

**Country fiche GREECE**  
**Implementation of the Council Recommendation on a Quality Framework for Traineeships**  
**(2014/C 88/01)**

**General description – open market and ALMP-type traineeships**

In Greece there has been no new legislation ensuring compliance of traineeships outside educational curricula with the QFT, apart from a new legislation regarding work experience relevant to ALMPs (L. 4368/16).

Open market traineeships are not specifically regulated in Greece, but are subject to the general rules of the labour law. Thus, the trainees have to be provided with health insurance and they are entitled to the minimum wage. However anecdotal evidence indicates that many SMEs use traineeships as a form of cheap or free labour, which is illegal.

ALMP type traineeships include very popular traineeship programmes for graduates of secondary and higher education.. The most popular traineeship programme run by the Ministry of Labour and the PES is the Voucher programme. It has been offering 5 months long paid traineeships to 42 000 18-29 year old trainees since September 2014. These ALMP-type traineeships, including the Voucher scheme are compatible to a large extent with the QFT.

Under recent Law 4368/2016 (article 83), PES (OAED) in cooperation with enterprises as well as with Social Cooperative Enterprises (Koin.S.Ep.), implements work experience programmes for unemployed graduates of secondary and higher education. All the relevant terms and conditions (the conclusion of a tripartite written agreement between the PES, the enterprise and the beneficiary, a daily net allowance and health and accident insurance) will be defined by joint ministerial decisions of the Ministers of Labour and Economy.

**Remaining challenges**

- No specific legislation covering open market traineeships.
- Conditions for longer duration not specified;
- No transparency regarding hiring practices in recent years.

## Assessment of open market as well as ALMP-type traineeships in terms of compliance with QFT

	Open market traineeships	ALMP-type traineeships
Written traineeship agreement		
Written traineeship agreement concluded		
Learning and training objectives		
Objectives clarified		
Mentor/supervisor assigned		
Working conditions applicable to trainees		
Health/accident insurance and sick leave clarified		
Allowance/compensation and amount clarified		
Reasonable duration		
Duration limited to 6 months		
Conditions of longer duration clarified		
Termination allowed		
Proper recognition of traineeship		
Proper recognition through certificate		
Transparency requirements		
Allowance/compensation		
Health/accident insurance		
Hiring practices in recent years		
Employment services on financial conditions		

	Fully compliant
	Partly compliant
	Not compliant
	No change introduced