berungsgericht und das Oberverwaltungsgericht:
- (i) die Anzahl an Richtern und Verwaltungsmitarbeitern;
 - (ii) die Anzahl aller Fälle;
 - (iii) die Anzahl aller aus 2011 übertragenen Fälle;
 - (iv) die Anzahl der in den ersten beiden Quartalen 2012 vorgelegten Fälle;
 - (v) die Anzahl an zum 30. Juni 2012 ruhenden Rechtssachen, d. h. vor den Zivilgerichten anhängige Rechtssachen, bei denen aus den Gerichtsakten hervorgeht, dass sie vertagt wurden, kein Verhandlungstermin festgelegt wurde oder keine der Streitparteien sich seit wenigstens 18 Monaten um einen Verhandlungstermin bemüht hat.
- (c) *Bis Ende Oktober 2012* für jedes erstinstanzliche Berungsgericht und das Oberverwaltungsgericht:
- (i) die Anzahl der Fälle von Unternehmensinsolvenzen;
 - (ii) die Anzahl aller aus 2011 übertragenen Fälle von Unternehmensinsolvenzen;
 - (iii) die Anzahl der in den ersten beiden Quartalen 2012 vorgelegten Fälle von Unternehmensinsolvenzen;
 - (iv) die durchschnittliche Dauer von Unternehmensinsolvenzen;
 - (v) eine Aufschlüsselung der Insolvenzfälle nach Sektoren (z.B. Landwirtschaft, Baugewerbe, Herstellung und Dienstleistungen).
- (d) *Bis Ende Dezember 2012*, vierteljährliche Aktualisierungen der Informationen aus (a) bis (c), die sich auf das vorherige Quartal beziehen.
- (iii) die Anzahl der in den ersten beiden Quartalen 2012 vorgelegten Fälle von Unternehmensinsolvenzen;
 - (iv) die durchschnittliche Dauer von Unternehmensinsolvenzen;
 - (v) die Rückgewinnungsquote für alle Unternehmensinsolvenzen, womit für die Zwecke der MoU der Anteil des Betrags gemeint ist, den alle Gläubiger in Neugründungs-, Schuldenvollstreckungs- oder Auflösungsverfahren im Verhältnis zum gesamten geschuldeten Betrag erhalten;

- (vi) eine Aufschlüsselung der Insolvenzfälle nach Sektoren (z.B. Landwirtschaft, Baugewerbe, Herstellung und Dienstleistungen).
- (d) *Bis Ende Dezember 2012*, vierteljährliche Aktualisierungen der Informationen aus (a) bis (c), die sich auf das vorherige Quartal beziehen.

9.5 Nicht abschließende Liste der Vorschriften zu Hafenarbeit, die unter der neuen Hafenstrategie zu prüfen sind

- Hafen von Piräus – Gesetz 1559/1950 (Gov. Gazette A 252/1950), Gesetz 2688/1999 (Gov. Gazette A 40/1.3.1999), gemeinsamer Ministerialbeschluss 5115.01/02/2004 zur Genehmigung der Allgemeinen Personalvorschrift (Gov. Gazette B 390/26.2.2004).
- Hafen von Thessaloniki - Erlass 449/1970 (Gov. Gazette A 51/27.2.1970), Gesetz 2688/1999 (Gov. Gazette A 40/1.3.1999), gemeinsamer Ministerialbeschluss 5115.01/02/2004 zur Genehmigung der Allgemeinen Personalvorschrift (Gov. Gazette B 1203/26.8.2003)
- Arbeitsvorschrift für Dockarbeiter am Hafen von Piräus, genehmigt durch gemeinsamen Ministerialbeschluss 45058/7/1971-Gov. Gazette B 579/22.7.1971)
- Gemeinsamer Ministerialbeschluss 44885/8919/1956, in der durch gemeinsamen Ministerialbeschluss 117756/8295/1967-Gov. Gazette B 9/11.1.1967) geänderten Fassung.
- Gesetz 3239/1955
- Gesetz 5167/1932
- Ministerialbeschluss F 10221/26816/929- Gov. Gazette B 2778/2.12.2011

