

Evaluation of the EU Occupational Safety and Health Directives

COUNTRY SUMMARY REPORT FOR GREECE

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The views expressed herein are those of the consultants alone and do not necessarily represent the official views of the European Commission.

Milieu Ltd. (Belgium), rue Blanche 15, B-1050 Brussels, tel: +32 2 506 1000; fax: +32 2 514 3603; nathy.rassmasson@milieu.be; web address: www.milieu.be

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ABBREVIATIONS USED

ADEDY	Civil Servant's Confederation
CHSW	Council for Health and Safety at Work (SYAE)
CSCLI	Council for Social Control of the Labour Inspectorate (SKEEE)
ELINYAE	Hellenic Institute for Occupational Health and Safety
EPPS	External Preventive and Protective Services (EXYPP)
ESEE	National Confederation of Hellenic Commerce
GCSL	General Chemical State Laboratory (under the Ministry of Economy and Finance)
GDWCH	General Directorate for Working Conditions and Hygiene at Work
GSEE	General Confederation of Greek Workers
GSEVEE	Confederation of Small and Medium Enterprises
GSPW	General Secretariat for Public Works (within the Ministry of Infrastructure, Transport and & Networks)
IPPS	Internal Preventive and Protective Services (ESYPP)
L	Law
LABINSP	Labour Inspectorate (Ministry Of Labour)
LD	Legislative Decree
MC	Ministerial Circular
MD	Ministerial Decision
MININSP	Mines Inspectorate (Ministry of Environment, Energy and & Climate Change-YPEKA)
MITN	Ministry of Infrastructure, Transport and & Networks
ML	Ministry of Labour, and Social Security & Welfare
NIR	National Implementation Report of Greece
OKE	Economic and Social Committee of Greece
OP	Occupational Physician
OSH	Occupational Safety and Health
PD	Presidential Decree
SEV	Hellenic Federation of Enterprises
SHIPINSP	Ship Inspectorate (Ministry of Mercantile Marine Shipping, Maritime Affairs & the Aegean)
SO	Safety Officer
YPEKA	Ministry of Environment, Energy and Climate Change

INTRODUCTION

General introduction to the report

This report presents a review of the main features of the practical implementation of 24 EU occupational safety and health (OSH) Directives in Greece. The information in this report has been gathered between October 2013 and June 2014. This Country Summary Report, together with the Summary Reports prepared for each other Member States, aims at mapping the implementation of the OSH Directives in the EU as a whole. It is based on a desk-study and interviews with national stakeholders (see Annex II for details on interviews carried out) and is one of the sources of information for the overall evaluation of the implementation. The Country Summary Reports will form an Appendix to the Final Report, which will compile the results of the evaluation and the associated recommendations.

This review is based on seven key mapping questions, which will inform the evaluation of the implementation of the OSH Directives in all Member States and the EU in general. The seven general Mapping Questions (MQs), which have been defined by the Commission and are answered in this Country Summary Report, are the following:

Mapping question
MQ1: "Across the Member States, how are the different 'common processes' and 'mechanisms' foreseen by the Directives put in place and how do they operate and interact with each other?"
MQ2: "What derogations and transitional periods are applied or have been used under national law under several of the Directives concerned?"
MQ3: "What are the differences in approach to and degree of fulfilment of the requirements of the EU OSH Directives in private undertakings and public-sector bodies, across different sectors of economic activity and across different sizes of companies, especially for SMEs, microenterprises and self-employed?"
MQ4: "What accompanying actions to OSH legislation have been undertaken by different actors (the Commission, the national authorities, social partners, EU-OSHA, Eurofound, etc.) to improve the level of protection of health and safety at work and to what extent are they actually used by companies and establishments to pursue the objective of protecting health and safety of workers? Are there any information needs that are not met?"
MQ5: "What are the enforcement (including sanctions) and other related activities of the competent authorities at national level and how are the priorities set among the subjects covered by the Directives?"
MQ6: "What are the differences of approach across Member States and across establishments with regard to potentially vulnerable groups of workers depending on gender, age, disability, employment status, migration status, etc., and to what extent are their specificities, resulting in particular from their greater unfamiliarity, lack of experience, absence of awareness of existing or potential dangers or their immaturity, addressed by the arrangements under question?"
MQ7: "What measures have been undertaken by the Member States to support SMEs and microenterprises (e.g. lighter regimes, exemptions, incentives, guidance, etc.)?"

The template is structured according to these mapping questions.

1 MAPPING QUESTION 1: STRUCTURAL COMPONENTS OF HEALTH AND SAFETY DIRECTIVES

This first section focuses on how the national legal and institutional frameworks have been designed to reflect the main common processes and mechanisms (CPMs) of each Directive. It includes:

- A review of the national transposing legislation and the general structure of the legal framework;
- Mechanisms of coordination amongst the different authorities responsible for the implementation of the directives;
- The identification of any delays in transposing directives, focusing on most recent ones;
- Differences between the Directives' requirements and the national ones, looking at observed discrepancies, more stringent and more detailed provisions;
- Interactions between CPMs as embedded in the legislation.

1.1 GENERAL LEGAL FRAMEWORK

The modernization of the legislative framework for occupational health and safety began with the enactment Law 1568/1985 on Health and Safety of Workers. By Law 1568/85, an important change was attempted and criteria for considering the working conditions with more consistency and completeness were established, broadening the narrow interpretation of safety and occupational health. The Framework Directive 89/391/EEC and Directive 91/383/EEC (temporary workers) were transposed into Greek law with the Presidential Decree (PD) 17/1996 on Measures for the Improvement of Health and Safety of Workers at Work. The decree was applied to both the private and the public sector and to all employers with at least one worker. It stipulated employers' obligations, such as to perform risk assessment, to provide training and to carry out health monitoring. The law stated that the employees should take part of any risk assessment scheme. It also prescribes the role of External Protective and Preventive Services (private companies providing OSH services to the employers).

As in most of areas of legislation in Greece, there was a plethora of scattered legal acts related to OSH. Recently, the general (institutional) arrangements for occupational health and safety were consolidated by Law 3850/2010 Ratification of the Code of laws for the health and safety of workers, which repealed and replaced several of the pre-existing provisions. This legal document covers a wide range of issues, such as protective and preventive services, health monitoring, training of workers, and employers' obligations. The Greek legislation in the area of health and safety covers all types and sectors, without distinction, including the public sector and SMEs.

Each OSH individual directive has been mainly transposed through a single Presidential Decree (although sometimes amended at later times). Directives 2009/104/EC (work equipment), 2004/37/EC (carcinogens or mutagens), 2009/148/EC (asbestos), and 2000/54/EC (biological agents) have not been transposed but their predecessors were transposed and the relevant transposing legal acts remain into force as initially adopted. OSH stakeholders have confirmed that, for all of these Directives, all provisions have been transposed into national legislation and that a codification act is scheduled to be adopted in the future.

Several infringement cases were initiated against Greece in relation to different OSH related directives, namely Directive 89/391/EEC (Framework Directive), Directive 2002/44/EC (vibration), Directive 2003/10/EC (noise), Directive 98/24/EC (chemical agents at work), Directive 89/654/EEC (workplace), Directive 92/58/EEC (OSH signs), Directive 91/383/EEC (temporary workers) and

Directive 92/85/EEC (pregnant/breastfeeding workers). The cases ranged from non-conformity and non-communication to bad application.

The enforcement body competent for health and safety issues in the public sector is the same as in the private sector (Labour Inspectorate). However, for the public sector, the infringement procedures are different because there are no legislative provisions for administrative or criminal sanctions submitted by the enforcement body.

The following table provides an overview of the approach to transposition, indicating whether there is one law covering all OSH issues (O) as opposed to transposition spread over different acts (S). It then lists transposing national legislation per directive, specifying whether there was legislation existing prior to transposition. Finally, it identifies any infringement proceedings, which were mentioned in an overview table provided by the Commission.

Table 1- 1 General Legal Framework

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
Directive 89/391/EEC (Framework Directive)	O		<p>PD 17/1996 Measures for the improvement of health and safety of workers at work (Π.Δ. 17/1996 Μέτρα για τη βελτίωση της ασφάλειας και της υγείας των εργαζομένων κατά την εργασία σε συμμόρφωση με τις οδηγίες 89/391/EOK και 91/383/EOK), entry into force 18.01.1996 (basic transposing Act), amended by:</p> <ul style="list-style-type: none"> - PD 159/1999 Modification of PD 17/1996 "Measures for the improvement of health and safety of workers at work" (Π.Δ.159/1999 Τροποποίηση του Π.Δ. 17/1996 Μέτρα για τη βελτίωση της ασφάλειας και της υγείας των εργαζομένων κατά την εργασία σε συμμόρφωση με τις οδηγίες 89/391/EOK και 91/383/EOK), entry into force 03.08.1999. PD 95/1999 on the requirements for the establishment and functioning of the Preventive and Protective Services (Π.Δ. 95/1999 Όροι ίδρυσης και λειτουργίας Υπηρεσιών Προστασίας και Πρόληψης), entry into force 26.05.1999 L 3850/2010 Ratification of the Code of laws for the health and safety of workers (N.3850/2010 Κύρωση του Κώδικα νόμων για την υγεία και την ασφάλεια των εργαζομένων), entry 	<p>Y</p> <p>L 1568/1985 on the health and safety of workers (N.1568/1985. Υγιεινή και ασφάλεια των εργαζομένων), entry into force 18.10.1985.</p> <p>PD 294/1988 on the minimum time of employment, level of knowledge and specialisation of SO and OP (Π.Δ. 294/1988 Ελάχιστος χρόνος απασχόλησης τεχνικού ασφαλείας και γιατρού εργασίας, επίπεδο γνώσεως και ειδικότητα τεχνικού ασφαλείας για τις επιχειρήσεις, εκμεταλλεύσεις και εργασίες του</p>	<p>Infringement cases 1993/4879, 2000/4404/EL, 2008/4832 and 2008/4832 on bad application – cases closed</p> <p>Infringement case 1993/0163 on non-communication – case closed</p>

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			into force on 02.06.2010, (Code of OSH Laws), codified all relevant legislation into one single Act ¹ .	άρθρου 1 παρ. 1 του ν. 1568/1985), entry into force 21.06.1988.	
Council Directive 89/654/EEC (workplace)	O		PD 16/1996 on the minimum health and safety requirements for the workplaces (Π.Δ. 16/96 Ελάχιστες προδιαγραφές ασφάλειας και υγείας στους χώρους εργασίας σε συμμόρφωση με την οδηγία 89/654/ΕΟΚ), entry into force 18.01.1996.	N	Infringement case 2008/4204 on bad application
Directive 2009/104/EC (work equipment)	O		This Directive has not been transposed; the previous EU work equipment Directives (89/655/EEC amended by 95/63/EC and 2001/45/EC) were transposed and the relevant transposing legal acts remain into force as initially adopted ² : PD 395/1994 on the minimum health and safety requirements for the use of work equipment at work transposing Directive 89/655/EC (Π.Δ. 395/1994 Ελάχιστες προδιαγραφές ασφάλειας και υγείας για τη χρησιμοποίηση εξοπλισμού εργασίας από τους εργαζόμενους κατά την εργασία σε συμμόρφωση με την οδηγία του Συμβουλίου 89/655/ΕΟΚ), entry into force 19.12.1994, amended by: - PD 89/1999 Modification of PD 395/94 on the minimum health and safety requirements for the use of work equipment at work transposing Directive 95/63/EC (Π.Δ. 89/1999 Τροποποίηση του Π.Δ. 395/94 Ελάχιστες προδιαγραφές ασφάλειας και υγείας για τη χρησιμοποίηση εξοπλισμού εργασίας από τους εργαζόμενους κατά την εργασία σε συμμόρφωση με την οδηγία του Συμβουλίου 89/655/ΕΟΚ), σε	N	

¹ L 3850/2010 is the codifying legislation of the national legal acts transposing 2 of the 24 OSH Directives (89/391/EEC and 91/383/EEC). In this context the majority of the provisions of PD 17/1996 were repealed and codified by L 3850/2010, which now constitutes the main national legal act that contains the requirements of the Framework Directive.