9.6 Zusätzliche Haushaltsmaßnahmen 2012 und mittelfristige Haushaltsstrategie 2013–16

Die in der mittelfristigen Haushaltsstrategie (MTFS) bis Ende 2016 genannten zusätzlichen Maßnahmen umfassen Folgendes:

1. Rationalisierungen bei den **Lohn- und Gehaltskosten** um mindestens 1.100 Mio. EUR im Jahr 2013 und weitere 247 Mio. EUR ab 2014 durch:
 - weitere Senkung der Zahl der befristeten Arbeitsverträge um 10 %,
 - Rationalisierung der staatlichen Tarifstruktur (darunter Senkung der Tarife für beratende Ärzte und Einstellungsstopp im Ministerium für Bevölkerungsschutz und im Bildungsministerium),
 - gestaffelte Kürzungen der Monatsgehälter von Beschäftigten, für die besondere Vergütungsregeln gelten (Richter, Diplomaten, Ärzte, Professoren, Streitkräfte und Polizei, Flughafenmitarbeiter und Generalsekretäre) ab 1. August 2012, nach dem folgenden Muster: bei unter 1.000 EUR um 2 %; bei 1.000–1.500 EUR um 10 %; bei 1.500–2.500 EUR um 20 %; bei 2.500–4.000 EUR um 30 % und bei über 4.000 EUR um 35 %),
 - Abschaffung automatischer Gehaltserhöhungen für die Streitkräfte bis spätestens 2014, die nach Abzug von Steuern und Abgaben jährlich mindestens 88 Mio. EUR einbringen,
 - Abschaffung der jahreszeitlich bedingten Zulagen für Angestellte in der staatlichen und kommunalen Verwaltung sowie in Körperschaften des öffentlichen und privaten Rechts,
 - Anwendung der einheitlichen Tarifstruktur des öffentlichen Diensts auf Parlamentsmitarbeiter (Maßnahme wird bis Dezember 2012 abgeschlossen sein),
 - Abschaffung der Ausnahmen von der im Jahr 2011 eingeführten Reform der Tarifstruktur des öffentlichen Diensts,
 - Aussetzung von Steuervergünstigungen und Leistungsprämien für Beschäftigte im öffentlichen Dienst im Jahr 2016,
 - Senkung der Lohn- und Gehaltskosten der Kommunen,
 - Senkung der Gehälter und anderer Zuschüsse für Abgeordnete,
 - Senkung der Lohn- und Gehaltskosten für Lehrer der Sekundarstufe mit befristeten Arbeitsverhältnissen,
 - Verringerung der Lehrkräfte an Universitäten und Berufsschulen,
 - Verringerung der Aufnahmезahlen in Berufsakademien,
 - Ausdehnung der Personalabbauregelung für Einstellungen auf den staatlichen Sektor bis Ende 2016, nach der nur eine Neueinstellung für fünf ausscheidende Beschäftigte erfolgen kann,
 - Übernahme von 2.000 Beamten in den Mobilitäts- und Austrittsplan, durch Abbau von Stellen spezialisierter Mitarbeiter, Auseinandersetzung mit Disziplinarfällen (einschließlich Entlassungen) und Abbau von Stellen in Zusammenhang mit geschlossenen Einrichtungen.
2. Einsparungen bei den **Renten** um mindestens 4.800 Mio. EUR im Jahr 2013 und weitere 423 Mio. EUR ab 2014 durch
 - Vorwegnahme des vollen Effekts der Rentenreform 2013,
 - Anhebung des allgemeinen Renteneintrittsalters von 65 auf 67 Jahre sowie Anhebung sämtlicher Altersgrenzen für spezielle Rentenformen bei gleichzeitiger Beibehaltung der derzeit für die vollen Rentenansprüche erforderlichen 40 Beitragsjahre,
 - Kürzung der neuen Pauschalleistungen für Beschäftigte im öffentlichen Sektor und für alle Sozialversicherungsträger,