² Directive 2009/104/EC has not been transposed into national legislation. The three PDs adopted for the previous workplace equipment Directives cover all the necessary provisions of Directive 2009/104. During the interview phase, the responsible authority (ML) explained that all provisions have been transposed into national legislation and a codification act is scheduled to be adopted in the future.

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>συμμόρφωση με την οδηγία 95/63/EK του Συμβουλίου), entry into force 13.05.1999.</p> <p>- PD155/2004 Modification of PD 395/94 on the minimum health and safety requirements for the use of work equipment at work as it has been modified and is in force, transposing Directive 2001/45/EC (Π.Δ. 155/2004 Τροποποίηση του Π.Δ. 395/94 Ελάχιστες προδιαγραφές ασφάλειας και υγείας για τη χρησιμοποίηση εξοπλισμού εργασίας από τους εργαζόμενους κατά την εργασία σε συμμόρφωση με την οδηγία του Συμβουλίου 89/655/ΕΟΚ), όπως έχει τροποποιηθεί και ισχύει σε συμμόρφωση με την οδηγία 2001/45/EK του Ευρωπαϊκού Κοινοβουλίου και του Συμβουλίου), entry into force 05.07.2004.</p>		
Council Directive 89/656/EEC (PPE)	O		<p>PD 396/1994 on the minimum health and safety requirements for the use of personal protective equipment, (Π.Δ. 396/1994 Ελάχιστες προδιαγραφές ασφάλειας και υγείας για τη χρήση από τους εργαζόμενους εξοπλισμών ατομικής προστασίας κατά την εργασία σε συμμόρφωση προς την οδηγία του Συμβουλίου 89/656 /ΕΟΚ) entry into force 19.12.1994.</p>	N	
Council Directive 92/58/EEC (OSH signs)	O		<p>PD 105/1995 on the minimum requirements for the provision of safety and/or health signs at work (Π.Δ. 105/1995 Ελάχιστες προδιαγραφές για τη σήμανση ασφάλειας ή/και υγείας στην εργασία σε συμμόρφωση με την οδηγία 92/58/ΕΟΚ) entry into force 10.04.1995.</p>	N	Infringement case 2008/4832 on bad application – case closed
Directive 1999/92/EC (ATEX)	O		<p>PD 42/2003 on the minimum requirements for improving the safety and health protection of workers potentially at risk from explosive atmospheres (Π.Δ. 42/2003 Σχετικά με τις ελάχιστες απαιτήσεις για τη βελτίωση της υγείας και ασφάλειας των εργαζομένων οι οποίοι είναι δυνατόν να εκτεθούν σε κίνδυνο από εκρηκτικές ατμόσφαιρες σε συμμόρφωση με την οδηγία 1999/92/EK της 16ης Δεκεμβρίου 1999 του Ευρωπαϊκού Κοινοβουλίου και</p>	N	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			του Συμβουλίου), entry into force 21.02.2004.		
Council Directive 90/269/EEC (manual handling of loads)	O		PD 397/1994 on the minimum health and safety requirements for the manual handling of loads where there is a risk particularly of back injury to workers (Π.Δ. 397/1994 Ελάχιστες προδιαγραφές ασφάλειας και υγείας κατά την χειρωνακτική διακίνηση φορτίων που συνεπάγεται κίνδυνο ιδίως για τη ράχη και την οσφυϊκή χώρα των εργαζομένων σε συμμόρφωση προς την οδηγία του Συμβουλίου 90/269/ΕΟΚ), entry into force 19.12.2004.	N	
Council Directive 90/270/EEC (display screen equipment)	O		PD 398/1994 on the minimum safety and health requirements for work with display screen equipment (Π.Δ. 398/1994 Ελάχιστες προδιαγραφές ασφάλειας και υγείας κατά την εργασία με οθόνες οπτικής απεικόνισης σε συμμόρφωση με την οδηγία του Συμβουλίου 90/270/ΕΟΚ), entry into force 19.12.1994.	N	
Directive 2002/44/EC (vibration)	O		PD 176/2005 on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (vibration) (Π.Δ. 176/2005 Ελάχιστες προδιαγραφές ασφάλειας και υγείας όσον αφορά την έκθεση των εργαζομένων σε κινδύνους προερχόμενους από φυσικούς παράγοντες (κραδασμοί) σε συμμόρφωση με την οδηγία 2002/44/ΕΚ), entry into force 14.09.2005.	N	Infringement case 2005/765/EL case of non-communication – national measures adopted and notified following letter of formal notice
Directive 2003/10/EC (noise)	O		PD 149/2006 on the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (noise) (Π.Δ. 149/2006 Ελάχιστες προδιαγραφές ασφάλειας και υγείας όσον αφορά την έκθεση των εργαζομένων σε κινδύνους προερχόμενους από φυσικούς παράγοντες (θόρυβος) σε συμμόρφωση με την οδηγία 2003/10/ΕΚ), entry into force 28.07.2006.	N	Infringement case 2006/411/EL case of non-communication – national measures adopted and notified following letter of formal notice
Directive 2004/40/EC (electromagnetic fields)			This Directive was not transposed.		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
Directive 2006/25/EC (artificial optical radiation)	○		PD 82/2010 on the minimum health and safety requirements regarding the exposure of workers to risks arising from physical agents (artificial optical radiation) (Π.Δ. 82/2010 Ελάχιστες προδιαγραφές ασφάλειας και υγείας όσον αφορά στην έκθεση των εργαζομένων σε κινδύνους προερχόμενους από φυσικούς παράγοντες (τεχνητή οπτική ακτινοβολία) σε συμμόρφωση με την οδηγία 2006/25/EK), entry into force 01.09.2010.	N	Infringement cases 2010/0311 and 2010/0316 on non-communication – cases are closed
Directive 2004/37/EC (carcinogens or mutagens)	○		This Directive has not been transposed; the previous EU carcinogens or mutagens Directives (90/394/EEC amended by 97/42/EC and 1999/38/EC) were transposed and the relevant transposing legal acts remain into force as initially adopted ³ : PD 399/1994 on the protection of workers from the risks related to exposure to carcinogens at work (Π.Δ. 399/1994 Προστασία των εργαζομένων από τους κινδύνους που συνδέονται με την έκθεση σε καρκινογόνους παράγοντες κατά την εργασία σε συμμόρφωση με την οδηγία του Συμβουλίου 90/394/EOK), entry into force 19.12.1994, amended by: - PD 127/2000 Modification and completion of PD 399/1994 transposing Directive 97/42/EC (Π.Δ. 127/2000 Τροποποίηση και συμπλήρωση του Π.Δ. 399/94 Προστασία των εργαζομένων από τους κινδύνους που συνδέονται με την έκθεση σε καρκινογόνους παράγοντες κατά την εργασία σε συμμόρφωση με την οδηγία του Συμβουλίου 90/394/EOK), σε συμμόρφωση με την οδηγία 97/42/EK του Συμβουλίου), entry into force 06.04.2000. - PD 43/2003 Modification and completion of PD 399/1994 for	N	

³ Directive 2004/37/EC has not been transposed into national legislation. The three PDs adopted for the previous carcinogens or mutagens Directives cover all the necessary provisions of Directive 2004/37. During the interview phase, the responsible authority (ML) explained that all provisions have been transposed into national legislation and a codification act is scheduled to be adopted in the future.

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			transposing the Directive 99/38/EC (Π.Δ. 43/2003 Τροποποίηση και συμπλήρωση του Π.Δ. 399/94 Προστασία των εργαζομένων από τους κινδύνους που συνδέονται με την έκθεση σε καρκινογόνους παράγοντες κατά την εργασία σε συμμόρφωση με την οδηγία του Συμβουλίου 90/394/ΕΟΚ, σε συμμόρφωση με την οδηγία 1999/92/ΕΚ της 16 ^{ης} Δεκεμβρίου 1999 του Ευρωπαϊκού Κοινοβουλίου και του Συμβουλίου), entry into force 21.02.2003.		
Council Directive 98/24/EC (chemical agents at work)		S	<p>PD 338/2001 on the protection of the health and safety of workers from the risks related to chemical agents at work (Π.Δ. 338/2001 Προστασία της υγείας και ασφάλειας των εργαζομένων κατά την εργασία από κινδύνους οφειλόμενους σε χημικούς παράγοντες), entry into force 09.10.2001.</p> <p><i>There are six Presidential Decrees that regulate limit values at national level and transpose the directives setting limit values. These are:</i></p> <p>PD 307/1986 on the health protection of workers who are exposed to certain chemical agents at work (Π.Δ. 307/1986 Προστασία της υγείας των εργαζομένων που εκτίθενται σε ορισμένους χημικούς παράγοντες κατά τη διάρκεια της εργασίας τους), entry into force 01.02.1987.</p> <p>PD 77/1993 on the protection of workers from physical, chemical and biological agents at work and modification and completion of PD 307/1986 in accordance with Directive 88/642/EEC (Π.Δ. 77/1993 Προστασία των εργαζομένων από φυσικούς, χημικούς και βιολογικούς παράγοντες και τροποποίηση και συμπλήρωση του Π.Δ. 307/86 σε συμμόρφωση προς την οδηγία του Συμβουλίου 88/642/ΕΟΚ), entry into force 18.03.1993.</p> <p>PD 90/1999 on the adoption of</p>	N	<p>Infringement case 2002/4122/EL of non-conformity : non-inclusion of personnel in uniform in the policy and army – legislation modified following letter of formal notice</p> <p>Infringement case 2001/0399 on non-communication – case closed</p>

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>exposure limit values and maximum exposure limit values for certain chemical agents and modification and completion of PD 307/1986 in accordance with Directives 91/322/EEC and 96/94/EC (Π.Δ. 90/1999 Καθορισμός οριακών τιμών έκθεσης και ανώτατων οριακών τιμών έκθεσης των εργαζομένων σε ορισμένους χημικούς παράγοντες κατά τη διάρκεια της εργασίας τους σε συμμόρφωση με τις οδηγίες 91/322/ΕΟΚ και 96/94/ΕΚ της Επιτροπής και τροποποίηση και συμπλήρωση του Π.Δ. 307/86 «Προστασία της υγείας των εργαζομένων που εκτίθενται σε ορισμένους χημικούς παράγοντες κατά τη διάρκεια της εργασίας τους» όπως τροποποιήθηκε με το Π.Δ. 77/1993), entry into force 13.11.1999.</p> <p>PD 339/2001 on the modification of PD 307/1986 and adoption of exposure limit values in accordance with Directive 2000/39/EC (Π.Δ. 339/2001 Τροποποίηση του Π.Δ. 307/86 «Προστασία της υγείας των εργαζομένων που εκτίθενται σε ορισμένους χημικούς παράγοντες κατά τη διάρκεια της εργασίας τους»), entry into force 09.10.2001.</p> <p>PD 162/2007 on the health protection of workers who are exposed to certain chemical agents at work and modification of PD 307/1986 in accordance with Directive 2006/15 /EC (Π.Δ. 162/2007 Προστασία της υγείας των εργαζομένων που εκτίθενται σε ορισμένους χημικούς παράγοντες κατά τη διάρκεια της εργασίας τους κατά τροποποίηση του Π.Δ. 307/1986 όπως ισχύει σε συμμόρφωση προς την οδηγία 2006/15/ΕΚ), entry into force 23.08.2007.</p> <p>PD 12/2012 on the modification of PD 307/1986 in accordance with Directive 2009/161/EC (Π.Δ. Τροποποίηση του Π.Δ. 307/1986 «Προστασία της υγείας των</p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			εργαζομένων που εκτίθενται σε ορισμένους χημικούς παράγοντες κατά τη διάρκεια της εργασίας τους» σε συμμόρφωση με την οδηγία 2009/161/ΕΕ της Επιτροπής), entry into force 18.12.2011.		
Directive 2009/148/EC (asbestos)		S	<p>This Directive has not been transposed; the previous EU asbestos Directives (83/477/EEC amended by 91/382/EEC and 2003/18/EC) were transposed and the relevant transposing legal acts remain into force as initially adopted⁴:</p> <p>PD 212/2006 on the protection of workers from the risks related to exposure to asbestos at work, in accordance with Directive 83/477/EEC as modified by Directive 91/382/EEC and Directive 2003/18/EC (Π.Δ. 212/2006 Προστασία των εργαζομένων που εκτίθενται σε αμίαντο κατά την εργασία, σε συμμόρφωση με την οδηγία 83/477/ΕΟΚ του Συμβουλίου, όπως αυτή τροποποιήθηκε με την οδηγία 91/382/ΕΟΚ του Συμβουλίου και την οδηγία 2003/18/ΕΚ του Ευρωπαϊκού Κοινοβουλίου και του Συμβουλίου), entry into force 09.10.2006.</p> <p>MD 15616/398/2010 on the approval of training programs for those engaged in asbestos removal/handling works (Υ.Α. 15616/398/2010 Διαδικασία έγκρισης των προγραμμάτων εκπαίδευσης όλων όσων εμπλέκονται σε εργασίες με αμίαντο ή αμιαντούχα υλικά. Οργάνωση, εκτέλεση, λειτουργία, είδος, διάρκεια, δαπάνες εκτέλεσης, φορείς που διενεργούν τα προγράμματα εκπαίδευσης, διδακτέα ύλη, προσόντα των διδασκόντων και των εκπαιδευομένων, πιστοποιητικά που χορηγούνται και κάθε αναγκαία λεπτομέρεια), entry into force</p>	N	

⁴ The PD and MDs adopted transposing the previous asbestos Directives as well as the provisions of PD 338/2001 on chemical agents cover all the necessary provisions of Directive 2009/148/EC. During the interview phase, the responsible authority (ML) explained that all provisions have been transposed into national legislation and a codification act is scheduled to be adopted in the future.

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>31.08.2010.</p> <p>MD 4229/395/2013 on the requirements for the establishment and functioning of undertakings related to asbestos removal/handling works (Y.A. 4229/395/2013 Προϋποθέσεις ίδρυσης και λειτουργίας των επιχειρήσεων που δραστηριοποιούνται με την εκτέλεση κατεδαφιστικών έργων και εργασιών αφαίρεσης αμιάντου ή/και υλικών που περιέχουν αμιάντο από κτίρια, κατασκευές, συσκευές, εγκαταστάσεις και πλοία, καθώς επίσης και με εργασίες συντήρησης, επικάλυψης και εγκλεισμού αμιάντου ή/και υλικών που περιέχουν αμιάντο), entry into force 15.02.2013.</p>		
Directive 2000/54/EC (biological agents)	O		<p>This Directive has not been transposed; the previous EU biological agents Directives (90/679/EEC and 93/88/EEC amended by 95/30/EC, 97/59/EC and 97/65/EC) were transposed and the relevant transposing legal acts remain into force as initially adopted⁵:</p> <p>PD 186/1995 on the protection of workers from risks related to exposure to biological agents at work (Π.Δ. 186/1995 Προστασία των εργαζομένων από κινδύνους που διατρέχουν λόγω της έκθεσής τους σε βιολογικούς παράγοντες κατά την εργασία σε συμμόρφωση με τις οδηγίες του Συμβουλίου 90/679/ΕΟΚ και 93/88/ΕΟΚ), entry into force 30.05.1995, amended by:</p> <ul style="list-style-type: none"> - PD 174/1997 that modifies PD 186/1995 transposing Commission Directive 95/30/EC (Π.Δ. 174/1997 Τροποποίηση του Π.Δ. 186/1995 «Προστασία των εργαζομένων από κινδύνους που διατρέχουν λόγω της έκθεσής τους σε βιολογικούς παράγοντες κατά την εργασία σε συμμόρφωση με τις οδηγίες του Συμβουλίου 	N	

⁵ Directive 2000/54/EC has not been transposed into national legislation. The PDs adopted transposing the previous biological agents Directives cover all the necessary provisions of Directive 2000/54/EC. During the interview phase the responsible authority (ML) explained that all provisions have been transposed into national legislation and a codification act is scheduled to be adopted in the future.

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>90/679/ΕΟΚ και 93/88/ΕΟΚ) σε συμμόρφωση με την οδηγία 95/30/ΕΚ), entry into force 15.07.1997.</p> <p>- PD 15/1999 that modifies PD 186/1995 transposing Commission Directives 97/59/EC and 97/65/EC (Π.Δ. 15/1999 Τροποποίηση του Π.Δ. 186/1995 «Προστασία των εργαζομένων από κινδύνους που διατρέχουν λόγω της έκθεσής τους σε βιολογικούς παράγοντες κατά την εργασία σε συμμόρφωση με τις οδηγίες του Συμβουλίου 90/679/ΕΟΚ και 93/88/ΕΟΚ) όπως τροποποιήθηκε με το Π.Δ. 174/97, σε συμμόρφωση με τις οδηγίες 97/59/ΕΚ και 97/65/ΕΚ της Επιτροπής), entry into force 02.02.1999.</p>		
<p>Council Directive 92/57/EEC (temporary or mobile construction sites)</p>	O		<p>PD 305/1996 on the implementation of minimum safety and health requirements at temporary or mobile constructions sites (Π.Δ. 395/1996 Ελάχιστες προδιαγραφές ασφάλειας και υγείας που πρέπει να εφαρμόζονται στα προσωρινά ή κινητά εργοτάξια σε συμμόρφωση με την οδηγία 92/57/ΕΟΚ), entry into force 29.08.1996.</p>	<p><i>Pre-existing, relevant legislation that applies in parallel with the transposing legal act, PD 305/1996:</i></p> <p>PD 778/1980 on the safety measures at building construction works (Π.Δ. 778/1980 Περί των μέτρων ασφαλείας κατά την εκτέλεσιν οικοδομικών εργασιών), entry into force 26.02.1981.</p> <p>PD 1073/1981 on the safety measures at construction sites and any works within the responsibility of civil engineers (Π.Δ.1073/1981 Περί μέτρων ασφαλείας κατά την εκτέλεσιν εργασιών εις</p>	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
				<p>εργοτάξια οικοδομών και πάσης φύσεως έργων αρμοδιότητας Πολιτικού Μηχανικού), entry into force 16.03.1982.</p> <p>L 1396/1983 on the obligation of taking and keeping of the safety measures at building construction site and at any private technical project (Π.Δ. 1396/1983 Υποχρεώσεις λήψης και τήρησης των μέτρων ασφαλείας στις οικοδομές και λοιπά ιδιωτικά τεχνικά έργα), entry into force 15.12.1983.</p> <p>PD 225/1989 on health and safety at underground construction projects (Π.Δ. 225/1989 Υγιεινή και Ασφάλεια στα υπόγεια τεχνικά έργα), entry into force 02.11.1989.</p>	
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)		S	MD Δ7/Α/Φ1/14080/732/22-8-1996 on the minimum requirements for improving the safety and health protection of workers in surface and underground mineral-extracting industries (Υ.Α. Δ7/Α/Φ1/14080/732 Ενωμάτωση των διατάξεων της οδηγίας 92/104/ΕΟΚ «Περί των ελαχίστων προδιαγραφών για τη βελτίωση της προστασίας της ασφάλειας και υγείας των εργαζομένων στις υπαίθριες ή	N	

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>υπόγειες εξορυκτικές βιομηχανίες» στον Κανονισμό Μεταλλευτικών και Λατομικών Εργασιών), entry into force 28.08.1996.</p> <p>MD Δ7/A/12050/2223/14-06-2011 consists of the integrated Regulation on works at mines and quarries (Υ.Α. Δ7/A/12050/2223 Κανονισμός Μεταλλευτικών και Λατομικών Εργασιών-(Κ.Μ.Λ.Ε.), entry into force 14.06.2011, and now includes all the requirements set by the Directive⁶.</p>		
Council Directive 92/91/EEC (mineral-extracting industries through drilling)	O		<p>PD 177/1997 on the minimum requirements for improving the safety and health protection of workers in the mineral-extracting industries through drilling (Π.Δ. 177/1997 Ελάχιστες προδιαγραφές για τη βελτίωση της προστασίας της ασφάλειας και υγείας των εργαζομένων στις εξορυκτικές διαγεωτρήσεων βιομηχανίες σε συμμόρφωση με την οδηγία 92/91/ΕΟΚ), entry into force 15.07.1997.</p>	N	
Council Directive 92/29/EEC (medical treatment on board vessels)	O		<p>PD 376/1995 on the minimum safety and health requirements for improved medical treatment on board vessels (Π.Δ. 376/1995 Ελάχιστες προδιαγραφές ασφάλειας και υγείας για την προώθηση βελτιωμένης ιατρικής περίθαλψης στα πλοία σύμφωνα με την οδηγία 92/29/ΕΟΚ του Συμβουλίου της 31^{ης} Μαρτίου 1992), entry into force 05.11.1995, amended by:</p> <p>- PD 277/1997 Modification of PD 376/1995 on the minimum safety and health requirements for improved medical treatment on board vessels (Π.Δ. 277/1997 Τροποποίηση του Π.Δ. 376/1995 Ελάχιστες προδιαγραφές ασφάλειας και υγείας για την προώθηση βελτιωμένης ιατρικής περίθαλψης στα πλοία σύμφωνα με την οδηγία 92/29/ΕΟΚ του Συμβουλίου της 31^{ης} Μαρτίου 1992), entry into force 26.09.1997.</p>	N	
Council	O		PD 281/1996 on the minimum safety	N	

⁶ MD of 2011 includes provisions for all the articles of the Directive but it does not include provisions for all the subjects included in the Annexes. In addition, it is not clear that MD of 1996 has been repealed. During the interview phase, the responsible authority (ΥΠΕΚΑ) explained that the two acts apply in parallel and no codification act is scheduled.