- Senkung der gesamten monatlichen Renteneinkünfte (Haupt- und Zusatzrente) pro Rentner (bei 1.000–1.500 EUR um 5 %; bei 1.500–2.000 EUR um 10 %; bei 2.000–3.000 EUR um 15 % und bei mehr als 3.000 EUR um 20 %),
 - analog zur Kürzung der Gehälter, für die besondere Vergütungsregeln gelten, Kürzung der entsprechenden Altersbezüge,
 - Kürzung der Altersbezüge für Militär und Polizei aufgrund des Wegfalls der automatischen Gehaltssteigerungen,
 - Erhöhung der Krankenversicherungsbeiträge für Landwirte,
 - Wegfall der jahreszeitlich bedingten Zulagen für Haupt- und Zusatzrenten (Ausnahmen für Personen mit Behinderungen sind gestattet),
 - bedürftigkeitsabhängige Renten für bestimmte Gruppen von Leistungsempfängern,
 - Wegfall besonderer Rentenleistungen für Gewerkschaftler und Abgleich der Daten, um im Jahr 2013 die Beseitigung unrechtmäßiger Altersbezüge zu erreichen,
 - Senkung der Altersbezüge für gewählte Personalvertreter.
3. Senkung der **Betriebsausgaben des Staats** um mindestens 239 Mio. EUR im Jahr 2013 und weitere 285 Mio. EUR ab 2014 durch die sukzessive Einführung der elektronischen Auftragsvergabe für die gesamte öffentliche Verwaltung, die Absenkung der fakultativen Nicht-Lohn-Ausgaben um 25 %, Reduzierung der Subventionen für Binnenfähren und der Zuschüsse für Gewerkschaften für Landwirte, die bei Anträgen auf finanzielle Hilfen der EU Unterstützung leisten, und Verschärfung der Vorschriften für Ausgaben aus dem sogenannten Green Fund im Jahr 2014 (bei 2,5 % des Bestands an Einlagen).
4. Senkung der **Bildungsausgaben** um mindestens 86 Mio. EUR im Jahr 2013 und weitere 37 Mio. EUR ab 2014 durch die Kürzung von Zuschüssen für Einrichtungen außerhalb des staatlichen Bildungswesens, die Zusammenlegung von Universitäten und Senkung der Ausgaben für zentrale und regionale Einrichtungen.
5. Einsparungen in **staatseigenen Unternehmen** in Höhe von mindestens 249 Mio. EUR im Jahr 2013 und weitere 123 Mio. EUR ab 2014 durch Erhöhung der Einnahmen, Einschnitte bei den Transferleistungen aus dem Staatshaushalt an nicht staatliche Einrichtungen, Senkung der Betriebs- und Personalkosten (Angleichung der Tarifstruktur aller staatseigenen Unternehmen in Kapitel A an die einheitliche Tarifstruktur für Staatsangestellte, die eine Senkung der durchschnittlichen Löhne und Gehälter auf höchstens 1.900 EUR pro Monat vorsieht). Um diese Einsparungen wirklich zu erreichen, wird bis 2013 ein neuer institutioneller Rahmen eingeführt, in dem das Haushaltziel für den gesamten Sektor entsprechend der mittelfristigen Haushaltsstrategie (MTFS) festgelegt ist, das derzeitige Überwachungssystem verbessert und für den Fall der Nichteinhaltung des Ziels ein Durchsetzungsmechanismus eingeführt wird.
6. Senkung der **operativen Verteidigungsausgaben** und damit Einsparungen in Höhe von mindestens 303 Mio. EUR im Jahr 2013, weiteren 100 Mio. EUR ab 2014 durch Senkung der Beschaffungsausgaben für das Militär um 340 Mio. EUR im Jahr 2013 und 2014, Senkung der operativen Ausgaben, Schließung von militärischen Einrichtungen und Verringerung der Aufnahmезahlen an den Militärakademien.
7. Einsparungen bei den **Ausgaben für Gesundheitswesen und Arzneimittel** in Höhe von mindestens 455 Mio. EUR im Jahr 2013 und weiteren 620 Mio. EUR ab 2014 durch die Ausweitung der für alle Glieder in der Arzneimittel-Lieferkette bestehenden Anreize und Pflichten zur stärkeren Verwendung von Generika, die Änderung des Zuzahlungssystems für Arzneimittel, sodass nur eine beschränkte Zahl von Arzneimitteln für bestimmte therapeutische Behandlungen von der Zuzahlung ausgenommen sind, Änderung der Arzneimittelpreise in Anlehnung an die drei EU-Länder mit den niedrigsten Preisen, Anwendung eines automatischen