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
Directive 93/103/EC (work on board fishing vessels)			and health requirements for work on board fishing vessels (Π.Δ. 281/1996 Ελάχιστες προδιαγραφές ασφάλειας και υγείας κατά την εργασία στα αλιευτικά σκάφη σύμφωνα με την Οδηγία 93/103/ΕΚ του Συμβουλίου της 23ης Νοεμβρίου 1993), entry into force 27.08.1996, amended by: - PD 49/2011 amending and complementing PD 281/1996 (Π.Δ. 49/2011 Τροποποίηση και συμπλήρωση του π.δ. 281/1996 Ελάχιστες προδιαγραφές ασφάλειας και υγείας κατά την εργασία στα αλιευτικά σκάφη σύμφωνα με την Οδηγία 93/103/ΕΚ του Συμβουλίου της 23ης Νοεμβρίου 1993), entry into force 20.05.2011.		
Council Directive 92/85/EEC (pregnant/br eastfeeding workers)	O		PD 176/97 on the improvements of safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (Π.Δ. 176/97 Μέτρα για τη βελτίωση της ασφάλειας και υγείας κατά την εργασία εγκύων, λεχώνων και γαλουχουσών εργαζομένων σε συμμόρφωση με την οδηγία 92/85/ΕΟΚ), entry into force 15.07.1997, amended by: - PD 41/2003 that modifies the PD 176/96 (Π.Δ. 41/2003 Τροποποίηση του Π.Δ. 176/97 Μέτρα για τη βελτίωση της ασφάλειας και υγείας κατά την εργασία εγκύων, λεχώνων και γαλουχουσών εργαζομένων σε συμμόρφωση με την οδηγία 92/85/ΕΟΚ), entry into force 21.02.2003.	N	Infringement case 2004/2003/EL case of non-conformity – case closed
Council Directive 91/383/EEC (temporary workers)		S	PD 17/1996 Measures for the improvement of health and safety of workers at work (Π.Δ. 17/1996 Μέτρα για τη βελτίωση της ασφάλειας και της υγείας των εργαζομένων κατά την εργασία σε συμμόρφωση με τις οδηγίες 89/391/ΕΟΚ και 91/383/ΕΟΚ), entry into force 18.01.1996. Transposed at the same time both Directive 89/391/EEC and Directive 91/383/EEC. Within the scope and definitions of PD17/1996 'worker' is considered any person that is employed by an employer under any employment relation.	N	Infringement case 2008/4832 on bad application – case closed

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			<p>Similarly, L 3850/2010 Ratification of the Code of laws for the health and safety of workers (N.3850/2010 <i>Κύρωση του Κώδικα νόμων για την υγεία και την ασφάλεια των εργαζομένων</i>), entry into force on 02.06.2010, (Code of OSH Laws), is the codifying legislation of the national legal acts transposing 2 of the 24 OSH Directives (89/391/EEC and 91/383/EEC). In this context the majority of the provisions of PD 17/1996 were repealed and codified by L 3850/2010, which now consists of the main national legal act that contains the requirements of the Framework Directive and applies to all workers, irrespective of the type of employment relation (fixed-term, indefinite and temporary).</p> <p>L 4052/2012 regarding the implementation of the Memorandum of Understanding (N.4052/2012 <i>Νόμος αρμοδιότητας Υπουργείων Υγείας και Κοινωνικής Αλληλεγγύης και Εργασίας και Κοινωνικής Ασφάλισης για εφαρμογή του νόμου «Έγκριση των Σχεδίων Συμβάσεων Χρηματοδοτικής Διευκόλυνσης μεταξύ του Ευρωπαϊκού Ταμείου Χρηματοπιστωτικής Σταθερότητας (Ε.Τ.Χ.Σ.), της Ελληνικής Δημοκρατίας και της Τράπεζας της Ελλάδος, του Σχεδίου του Μνημονίου Συνεννόησης μεταξύ της Ελληνικής Δημοκρατίας, της Ευρωπαϊκής Επιτροπής και της Τράπεζας της Ελλάδος και άλλες επείγουσες διατάξεις για τη μείωση του δημοσίου χρέους και τη διάσωση της εθνικής οικονομίας» και άλλες διατάξεις</i>), entry into force 01.03.2012</p> <p>Chapter ΙΣΤ' (art. 113-121) transposes Directive 2008/104/EC on temporary agency work includes dispositions for the protection of the health and safety of temporary workers (Article 125).</p> <p>MD 4690/12/2014 concerning the prohibition of certain types of hazardous work for workers on temporary agency work (<i>Υ.Α. 4690/12 Εργασίες για τις οποίες απαγορεύεται η απασχόληση</i></p>		

Directive	O	S	Transposing National Legislation	Legislation prior to transposition (Y/N)	Infringement proceedings
			μισθωτού σε έμμεσο εργοδότη με σύμβαση προσωρινής απασχόλησης), entry into force 20.02.2014 ⁷ .		
Council Directive 94/33/EC (young people at work)		S	<p>PD 62/1998 on the protection of young people at work (Π.Δ. 62/1998 Μέτρα για την προστασία των νέων κατά την εργασία σε συμμόρφωση με την οδηγία 94/33/ΕΚ), entry into force 26.03.1998.</p> <p>L 3850/2010 Ratification of the Code of laws for the health and safety of workers (N.3850/2010 Κύρωση του Κώδικα νόμων για την υγεία και την ασφάλεια των εργαζομένων), entry into force on 02.06.2010, (Code of OSH Laws), codified all relevant legislation into one single Act and includes a Chapter (Chapter H), specific on OSH of young people at work.</p> <p>Law 3144/2003 (Article 4) and MD 130621/2003 set the works, sites and activities where the work of young workers is prohibited (Υ.Α. 130621/2003 Εργασίες, έργα και δραστηριότητες στις οποίες απαγορεύεται να απασχολούνται ανήλικοι), entry into force 02.07.2003.</p> <p>PD 407/2001 concerning the protection of young workers in shipping and fisheries sectors (Π.Δ. 407/2001 Μέτρα για την προστασία των νέων που απασχολούνται με σχέση ναυτικής εργασίας στο ναυτιλιακό και στον αλιευτικό τομέα για την προσαρμογή προς την οδηγία 94/33/ΕΚ), entry into force 24.12.2001.</p>	N	

⁷ With L4052/2012 and MD of 2014, the legal responsibilities of all parties involved in the relevant employment contracts are defined, including responsibilities on OHS issues. In addition provisions of Directive 91/383, which gave the option to MS to adopt additional measures, were not used by Greece at the time of initial transposition. This is the case of art 5 of 91/383, where MS have the option of prohibiting workers with this employment contract from being used in certain type of dangerous works. For this reason the MD 4690/12 was adopted in 2014, repealing the pre-existing MD 15526 (no similar act existed before 2010).

1.2 GENERAL INSTITUTIONAL FRAMEWORK

This section presents key policy documents and describes the institutional structure together with roles and responsibilities of the main authorities and other stakeholders. It reviews all mechanisms and structures for coordination amongst those authorities in the framework of the transposition and implementation of the directives. Control and enforcement authorities will be covered under Section 5 below.

In Greece, the response to the Commission Communication “Improving quality and productivity at work: Community strategy 2007-2012 on health and safety at work” was the first National Strategy for Safety and Health at Work 2010-2013. The ultimate goal of the National Strategy is to improve present work conditions and, more importantly, to protect the workers from adverse health effects.

Competences over OSH are attributed to the General Directorate of Working Conditions and Health, which falls under the responsibility of the Ministry of Labour, Social Security and Welfare. The activities of this General Directorate include preparing draft legislation on OSH, circulars and technical guides to assist other OSH competent administrative authorities. The Ministry of Environment, Energy and Climate Change has competence over the OSH directives on mining, while the Ministry of Shipping, Maritime Affairs & the Aegean deals with OSH issues relating to the shipping and fisheries sectors. The reformed Hellenic Labour Inspectorate is in charge of enforcing OSH legislation in all industrial, craft, construction and commercial enterprises and/or activities.

Social dialogue at national level takes place in two councils, namely the Council for Health and Safety at Work (dealing mainly with legislation and policy issues) and the Labour Inspectorate’s Council for Social Control (dealing mainly with issues concerning the Inspectorate’s policy and activities). Social dialogue also takes place on a broader range of issues that can also include OSH, within the Economic and Social Committee of Greece.

The responsibilities of the different governmental and/or administrative authorities on occupational safety and health issues are well defined.

1.2.1 Key policy documents

The first **National Strategy for Safety and Health at Work 2010-2013**⁸ was based on the EU Strategy 2007-2012. This document was drafted in consultation with the social partners and professional scientific organizations participating at the Council for Health and Safety at Work (CHSW). The Strategy adopts four basic targets: development of a prevention culture, assessment and minimization of risks especially those related to new and emerging risks, reduction of accidents and diseases at work, promotion of OSH in SMEs. In this context the Strategy provides for almost 90 specific actions and initiatives divided in 10 separate sections. This is accompanied by an ‘Action Table’ which lists the main measures and their time frame.

The **LI’s activities’ annual reports 2007-2102**⁹ include the activities carried out by its three main divisions: (a) the OSH labour inspectors, (b) the Social labour inspectors in charge of the implementation of industrial relations issues and (c) the special labour inspectors. These annual reports at the same time give a very detailed overview of all the inspections carried out during the previous year and also lay down the operational plan for the following year mainly by setting priorities concerning sectors of activity (foreseen/scheduled inspections) and strategic goals.

⁸ <http://www.ypakp.gr/uploads/docs/4516.pdf> accessed on 22.04.2014 (in Greek)

⁹ <http://www.ypakp.gr/>

1.2.2 Main authorities and stakeholders

In Greece, the **Ministry of Labour, Social Security and Welfare** (*Υπουργείο Εργασίας, Κοινωνικής Ασφάλισης & Πρόνοιας*) is the ministry competent for the labour market and the social security scheme. The Ministry includes a specialised department for occupational health and safety; the **General Directorate of Working Conditions and Health** (*Γενική Διεύθυνση Συνθηκών & Υγεινής της Εργασίας*). The activities of this General Directorate include preparing draft legislation on OSH, circulars and technical guides to assist other OSH competent administrative authorities. Its institutional structure includes, inter alia, Departments for the prevention of occupational accidents and occupational diseases. However, it should be noted that OSH issues relating to the mines sector are a competence of the **Ministry of Environment, Energy and Climate Change** (*Υπουργείο Περιβάλλοντος, Ενέργειας και Κλιματικής Αλλαγής*) and OSH issues relating to the shipping and fisheries sectors fall within the competences of the **Ministry of Shipping, Maritime Affairs & the Aegean** (*Υπουργείο Ναυτιλίας & Αιγαίου*).