Rückforderungsmechanismus auf Pharmahersteller, womit gewährleistet wird, dass die Arzneimittelausgaben für ambulante Patienten das Ziel von 2.440 Mrd. EUR im Jahr 2013 und 2.000 Mio. EUR im Jahr 2014, was dem Gesamtziel von 1 % des BIP bis 2014 entspricht, nicht übersteigt, Erhöhung der Zuzahlung in Krankenhäusern und für verschreibungspflichtige Medikamente, Senkung der Ausgaben für Krankenhäuser und eine effektivere Umsetzung des neuen „Fahrplans für das Gesundheitswesen“ (Health Map).

8. Einsparungen durch **Rationalisierung der Sozialleistungen** in Höhe von mindestens 217 Mio. EUR im Jahr 2013 und weiteren 78 Mio. EUR ab 2014 durch
 - Bindung der Altersbezüge nicht versicherter Personen an das Kriterium der Aufenthaltsdauer in Griechenland mit dem Ziel, Einsparungen (nach Abzug der Einkommensteuer und Sozialversicherungsbeiträge) in Höhe von 13 Mio. EUR im Jahr 2013 und weiteren 13 Mio. EUR im Jahr 2014 zu erreichen,
 - Ersetzen der bestehenden Familienleistungen durch eine einzige zielgerichtete Leistung, die an die Stelle der Steuervergünstigungen für Familien tritt,
 - Rationalisierung der Erstattung von Transportkosten für bestimmte Kategorien von Patienten, um Betrug und Missbrauch öffentlicher Gelder zu verhindern und die Leistung entsprechend den tatsächlichen Bedürfnissen der Patienten beizubehalten,
 - Kürzung der Arbeitslosenunterstützung in bestimmten Teilen des Landes,
 - die zielgerichtete Auseinandersetzung mit von EKAS gewährten Beihilfen für über 64-Jährige,
 - Kürzung der Leistungen für Landwirte,
 - die Einführung von zwei neuen Sozialprogrammen mit einer Deckelung von 35 bzw. 20 Mio. ab 2014: Pilotphase eines Systems des garantierten Mindesteinkommens in zwei Gegenden mit unterschiedlichem sozioökonomischem Profil und Einführung einer Leistung in Höhe von 200 EUR pro Monat, zahlbar für bis zu 12 Monate an Langzeitarbeitslose, die die volle Dauer der Arbeitslosenunterstützung (12 Monate) ausgeschöpft haben, vorausgesetzt, sie haben keinen Anspruch auf andere Weiterbildungsprogramme und ihr steuerpflichtiges Familieneinkommen liegt bei höchstens 10.000 EUR.
9. Kürzung der **staatlichen Transferleistungen an die Kommunen** um mindestens 50 Mio. EUR im Jahr 2013 und weitere 160 Mio. EUR ab 2014 durch Kürzung der Transferleistungen des Staats für gewöhnliche Ausgaben und Investitionen der Kommunen. Um diese Einsparungen wirklich zu erreichen, wird bis 2013 ein interner Stabilitätspakt gestärkt, in dem das Ziel eines ausgeglichenen Haushalts festgelegt ist, ein wirksames System zur Überwachung der kommunalen Ausgaben sowie wirtschaftliche Abschreckungsmaßnahmen für den Fall von Abweichungen vom Ziel eingerichtet werden und jede Möglichkeit für Finanzierungsdefizite ausgeschlossen wird.
10. Senkung der **Ausgaben des öffentlichen Investitionshaushalts** (durch inländische Geldgeber finanzierte öffentliche Investitionen und Zuschüsse in Zusammenhang mit Investitionen) um 150 Mio. EUR im Jahr 2013 und weitere 150 Mio. EUR ab 2014.
11. Erhöhung der **Einnahmen** um mindestens 1.668 Mio. EUR im Jahr 2013 und weitere 1.820 Mio. EUR ab 2014 durch Anhebung der Gebühren für Gerichtsverfahren, eine Erhöhung der Steuern auf die Tätigkeit von Schiffseignern, Reduzierung der Mehrwertsteuererstattung für Landwirte, Abbau der Subventionierung der Dieserverbrauchssteuer für Landwirte, Vereinheitlichung der Verbrauchssteuer auf Flüssiggas und Dieselkraftstoff durch Anhebung der Flüssiggassteuer, Vereinheitlichung der Sozialversicherungsbeiträge durch Anhebung der Obergrenze für Arbeitnehmer, die vor 1993 erstmals beschäftigt waren, auf den Wert für Arbeitnehmer, die nach 1993 erstmals beschäftigt waren, eine Reform der Tabaksteuer, Einführung einer Steuer von 30 % auf die Brutto-Glücksspieleinnahmen der OPAP, Angleichung der Besteuerung von Gewinnen auf 10 % ohne Abzugsbeträge und Wiedereinführung der 2011 vorgenommen einmaligen Besteuerung von Swimmingpools, Jachten und Luxusgüter ab 2014.