The **Hellenic Labour Inspectorate** (*Σώμα Επιθεώρησης Εργασίας, ΣΕΠΕ, LABINSP*) of the Ministry of Labour is the main authority for inspecting the working conditions in all industrial, craft, construction and commercial enterprises and/or activities, either on social matters (work times, wages, social security, occupational legality) or on the physical conditions of work (safety and health). It also investigates occupational accidents and imposes administrative sanctions and fines, in case of violations. The Inspectorate has undergone a reform (Law 3996/2011) aiming at reinforcing its function and role.

In addition, the **Mines Inspectorate** (*Επιθεώρηση Μεταλλείων, MININSP*) of the Ministry of Environment, Energy and Climate Change is the authority for inspecting working conditions in mines and queries, while the working conditions in shipping and fisheries sectors are controlled by the authorities of the Ministry of Shipping, Maritime Affairs & the Aegean. The 3 authorities work in separate economic sectors and no conflicts of responsibilities were identified in the NIR or other published documents.

The most important third-level cross sectoral social partners in Greece are:

- **GSEE** (*Γενική Συνομοσπονδία Εργατών Ελλάδος, ΓΣΕΕ*)¹⁰: is the General Confederation of Greek Workers. GSEE has also established a **Labour Institute** (INE GSEE) aiming to provide information and advice to workers, with emphasis to areas of social insurance, labour relations and employment.
- **ADEDY** (*Ανώτατη Διοίκηση Ενώσεων Δημοσίων Υπαλλήλων, ΑΔΕΔΥ*): is the Civil Servants' Confederation.
- **SEV** (*Σύνδεσμος Ελληνικών Επιχειρήσεων και Βιομηχανιών, ΣΕΒ*)¹¹: is the Hellenic Federation of Enterprises, representing the Greek Industry (employers' organisation).
- **GSEVEE** (*Γενική Συνομοσπονδία Επαγγελματιών, Βιοτεχνών και Εμπόρων, ΓΣΕΒΕΕ*)¹²: is the Confederation of Small and Medium Enterprises in Greece.
- **ESEE** (*Εθνική Συνομοσπονδία Ελληνικού Εμπορίου, ΕΣΕΕ*)¹³: is the National Confederation of Hellenic Commerce.

The above main social partners (along with other, lower-level or sectoral organisations) cooperate on issues relating to OSH within tripartite structures (see below, section 1.2.3), mainly the **Council for Health and Safety at Work** (CHSW) for legislation and policy issues and the Labour Inspectorate's

¹⁰ <http://www.gsee.gr/>

¹¹ <http://www.sev.org.gr/online/index.aspx?lang=en>

¹² www.gsevee.gr

¹³ <http://www.esee.gr/Profile.aspx>

Social Control Council (CSCLI) for issues concerning the Inspectorate's policy and activities. Social dialogue also takes place on a broader range of issues that can also include OSH, within the **Economic and Social Committee of Greece** (*Οικονομική και Κοινωνική Επιτροπή της Ελλάδας, ΟΚΕ*) that issues opinion either on its own initiative, or during the legislative procedure, on draft bills.

In general there are only very few collective agreements that adopt OSH related measures that go beyond the existing national legislative framework. Therefore, the exception of the National General Collective Agreement of 1988 (as modified by that of 1991-92) should be underlined. Through it, the social partners (GSEE, SEV, GSEVEE and ESEE) have established a bipartite, non-profit organisation, the **Hellenic Institute for Occupational Health and Safety** (*Ελληνικό Ινστιτούτο Υγιεινής και Ασφάλειας της Εργασίας, ΕΛΙΝΥΑΕ - ΕΛΙΝΥΑΕ*)¹⁴ that consists of four Centres.

The **Occupational Safety Centre of ELINYAE** deals with safety issues and ergonomic aspects and performs safety audits and ergonomic analysis, also providing expertise in cases of occupational accidents upon request. Its Occupational Health and Hygiene Centre, comprising a department of occupational medicine, a Laboratory of Industrial Hygiene and a Laboratory of Biochemistry and Analytical Toxicology, has developed sampling and analytical methods for the detection of chemical, physical and biological hazards in the work environment and carries out biological monitoring of hazardous substances. ELINYAE also includes a Documentation and Information Centre and a Vocational Training Centre.¹⁵

1.2.3 Coordination

The responsibilities of the different governmental and/or administrative authorities on occupational safety and health issues are well defined. Since the guarantee of collective bargaining by the Constitution of 1975, Greece has developed a tradition in social dialogue that is also reflected in the gradual creation of specific institutional frameworks and structures for bipartite and tripartite collaboration.

The **Supreme Labour Council** (*Ανώτατο Συμβούλιο Εργασίας*) is a collective, advisory body, operating within the Ministry of Labour, Social Security and Welfare. The Supreme Labour Council includes the **Council for Health and Safety at Work** (*Συμβούλιο Υγείας και Ασφάλειας των Εργαζομένων, ΣΥΑΕ – ΣΥΑΕ, CHSW*), established in 1985,¹⁶ which is the highest-level tripartite consultative body of the Ministry in respect of occupational health and safety issues. It consists of representatives of other Ministries, (Ministry of Administrative Reform & e-Governance, Ministry of Health, Ministry of Finance, Ministry of Development and Competiveness), representatives of workers' and employers' organizations, as well as representatives of professional scientific organisations. A second corresponding tripartite body¹⁷ was established on 2000 for the social control of the Labour Inspectorate: the **Council for Social Control of the Labour Inspectorate** (*Συμβούλιο Κοινωνικού Ελέγχου Επιθεώρησης Εργασίας, ΣΚΕΕΕ – ΣΚΕΕΕ, CSCLI*) is a tripartite consulting body of the Labour Inspectorate, which at the same time examines, evaluates and controls its function.

The above mentioned tripartite structures also constitute the main fora for social partners' cooperation on issues relating to OSH. Within the CHSW social dialogue refers to legislation and policy issues and within the CSCLI to issues concerning the Labour Inspectorate's policy and activities. The social partners also collaborate within the structure and through the activities of the bipartite, non-profit organisation, ELINYAE.

¹⁴ <http://www.elinyae.gr/el/index.jsp>

¹⁵ Document 'OSH Infrastructure in Greece' from EU-OSHA Extranet, accessed on 09.01.2014.

¹⁶ Article 15 of L 1568/85, as codified by article 26 of Code of OSH Laws (L3850/2010).

¹⁷ Article 13 of L 2639/1998.

Finally, the **Economic and Social Committee of Greece** (*Οικονομική και Κοινωνική Επιτροπή της Ελλάδας*, OKE)¹⁸ is the main platform for social dialogue, playing a statutory advisory role in the preparation of policies and legislation, including health and safety at work.

1.3 LEGAL COVERAGE, OBSERVED DISCREPANCIES AND MORE STRINGENT MEASURES

1.3.1 Observed discrepancies, more stringent and more detailed measures

The following tables describe observed discrepancies between the Directive's requirements and the transposing legislation and cases where the national legislation provides for more stringent, broader or more detailed measures than the Directive's ones. There is one table per directive.

Observed discrepancies between the Directive's requirements and the transposing legislation cover instances where the text of the national transposing legislation is different from the transposed Directive's provisions. This difference could lead to the non-application or partial application of the relevant CPM due to contradiction between the national provision and the corresponding one in the Directive. They are considered for each CPM, scoping requirements and limit values when relevant (tables 1-2 to 1-25).

More stringent provisions set requirements which go beyond the requirements of the Directive e.g. more severe limit values. This review covers systematically the scope and relevant definitions as well as provisions setting limit values.

The identification of more specific requirements is different from more stringent measures, as it relates to the extent to which national law includes more detailed mechanisms for the implementation of the CPMs. In such cases, the main requirements of the Directive are fully and effectively transposed and the Member States have set up more detailed rules on e.g. procedures, responsibilities, etc.

In general, Greece has transposed OSH-related EU Directives in an almost literal way, with no reported cases of observed discrepancies. The Greek legislation transposing Directive 89/391/EEC (Framework Directive) has set broader or more stringent requirements with regard to risk assessment, and preventive and protective services. The Code of OSH Laws includes some specific risks and requirements on the content of the risk assessment, the data and other information that has to be considered by those performing the assessment. The risk assessment has to be conducted and signed by the SO, OP, IPPS or EPPS. The review of the risk assessment has only been laid down in a non-binding guidance document. Further, companies are obliged to use the consultative services of health and safety experts, i.e. safety officers (SO) and occupational physicians (OP), for a time period per year calculated on the basis of the number of workers of the company and the type of business activity. In general, every company with one or more workers must use the services of a SO, while companies with more than 50 workers must use the services of an OP. The SO and OP services can be provided either by workers of the company and external persons that have the necessary qualifications set by legislation or by licensed EPPS. For companies of low risk activities (e.g. commerce) with less than 50 workers the employer himself may exercise the duties of SO, following an accredited training program. The Code of OSH Laws generally includes more detailed requirements than the Framework Directive.

In relation to Directives 90/269/EEC (manual handling of loads), 90/270/EEC (display screen equipment), 2002/44/EC (vibration), 2003/10/EC (noise), 2006/25/EC (artificial optical radiation), 98/24/EC (chemical agents at work), 2009/148/EC (asbestos), 2000/54/EC (biological agents), 92/104/EEC (surface and underground mineral-extracting industries), 92/91/EEC (mineral-extracting industries through drilling), 91/383/EEC (temporary workers), and 94/33/EC (young people at work),

¹⁸ <http://www.oke.gr/>

the national legislation sets more detailed requirements on health surveillance. It has also been noted that additional legislative initiatives are required to address the question whether the companies which are falling under the scope of application of the Manual Handling of Loads, Display Screen Equipment, Vibration, Noise, Artificial Optical Radiation, and Chemical Agents at Work Directives, irrespective of the number of workers employed, must use the services of OP.

The national legislation transposing Directive 1999/92/EC (ATEX) adds that a complement to the general risk assessment needs to be drawn up and kept up to date, called the 'explosion protection document'. The national legislation transposing Directive 92/57/EEC (temporary or mobile construction sites) includes some small observed discrepancies on the scope and definitions. In addition, it is to be noted that Greek legislation, with regard to Directive 91/383/EEC (temporary workers), makes a distinction between fixed-term workers and agency workers. Finally, more specific requirements on training of workers and health surveillance have been legislated with regard to Directive 94/33/EC (young people at work).

Table 1- 2 Directive 89/391/EEC (Framework Directive) – Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions (Art.2 and 3)	<p>Art.2 1. All sectors of activity, both public and private (industrial, agricultural, commercial, administrative, service, educational, cultural, leisure, etc.). 2. Not be applicable where characteristics peculiar to certain specific public service activities, such as the armed forces or the police, or to certain specific activities in the civil protection services inevitably conflict with it.</p> <p>Art.3 • Apply to any person employed by an employer, including trainees and apprentices but excluding domestic servants; • Employer: any natural or legal person who has an employment relationship with the worker and has responsibility for the undertaking and/ or establishment;</p>	No observed discrepancy has been identified in terms of scope and definitions	<ul style="list-style-type: none"> • Are specific public service activities (such as armed forces or police) included in the scope of the legislation which are not in the Directive? N. • Does the legislation include domestic servants in its scope? N. The legislation excludes domestic staff from its scope. • Is the definition of employer broader than the Directive's? N. • Other additional or more detailed requirements N.
Conducting a risk assessment Art. 6(3), 9(1)(a)	<p>Art.6 The employer shall, taking into account the nature of the activities of the enterprise and/ or establishment evaluate the risks to the safety and health of workers, inter alia in the choice of work equipment, the chemical substances or preparations used, and the fitting-out of work places.</p> <p>Art.9 The employer shall be in possession of an assessment of the risks to safety and health at work, including those facing groups of</p>	No observed discrepancy has been identified in relation to the risk assessment.	<ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? Y. Although the act originally adopted for transposing the Directive 89/391/EEC (PD 17/1996) didn't describe in a more specific manner the risks to be taken into account in the assessment, later with the adoption of additional provisions more requirements were introduced related to the risk assessment.¹⁹ In these provisions some specific risks are briefly described (fall risks, work equipment risks,

¹⁹ Article 43, paragraphs. 3-8 Code of OSH Laws (L3850/2010).

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	workers exposed to particular risks.		<p>electrical risks, fire and explosion risks, hazardous agents risks, work organisational risks etc.). These provisions include also requirements (in a brief manner) for the content of the risk assessment, the data and other information that have to be considered by those performing the assessment, etc.</p> <p>In addition, a Ministerial Circular (guidance document, non-legally binding) was issued on the application of PD 17/1996 (with a specific Annex providing information on how a risk assessment has to be performed²⁰ This MC is based on a guidance document published by the Commission for the risk assessment.²¹</p> <ul style="list-style-type: none"> • Is the content of the risk assessment more detailed than described in the Directive? Y. Same answer as for the previous question. • Is a more specific methodology for risk assessment provided in the legislation? Y. Same answer as for the previous question. • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? Y. The risk assessment is written and it has to be conducted and undersigned by the SO, OP, IPPS or EPPS appointed by the employer for the undertaking and/or establishment. The qualifications of these persons and or legal entities are defined in the Code of OSH Laws. • Other additional or more detailed

²⁰ Ministerial Circular 130297/15-7-1996 on the application of PD 17/1996 that transposed the Directive 89/391/EEC.

²¹ European Commission, Guidance on risk assessment at work, 1996

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent requirements
			N.
Ensuring preventive and protective services Art.7(1)	<ul style="list-style-type: none"> • The employer shall designate one or more workers to carry out activities related to the protection and prevention of occupational risks for the undertaking and/ or establishment. • Designated workers may not be placed at any disadvantage because of their activities related to the protection and prevention of occupational risks and shall be allowed adequate time to enable them to fulfil their obligations. • If such protective and preventive measures cannot be organized for lack of competent personnel in the undertaking and/ or establishment, the employer shall enlist competent external services or persons. • He shall inform them of the factors known to affect, or suspected of affecting, the safety and health of the workers. • In all cases (internal/external services), they must have the necessary capabilities/ aptitudes and means and must be sufficient in number to deal with the organization of protective and preventive measures. MS must define the necessary capabilities and aptitudes and determine the sufficient number. • The protection from, and prevention of, the health and safety risks shall be the responsibility of one or more workers, of one service or of separate services whether from 	No observed discrepancies have been identified in relation to the preventive and protective services.	<ul style="list-style-type: none"> • Does the legislation define in more specific terms who shall be designated? Y. The legislation defines the responsibilities, duties and competences, the qualifications, level of education and/or experience of the SO, as well as the time needed for exercising his task.²² • Are the conditions for resorting to external services more specifically defined in the legislation? N. The employer has the choice to assign the duties of SO to one or more of his workers or to enlist external persons or EPPS. • Are the competences required from workers or external services defined in the legislation? Y. The legislation defines the responsibilities, duties and competences, the qualifications, level of education and/or experience of the SO.²³ • Are criteria to define the resources (number of persons designated) provided in the legislation? Y. The criteria are related to the number of workers of the company and the level of risk of its activity; the legislation defines three levels of risk: high risk (e.g. mines, petrochemical industries, large-scale construction sites), medium risk (e.g. food industry) and low risk (e.g. commerce, administrative activities). The legislation

²² Articles 8-25 Code of OSH Laws (L3850/2010).

²³ Articles 8-25 Code of OSH Laws (L3850/2010).

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>inside or outside the undertaking and/ or establishment. The worker(s) and/ or agency(ies) must work together whenever necessary.</p> <ul style="list-style-type: none"> MS may define, in the light of the nature of the activities and size of the undertakings, the categories of undertakings in which the employer, provided he is competent, may himself take responsibility. 		<p>defines a formula for calculating the time per year that a SO requires in order to exercise his tasks.²⁴</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>Y. National legislation also sets detailed requirements for the establishment and functioning of EPPS.²⁵</p> <p>The companies are obliged to use the consultative services of health and safety experts, i.e. safety officers (SO) and occupational physicians (OP), for a time period per year calculated on the basis of the number of workers of the company and the type of business activity. In general, every company with one or more workers must use the services of a SO, while companies with more than 50 workers must use the services of an OP. The SO and OP services can be provided either by workers of the company and external persons that have the necessary qualifications set by legislation or by licensed EPPS. For companies of low risk activities (e.g. commerce) with less than 50 workers the employer himself may exercise the duties of SO, following an accredited training program.</p>
Information for workers Art.10	<ul style="list-style-type: none"> The employer shall ensure that workers receive all the necessary information concerning the safety and health risks and protective and preventive measures and activities in respect of the establishment and each type of workstation. 	<p>No observed discrepancies have been identified between the Directive and the implementing legislation in relation to information for workers.</p>	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? <p>N.</p> <ul style="list-style-type: none"> Is the content or form of information to workers further specified?

²⁴ Articles 8-25 Code of OSH Laws (L3850/2010).

²⁵ Articles 23-24 Code of OSH Laws (L3850/2010) and PD 95/1999 concerning the establishment and functioning of EPPS.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> The employer shall take appropriate measures so that employers of workers from any outside undertakings and/ or establishments engaged in work in his undertaking and/ or establishment receive similar information The employer shall take appropriate measures so that workers with specific functions in protecting the safety and health of workers, or workers' representatives with specific responsibility for the safety and health of workers shall have access to the risk assessment and protective measures, to the list of and reports on occupational accidents and the information yielded by protective and preventive measures, inspection agencies and bodies responsible for safety and health. 		<p>N.</p> <ul style="list-style-type: none"> Are there more detailed requirements relating specifically to one of the individual directives? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>L3850/2010 (Code of OSH Laws) has set up information obligations for workers and their representatives relating to their working conditions and workplaces, emergency procedures and actions etc. Moreover, specific information requirements exist for SO, OP, IPPS and EPPs, in particular relating to the worksite, working conditions, the use of work equipment, reported occupational accidents and diseases etc.</p>
<p>Training of workers Art.12</p>	<ul style="list-style-type: none"> The employer shall ensure that each worker receives adequate safety and health training during working hours, in particular in the form of information and instructions specific to his workstation or job and adapted to any changes in technology or risks and repeated periodically if necessary. The employer shall ensure that workers from outside undertakings and/ or establishments engaged in work in his undertaking and/ or establishment have in fact received appropriate instructions regarding health and safety risks. Workers' representatives with a specific role in protecting the safety and health of workers shall be entitled to appropriate training during working hours or in accordance with national practice either 	<p>No observed discrepancies have been identified between the Directive and national legislation in relation to training of workers.</p>	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> Are there specific requirements as to the competence of trainers provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> Are there more detailed requirements relating specifically to one of the individual directives? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>Y. The SO and/or the OP (either internal or external persons and services) have to be involved in the development and application of any training program for safety and health matters.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	within or outside the undertaking and/ or the establishment.		
Health surveillance Art.14	<ul style="list-style-type: none"> • The employer shall ensure that workers receive health surveillance appropriate to the health and safety risks they incur at work. • These measures shall be such that each worker, if he so wishes, may receive health surveillance at regular intervals. • Health surveillance may be provided as part of a national health system. 	No observed discrepancies have been identified between the Directive and the implementing legislation in relation to health surveillance of workers.	<ul style="list-style-type: none"> • Are there more detailed requirements relating specifically to one of the individual directives? <p>Y. There are additional requirements for medical examinations in the legislation transposing directives related to the exposure of workers to physical, chemical and biological agents at work.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>Y. There are additional requirements for the companies with more than 50 workers which are obliged to use the services of an OP²⁶. In addition there is an obligation for health surveillance of young workers (under 18 years old).²⁷</p> <p>The worker's right for health surveillance appropriate to the health and safety at work is addressed by the legislation as follows:</p> <ul style="list-style-type: none"> - Companies with more than 50 workers are obliged to use the services of an OP. The OP performs a clinical examination of the worker, creates a relevant medical record, decides if there is a need for additional medical examinations related to the work activities and issues a certificate for suitability at work which is notified to the employer.²⁸ - In companies with less than 50 workers the workers have the right to ask for a health

²⁶ Article 8, 18 and 19 Code of OSH Laws (L3850/2010).

²⁷ Articles 60-63 Code of OSH Laws (L3850/2010).

²⁸ Article 8, 18 and 19 Code of OSH Laws (L3850/2010).

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			surveillance to the national health care or insurance system. ²⁹
Consultation of workers Art.11, 6(3)(c)	<ul style="list-style-type: none"> Employers shall consult workers and/ or their representatives and allow them to take part in discussions on all questions relating to safety and health at work. Workers' representatives with specific responsibility for the safety and health of workers shall have the right to ask the employer to take appropriate measures and to submit proposals to him to that end to mitigate hazards for workers and/ or to remove sources of danger. They shall have adequate time off work, without loss of pay, and the necessary means to enable them to exercise their rights and functions. Workers and/ or their representatives are entitled to appeal to the authority responsible for safety and health protection at work if they consider that the measures taken and the means employed by the employer are inadequate for the purposes of ensuring safety and health at work. Workers' representatives must be given the opportunity to submit their observations during inspection visits by the competent authority. 	No observed discrepancies have been identified between the Directive and national legislation in relation to consultation of workers.	<ul style="list-style-type: none"> Is balanced³⁰ participation reflected in the national legislation? Are specific criteria put in place? N. Are there more detailed requirements relating specifically to one of the individual directives? N. Other additional or more detailed requirements Y. According to the legislation the workers have the right to elect representatives for safety and health at work (in companies with less than 50 workers) and establish safety and health committees (in companies with more than 50 workers). The competences, the duties and the rights of the OHS representatives and committees, as well as the procedures for their election are defined by the legislation.³¹ It has to be noticed that according to the existing information workers in only a limited number of companies have exercised this right. No additional information was provided by the stakeholders. It seems that workers exercise their rights on OSH matters through the elected trade unions schemes, although they do not have the same rights

²⁹ Article 19 Code of OSH Laws (L3850/2010). However it is not clarified who has the obligation to create and keep the medical records in cases of compulsory medical examinations (e.g. medical examinations because of exposure to noise). During the interview phase, the responsible authorities (Ministry of Labour and Ministry of Public Health) didn't provide any additional information. It seems that additional legislative initiatives are required to address this particular subject.