Bis Dezember 2012 wird eine Steuerreform verabschiedet, die darauf abzielt, das Steuersystem zu vereinfachen, Steuerfreibeträge für Familien einer Bedürftigkeitsprüfung zu unterziehen, um die Sozialleistungen besser nach tatsächlicher Bedürftigkeit verteilen zu können, sowie ausgewählte Einkommensteuererleichterungen, Freibeträge und Präferenzregelungen abzuschaffen. Damit werden die Steuerbemessungsgrundlagen erweitert und die Einnahmen um rund 1,8 Mrd. EUR erhöht.

Wenn nötig, werden diese Maßnahmen nach Absprache mit Mitarbeitern der Europäischen Kommission, der EZB und des IWF gegebenenfalls durch andere Maßnahmen mit vergleichbarem oder höherem Sparpotenzial ersetzt.

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9.7 Übermittlung von Daten

Während des Programms werden der Europäischen Kommission, der EZB und dem IWF regelmäßig die folgenden Daten zur Verfügung gestellt.

Diese Daten sollten an die folgende E-Mail-Adresse gesendet werden:

ecfin-greece-data@ec.europa.eu

An diese Adresse sollten auch andere Angaben und Berichte im Zusammenhang mit der Überwachung des Programms gesendet werden.

Übermittlung durch das Finanzministerium

Vorläufige Monatsdaten zum Haushaltsvollzug (einschließlich funktionaler Aufgliederung nach den Haupteinnahme- und -ausgabekategorien sowie nach Fachressorts). (vom Finanzministerium erhobene Daten)	Monatlich, 15 Tage nach dem jeweiligen Monatsende; diese Daten sollten bei nachfolgenden Übermittlungen im Falle einer Änderung mit aufgenommen werden.
Aktualisierte Monatspläne für den Haushaltsvollzug für den Rest des Jahres, einschließlich funktionaler Aufgliederung nach den Haupteinnahme- und ausgabekategorien sowie nach Fachressorts). (vom Finanzministerium erhobene Daten)	Monatlich, 30 Tage nach dem jeweiligen Monatsende
Monatsdaten zu den öffentlichen Lohn- und Gehaltskosten (des gesamten Staatssektors, einschließlich einer funktionalen Aufgliederung nach Nominallöhnen und Zulagen für Staatsbedienstete pro Fachressort und öffentlicher Stelle), der Zahl der Bediensteten (einschließlich einer funktionalen Aufgliederung nach Ministerien und öffentlichen Stellen außerhalb des Zentralstaats) sowie den Durchschnittslöhnen (einschließlich Grundgehalt, Zulagen und Bonuszahlungen). (vom Innen- und Finanzministerium erhobene Daten)	Monatlich, 30 Tage nach dem jeweiligen Monatsende
Vorläufige monatliche Kassendaten zu	Monatlich, 30 Tage nach dem