³⁰ This covers balanced representation of groups or workers e.g. workers exposed to particular health or safety risks.

³¹ Articles 4-7 and 46 Code of OSH Laws (L3850/2010).

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			as those provided to OHS representatives.
Limit values	N/A	N/A	N/A
Other issues identified	E.g. List and reports regarding occupational accidents, emergency measures, adequate controls and supervision, other protective and preventive measures	No observed discrepancies have been identified in relation to the other key requirements of the Directive, such as the requirements relating to emergency measures or the list and reports on occupational accidents	<p>The OSH legislation contains more detailed requirements than the Directive that aim at a concrete implementation of the Directive's general principles.</p> <p>For example, the Code of OSH Laws requires that:</p> <ul style="list-style-type: none"> - the schedule of visits of SO and OP in each company are notified to the LI, - a logbook is kept by the employer and preserved where the SO and OP write down their remarks and proposals for protective and preventive measures; - Occupational accidents shall be notified to the authorities and recorded in an accidents' logbook in any case and not only when resulting to absence from work for more than 3 days. - Worker's representatives are entitled to paid work leave in order to deal with health and safety issues. <p>The 2014 NIR³² also specifies that: 'With the assent of social partners and in line with the Directive's text, employers with medium-risk undertakings were given the ability to receive training, under certain conditions, in order to assume the functions of the safety officer at their undertaking. At the same time, due to the existence of certain specificities, the minimum period of work of Safety Officers and Occupational Physicians was set in order to allow for the</p>

³² National Implementation Report, Part B, Section II.6

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			effective control of these services. A similar arrangement was introduced for the Workers' Safety and Health Committee (WSHC) by means of Article 4(4) of Law 3850/2010, setting out a period of exemption from work for safety and health issues. This facilitates and encourages the establishment of Workers' Safety and Health Committees, and all undertakings were given the ability to establish a WSHC or elect a representative in accordance with the number of workers employed there'.

Table 1- 3 Council Directive 89/654/EEC (workplace) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and Art. 2	<ul style="list-style-type: none"> The Directive applies to workplaces, but excludes from its scope of application (a) means of transport used outside the undertaking and/or the establishment, or workplaces inside means of transport, (b) temporary or mobile construction sites, (c) extracting industries, (d) fishing boats, and (e) fields, woods and other land forming part of an agricultural or forestry undertaking but situated away from the undertaking's buildings. 'Workplace' means the place intended to house workstations on the premises of the undertaking and/or establishment and any other place within the area of the undertaking and/or establishment to which the worker has access in the course of his 	No observed discrepancy has been identified in relation to the scope and definitions of the workplace directive	<ul style="list-style-type: none"> Does the transposing legislation cover any of the elements that the Directive expressly excludes³³? N. Is the definition of 'workplace' in national law broader than the required by the Directive? N. Other additional or more detailed requirements N.

³³ Please note that points (b), (c) and (d) are regulated by specific legislation.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	employment.		
Conducting a risk assessment	N/A	N/A	N/A
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 7	Workers and/ or their representatives shall be informed of all measures to be taken concerning safety and health at the workplace Framework Directive applies.	No observed discrepancy has been identified regarding information to be provided to workers and their representatives.	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. Is the content or form of information to workers further specified? N. The requirement contained in Directive 89/654/EEC is reflected in an almost literal manner in the national legislation. Other additional or more detailed requirements N.
Training of workers	N/A	N/A	N/A
Health surveillance	N/A	N/A	N/A
Consultation of workers Art. 8	Framework Directive applies.	No observed discrepancy has been identified.	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? N. The general requirements of the Code of OSH Laws (L. 3850/2010) apply. Other additional or more detailed requirements N.
Limit values	N/A	N/A	N/A
Others	Minimum health and safety requirements at the workplace (Annex I and II)	No observed discrepancies have been identified in relation to the key requirements of the Directive, namely the minimum safety and health requirements.	PD 16/1996 is in various aspects more detailed than the requirements of the Directive, implementing the Directive's general requirements in a more specific manner. For example, the PD requires the application

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			of the existing national Regulations setting specific requirements concerning (a) the building's structure, (b) the fire protection of a building and (c) the internal electrical installation of the establishment. The PD also contains specific requirements for the ventilation of enclosed workplaces, as well as for the room dimensions and airspace of rooms, first aid and sanitary facilities etc. The examples provided are more detailed than the Directive's general requirements.

Table 1- 4 Directive 2009/104/EC (work equipment) - Observed discrepancies, more stringent and more detailed requirements³⁴

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and Art. 2(a)	<ul style="list-style-type: none"> The Directive relates to the use of work equipment by workers at work where work equipment is defined as any machine, apparatus, tool or installation used at work. 	No observed discrepancy has been identified in relation to the scope and definitions of the work equipment directive.	<ul style="list-style-type: none"> Any additional or more detailed requirements N.
Conducting a risk assessment Art. 3 #	<p>The employer must take measures to ensure that the work equipment made available to workers is suitable for the work to be carried out or properly adapted for that purpose and may be used by workers without impairment to their safety or health.</p> <p>In selecting the work equipment which he proposes to use, the employer must pay attention to the specific working conditions and characteristics and to the hazards which exist in the undertaking or establishment, in</p>	No observed discrepancy has been identified in relation to the adoption of appropriate measures and risk assessment.	<ul style="list-style-type: none"> Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. The requirements of Directive 2009/104/EEC are reflected in an almost literal manner in national legislation. <ul style="list-style-type: none"> Is the content of the risk assessment more detailed than described in the Directive? N. But it should be noted that according to a Ministerial Circular (guidance document, non-legally binding) on the application of PD

³⁴ Directive 2009/104/EC has not been transposed into national legislation; the previous EU work equipment Directives (89/655/EEC amended by 95/63/EC and 2001/45/EC) were transposed, the relevant transposing legal acts remain into force as initially adopted and are used as a reference in this table.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	particular at the workplace, for the safety and health of the workers, and any additional hazards posed by the use of the work equipment in question.		17/1996 that transposed Directive 89/391/EEC, the general principles for conducting a risk assessment also apply for the use of work equipment. ³⁵ <ul style="list-style-type: none"> Is a more specific methodology for risk assessment provided in the legislation? N. Same as above. <ul style="list-style-type: none"> Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? Y. In selecting the work equipment the employer takes into account, inter alia, the written advice of the SO. ³⁶ <ul style="list-style-type: none"> Any additional or more detailed requirements N.
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 8	Framework Directive applies. Where appropriate, written instructions should be made available to workers on the work equipment used at work, including information on (a) the conditions of use of work equipment; (b) foreseeable abnormal situations; and (c) the conclusions to be drawn from experience, where appropriate, in using work equipment.	No observed discrepancy has been identified in relation to information and instructions to the workers.	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. The requirement of Directive 2009/104/EEC is reflected in an almost literal manner in national legislation. <ul style="list-style-type: none"> Any additional or more detailed requirements N.
Training of workers Art. 9	Framework Directive applies. Workers given the task of using work equipment receive adequate training,	No observed discrepancy has been identified in relation to training of workers.	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? N. The requirement of Directive

³⁵ Ministerial Circular 130297/15-7-1996 on the application of PD 17/1996 that transposed the Directive 89/391/EEC.

³⁶ Article 3 of PD 395/1994.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	including training on any risks which such use may entail. Workers specifically designated to carry out repairs, modifications, maintenance or servicing receive adequate specific training.		2009/104/EEC is reflected in an almost literal manner in national legislation <ul style="list-style-type: none"> • Are there specific requirements as to the competence of trainers provided in the legislation? N. However, in practice, the SO is often involved in the development and application of any training program (Art. 15 Code of OSH Laws). In addition the manufacturers are obliged to provide written instructions for the use and maintenance of the work equipment and they are often involved in the training programs. <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Health surveillance	N/A	N/A	N/A
Consultation of workers Art. 10	Framework Directive applies.	No observed discrepancy has been identified.	<ul style="list-style-type: none"> • Is balanced³⁷ participation reflected in the national legislation? Are specific criteria put in place? N. The general requirements of the Code of OSH Laws (L. 3850/2010) apply.
Limit values	N/A	N/A	N/A
Other issues identified	Inspection (and testing) and operation of work equipment by competent persons.	No observed discrepancy has been identified.	The legislation is more detailed than the requirements of the Directive, as far as the qualification of the competent persons related to inspection (and testing) and operation of work equipment is concerned. Where the safety of work equipment depends on the installation conditions, or/and where work equipment is exposed to conditions causing deterioration liable to result in dangerous situations, initial and

³⁷ This covers balanced representation of groups or workers e.g. workers exposed to particular health or safety risks.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>periodical inspections (and testing) are performed by qualified persons³⁸, who issue relevant written certifications. In addition for the inspection (and testing) of lifting equipment the relevant works are performed by certified bodies and persons that issue the relevant certifications.³⁹</p> <p>The works related to repairs, modifications, maintenance or servicing of work equipment are usually performed by workers with specific qualifications, depending on the nature and/or specifications of the work equipment under question. The qualifications are laid down by specific legislation issued by the Ministry of Development and they are related to the level and nature of education and the experience of workers (note that this relates to the training (education and experience) that workers should have in order to be assigned the specific work and not training they should receive because they have been assigned the specific tasks).</p> <p>Finally the operation of mobile work equipment is also performed by licensed operators.⁴⁰</p>

*Where appropriate, the existence of the earlier version (89/655/EEC) will be taken into account.

Employers are required to assess possible risks in selecting work equipment.

+ Inspection (and testing) by competent persons.

³⁸ L. 6422/34 as modified concerning the performance of the profession of mechanical and electrical engineers

³⁹ MD 15085/593/2003 concerning the Regulation for the inspection of lifting equipment.

⁴⁰ PD 113/2012 concerning the determination of specialties for the operation of mobile work equipment.