staatlichen Stellen mit Ausnahme des Zentralstaats. <i>(vom Finanzministerium erhobene Daten)</i>	jeweiligem Monatsende; diese Daten sollten bei nachfolgenden Übermittlungen im Falle einer Änderung mit aufgenommen werden.
Monatsdaten zu Bediensteten: Zahl der Beschäftigten, der Neuzugänge, der Abgänge, der Versetzungen zwischen öffentlichen Stellen und dem nach Stellen aufgeschlüsselten Transfer aus der bzw. in die Reservegesellschaft. <i>(vom Innen- und Finanzministerium erhobene Daten)</i>	Monatlich, 30 Tage nach dem jeweiligen Monatsende
Wöchentliche Auskünfte über die Kassenlage des Staates mit Angaben zur Quelle und Verwendung sowie zur Anzahl der abgedeckten Tage. <i>(vom Finanzministerium erhobene Daten)</i>	wöchentlich am Freitag zum Stand des vorangegangenen Donnerstages.
Daten zur periodenfremden Finanzierung für den gesamten Staatssektor <i>(vom Finanzministerium erhobene Daten)</i>	Monatlich, spätestens 15 Tage nach dem jeweiligen Monatsende; diese Daten sollten bei nachfolgenden Übermittlungen im Falle einer Änderung mit aufgenommen werden.
Daten zu Ausgaben mit ausstehender Zahlung (einschließlich Zahlungsrückstände) für den gesamten Staatssektor, einschließlich Zentralstaat, Kommunen, Sozialversicherung, Krankenhäuser und Körperschaften. <i>(vom Finanzministerium anhand von Basisdaten der verschiedenen Fachressorts erhobene Daten)</i>	Vierteljährlich, innerhalb von 55 Tagen nach dem jeweiligen Quartalsende.
Daten zur Verwendung internationaler Finanzhilfedarlehen unterteilt in folgende Kategorien: Finanzstabilitätsfond, Treuhandkonto, Schuldentilgung, Zinszahlungen, sonstiger Haushaltsbedarf, Bildung von Liquiditätspuffern; pro Quartal und kumulativ	Vierteljährlich, zum jeweiligen Quartalsende
Daten zur Staatsschuld und neuen Garantien des Staatssektors für staatliche Unternehmen und	monatlich, innerhalb eines Monats

<p>den Privatsektor.</p> <p>Daten zu fällig werdenden Schulden (monatlich geplante Tilgung, aufgeschlüsselt nach kurz- (Schatzwechsel und andere kurzfristige Schuldtitle) und langfristigen Schulden (Anleihen und andere langfristige Schuldtitle)).</p> <p>Daten zu geplanten monatlichen Zinsabflüssen.</p> <p><i>(vom Finanzministerium erhobene Daten)</i></p>	
<p>Daten zu privatisierten Vermögenswerten und erzielten Erlösen</p> <p><i>(vom Finanzministerium erhobene Daten)</i></p>	<p>Monatlich.</p>
<p>Daten zu staatseigenen Unternehmen: Umsatzerlöse, Kosten, Personalausgaben, Beschäftigtenzahl und Verbindlichkeiten (einschließlich der Laufzeiten der Schulden staatseigener Unternehmen)</p> <p><i>(vom Finanzministerium erhobene Daten)</i></p>	<p>Für die zehn größten Unternehmen monatlich innerhalb von drei Wochen nach dem jeweiligen Monatsende. Für alle anderen Unternehmen vierteljährlich innerhalb von drei Wochen nach dem jeweiligen Quartalsende.</p> <p>Vierteljährlich für die Laufzeiten der Verbindlichkeiten staatseigener Unternehmen.</p>
<p>Monatsrechnung der über außerbudgetäre Konten abgewickelten Transaktionen</p> <p><i>(vom Finanz und Bildungsministerium erhobene Daten)</i></p>	<p>monatlich, zum jeweiligen Monatsende</p>
<p>monatliche Aufstellung der über die Sonderkonten abgewickelten Transaktionen</p> <p><i>(vom Finanzministerium erhobene Daten)</i></p>	<p>monatlich, zum jeweiligen Monatsende</p>
<p>Bericht über Fortschritte bei der Einhaltung der Auflagen für die Gewährung der Finanzhilfe.</p> <p><i>(Bericht des Finanzministeriums)</i></p>	<p>vierteljährlich, jeweils vor Beginn einer Überprüfung</p>
<p>Monatliche Daten zu Ausgaben im Gesundheitswesen durch die</p>	<p>Monatlich, innerhalb von drei Wochen nach dem jeweiligen</p>

Sozialversicherungen mit einer zeitlichen Verzögerung von drei Wochen nach Ende des jeweiligen Quartals. <i>(vom Arbeits- und Gesundheitsministerium erhobene Daten)</i>	Monatsende.
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Übermittlung durch die griechische Zentralbank

Aktiva und Passiva der griechischen Zentralbank	wöchentlich, am nächsten Werktag
Aktiva und Passiva des griechischen Bankensystems – monetäre Gesamtbilanz der Kreditinstitute	Monatlich, 30 Tage nach dem jeweiligen Monatsende
Entwicklung der von griechischen Banken an ihre Auslandsfilialen bereitgestellten Außenfinanzierung	Monatlich, 15 Tage nach dem jeweiligen Monatsende
Bericht über die Liquiditätslage im Bankensektor	wöchentlich, am nächsten Werktag
Bericht über die Entwicklung der Indikatoren für Finanzstabilität	vierteljährlich, 30 Tage nach der Veröffentlichung der jeweiligen Quartalsdaten
Bericht über die Ergebnisse der regelmäßigen vierteljährlichen Solvenz-Stresstests	vierteljährlich, 15 Tage nach dem jeweiligen Quartalsende in Abhängigkeit der Datenverfügbarkeit
gewichteter Durchschnitt der Beleihungsquote für neue immobilienbesicherte Darlehen	jährlich

Übermittlung durch den Finanzstabilisierungsfonds für Griechenland

ausführlicher Bericht über die Bilanz des Finanzstabilisierungsfonds mit Angaben und Erläuterungen zu Kontenänderungen	wöchentlich, am nächsten Werktag
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Abkürzungen

ASEP	Oberster Rat für die Personalauswahl
CPB	Zentrale Beschaffungsstellen
DEPA	Staatliches Gasunternehmen
DRG	Diagnosebezogene Fallgruppe (Diagnostic-Related Group)
VNB	Verteilnetzbetreiber
EC	Europäische Kommission
EZB	Europäische Zentralbank
EWR	Europäischer Wirtschaftsraum
EETT	Griechische Kommission für Post und Telekommunikation
EFSF	Europäische Finanzstabilisierungsfazilität
EKEVYL	Nationales Zentrum für Medizintechnik
ELSTAT	Griechisches Amt für Statistik
EOF	Nationale Arzneimittelagentur
EOPYY	Staatliche Organisation für Gesundheitsdienstleistungen
EPY	Kommission für das Beschaffungswesen im Gesundheitssektor
EFRE	Europäischer Fonds für regionale Entwicklung
ESVG	Europäisches System volkswirtschaftlicher Gesamtrechnungen
ESF	Europäischer Sozialfonds
ESY	Staatliches Gesundheitssystem
EU	Europäische Union
BIP	Bruttoinlandsprodukt
GEMI	Allgemeines Handelsregister
HRADF	Fonds zur Entwicklung der Vermögenswerte der hellenischen Republik (Hellenic Republic Asset Development Fund)
IDIKA	E-Government-Sozialversicherungsträger
IWF	Internationaler Währungsfonds
KTEL	Gemeinsamer Fonds der Linienpersonenverkehrsdiene
LNG	Flüssigerdgas
LTV	Beleihungssatz (Loan-to-value)
MEFP	Memorandum zur Wirtschafts- und Finanzpolitik (Memorandum of Economic and Financial Policies)
MTFS	Mittelfristige Haushaltsstrategie (Medium-Term Fiscal Strategy)
NHS	Staatliches Gesundheitssystem
OASA	Städtische Verkehrsbetriebe von Athen
OECD	Organisation für wirtschaftliche Zusammenarbeit und Entwicklung
OGA	Versicherungsanstalt für Landwirte
OSE	Griechische Eisenbahngesellschaft
OTE	Griechische Telekommunikationsgesellschaft
PPC	Public Power Corporation (staatliches Elektrizitätsunternehmen)
EA	Einheitlicher Ansprechpartner
RAE	Regulierungsbehörde für Energie
RSPP	Programm für die Funkfrequenzpolitik
SPA	Einheitliche Zahlstelle
SPPA	Zentrale Beschaffungsbehörde
TAP	Trans Adriatic Pipeline (Transadriatische Erdgasfernleitung)
TEN-V	Transeuropäisches Verkehrsnetz
TSO	Übertragungsnetzbetreiber
WHO	Weltgesundheitsorganisation

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