Table 1- 5 Council Directive 89/656/EEC (PPE) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	The Directive applies to personal protective equipment (PPE) used by workers at work. PPE as defined excludes (a) ordinary working clothes and uniforms not specifically designed to protect the safety and health of the worker; (b) equipment used by emergency and rescue services; (c) personal protective equipment worn or used by the military, the police and other public order agencies; (d) personal protective equipment for means of road transport; (e) sports equipment; (f) self-defence or deterrent equipment; (g) portable devices for detecting and signalling risks and nuisances.	No observed discrepancy has been identified in terms of scope and definitions.	<ul style="list-style-type: none"> Does the transposing legislation cover PPE used by emergency and rescue services? N. Does the transposing legislation cover any of the other exclusions in the Directive? N. Any additional or more detailed requirements N.
Conducting a risk assessment Art. 5*	<ul style="list-style-type: none"> Before choosing personal protective equipment, the employer is required to assess whether the personal protective equipment he intends to use satisfies certain requirements. This assessment shall involve (a) an analysis and assessment of risks which cannot be avoided by other means; (b) the definition of the characteristics which personal protective equipment must have in order to be effective against such risks, taking into account any risks which this equipment itself may create; (c) comparison of those characteristics with the characteristics of the personal protective equipment available. The assessment shall be reviewed if any changes are made to any of its elements 	No observed discrepancy has been identified in relation to risk assessment.	<ul style="list-style-type: none"> Any additional or more detailed requirements Before choosing personal protective equipment, the employer is also required to take into account the written advice of SO and OP (if such written advice exists).
Ensuring	N/A	N/A	N/A

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
preventive and protective services			
Information for workers Art. 7	<ul style="list-style-type: none"> • Framework Directive applies • Workers and/or their representatives shall be informed of all measures to be taken with regard to the health and safety of workers when personal protective equipment is used by workers at work. 	No observed discrepancy has been identified in relation to information and instructions to the workers.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? Are there other additional or more detailed requirements? Y. All documents with information related to the use of PPE shall be made available to workers.⁴¹ The PD specifies also that the information and instructions for the use of PPE shall be clear and understandable for the workers concerned. Moreover, the employer informs, in advance, the workers of the risks against which wearing the PPE protects them from.⁴²
Training of workers Art. 4(8) and 4(9)	<ul style="list-style-type: none"> • The employer shall arrange for training and shall, if appropriate, organize demonstrations in the wearing of personal protective equipment. • Personal protective equipment [...] must be used in accordance with instructions. Such instructions must be understandable to the workers. 	No observed discrepancy has been identified in relation to training of workers.	<ul style="list-style-type: none"> • Is more specific information on the scope of training on PPE provided in the legislation? N. • Are there detailed requirements on demonstrations to be organized in the wearing of PPE? N. • Any additional or more detailed requirements N.
Health surveillance #	N/A	N/A	N/A
Consultation of workers Art. 8	<ul style="list-style-type: none"> • Framework Directive applies 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? Are there other additional or more detailed

⁴¹ Art. 8 of PD 396/1994 concerning the use of PPE.

⁴² Art. 4 of PD 396/1994 concerning the use of PPE.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			requirements? The workers and/or their representatives are informed about all other measures that will or have been taken, for the prevention of risks for which the PPE is intended to be used. They are also consulted when determining the works in which PPE shall be used, as well as for the choice of the appropriate PPE. ⁴³
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancy has been identified.	

* The Directive makes no provision for a risk assessment. The need for the use of PPE is presumably identified in addressing the findings of other risk assessments, relating to the hazard which the PPE is intended to protect against. There is however provision for an assessment of the PPE itself (Article 5) but this is not specifically a risk assessment.

Health surveillance is covered by the provisions of those directives covering the risks from which a specific item of PPE is intended to provide protection.

Table 1- 6 Council Directive 92/58/EEC (OSH signs) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	<ul style="list-style-type: none"> The Directive applies to safety and/or health signs and excludes from its scope of application signs for placing on the market of dangerous substances and preparations, products and/or equipment and signs used for regulating road, rail, inland waterway, sea or air transport. 	No observed discrepancy has been identified in terms of scope and definitions.	<ul style="list-style-type: none"> Any additional or more detailed requirements N.
Conducting a risk assessment	N/A	N/A	N/A
Ensuring preventive and protective services	N/A	N/A	N/A
Information for	<ul style="list-style-type: none"> Framework Directive applies. 	No observed discrepancy has been	<ul style="list-style-type: none"> Are there more detailed requirements

⁴³ Art. 9 of PD 396/1994 concerning the use of PPE.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
workers Art. 7	<ul style="list-style-type: none"> Workers and/or their representatives shall be informed of all the measures to be taken concerning the safety and/or health signs used at work. 	identified in relation to information and instructions to the workers.	<p>than in the Framework Directive?</p> <p>Y. The legislation requires for the safety signs used within the company along with explanations related to its meaning or purpose to be presented on table(s) which are hanged on visible place(s) of the establishment.⁴⁴</p>
Training of workers Art. 7(2)	<ul style="list-style-type: none"> Framework Directive applies. Workers must be given specific directions concerning the safety and/or health signs used at work, in particular the meaning of the signs, especially signs incorporating words, and the general and specific behaviour to be adopted. 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Health surveillance	N/A	N/A	N/A
Consultation of workers Art. 8	<ul style="list-style-type: none"> Framework Directive applies. 	No observed discrepancy has been identified in relation to training of workers	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancy has been identified.	Key requirements such as the minimum rules for OSH signs are not transposed in more detail than in the Directive.

Table 1- 7 Directive 1999/92/EC (ATEX) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and	<ul style="list-style-type: none"> The Directive applies to the protection of 	No observed discrepancy has been	<ul style="list-style-type: none"> Does the transposing legislation include⁴⁵ :

⁴⁴ Art. 6 of PD 105/1995 concerning the safety signs at workplaces.

⁴⁵ Please note that points (b),(d) and (e) are regulated by specific legislation.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
definitions Art. 1 and 2	<p>workers potentially at risk from explosive atmospheres as defined in Art. 2. It excludes from its scope of application: (a) the areas used directly for and during the medical treatment of patients; (b) the use of appliances burning gaseous fuels; (c) the manufacture, handling, use, storage and transport of explosives or chemically unstable substances; (d) mineral extracting industries; and (e) the use of transport subject to international agreements as specified.</p> <ul style="list-style-type: none"> • The Directive applies to the risk from explosive atmospheres, i.e. from mixtures with air, under atmospheric conditions, of flammable substances in the form of gases, vapours, mists or dusts in which, after ignition has occurred, combustion spreads to the entire unburned mixture. 	identified in terms of scope and definitions.	<ul style="list-style-type: none"> - areas used directly for and during the medical treatment of patients? - the manufacture, handling, use, storage and transport of explosives or chemically unstable substances? <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Conducting a risk assessment Art. 4(1)	<ul style="list-style-type: none"> • The employer shall assess the specific risks arising from explosive atmospheres, taking account at least of: <ul style="list-style-type: none"> — the likelihood that explosive atmospheres will occur and their persistence, — the likelihood that ignition sources, including electrostatic discharges, will be present and become active and effective, — the installations, substances used, processes, and their possible interactions, — the scale of the anticipated effects. • Explosion risks shall be assessed overall. 	No observed discrepancy has been identified in relation to risk assessment.	<ul style="list-style-type: none"> • Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions of the type of work involved? <p>The Code of OSH Laws does not include any explicit provision on regular review of the risk assessment. However, a Ministerial Circular (guidance document, non-legally binding) on the application of PD 17/1996 that transposed Directive 89/391/EEC, includes a specific Annex with information on how a risk assessment should be performed and when it shall be reviewed.⁴⁶</p> <p>Moreover, for the worksites with specific risks arising from explosive atmospheres, the</p>

⁴⁶ Ministerial Circular 130297/15-7-1996 on the application of PD 17/1996 that transposed the Directive 89/391/EEC

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>employer has to draw up and keep up to date the 'explosion protection document'. This document could be considered as a complement to the general risk assessment, as well as to other studies requested by other Community acts, and contains all the necessary information related to the risk assessment provisions of art. 4(1) of the Directive. The explosion protection document⁴⁷ is considered as a specific study and it is not requested to be signed by the SO (like the general risk assessment). It is normally signed by EPPS or persons with expertise in the field. However the legislation does not require specific qualifications related to the experience with explosive atmospheres of those involved in the risk assessment procedure: the responsible authority does not intend to take any legislative action on this subject⁴⁸.</p> <ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. See also the clarifications mentioned for the first question of this subject. • Is the content of the risk assessment more detailed than described in the Directive? N. See also the clarifications mentioned for the first question of this subject. • Is a more specific methodology for risk assessment provided in the legislation? N. See also the clarifications mentioned for the first question of this subject.

⁴⁷ Art. 8 of PD 42/2003 concerning concerning the minimum requirements for improving the safety and health protection of workers potentially at risk from explosive atmospheres.

⁴⁸ Interviews with public authorities.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? N. See also the clarifications mentioned for the first question of this subject. <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers	N/A	N/A	N/A
Training of workers Annex II, 1.1	<ul style="list-style-type: none"> • The employer must provide those working in places where explosive atmospheres may occur with sufficient and appropriate training with regard to explosion protection. 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. There are no more specific requirements on the training of workers. <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Health surveillance	N/A	N/A	N/A
Consultation of workers	N/A	N/A	N/A
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	Key requirements such as the minimum rules for measures to protect workers from explosions or the explosion protection document are not transposed in more detail than provided in the Directive.

Table 1- 8 Council Directive 90/269/EEC (manual handling of loads) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	<ul style="list-style-type: none"> The Directive relates to the manual handling of loads where there is a risk particularly of back injury to workers where manual handling is defined as any transporting or supporting of a load, by one or more workers, including lifting, putting down, pushing, pulling, carrying or moving of a load which, by reason of its characteristics or of unfavourable ergonomic conditions, involves a risk particularly of back injury to workers. 	No observed discrepancy has been identified in terms of scope and definitions.	
Conducting a risk assessment Art. 4(a)	<ul style="list-style-type: none"> Wherever the need for manual handling of loads by workers cannot be avoided, the employer shall organize workstations in such a way as to make such handling as safe and healthy as possible and: assess, in advance if possible, the health and safety conditions of the type of work involved, and in particular examine the characteristics of loads, taking account the reference factors provided for in Annex I to the Directive. 	No observed discrepancy has been identified in relation to risk assessment.	<ul style="list-style-type: none"> Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions of the type of work involved? <p>N. There is no direct provision in the PD concerning manual handling, nor in the Code of OSH Laws (L3850/2010). However, a Ministerial Circular (guidance document, non-legally binding) on the application of PD 17/1996 that transposed Directive 89/391/EEC, includes a specific Annex with information on how a risk assessment should be performed and when it shall be reviewed.⁴⁹</p> <ul style="list-style-type: none"> Are the risks to be taken into account in

⁴⁹ Ministerial Circular 130297/15-7-1996 on the application of PD 17/1996 that transposed the Directive 89/391/EEC

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>the assessment described in a more specific manner than in the Directive, in particular are the reference factors provided in Annex I of the Directive further detailed?</p> <p>N.</p> <ul style="list-style-type: none"> • Is the content of the risk assessment more detailed than described in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Is a more specific methodology for risk assessment provided in the legislation? <p>N. However for the companies with more than 50 workers which are obliged to use the services of an OP⁵⁰, the OP performs a health surveillance of the worker involved in manual handling and issues a certificate for suitability at work which is notified to the employer; this is considered as a complementary action to the risk assessment procedure. The legislation requires that the employer takes into account the health status of the worker when he assigns manual handling works⁵¹. However, this is difficult to implement as establishments with less than 50 workers are not required to employ an OP. The responsible authorities (Ministry of Labour and Ministry of Public Health) didn't provide any additional information⁵². It seems that additional legislative initiatives are required to address this particular subject.</p>

⁵⁰ Article 8, 18 and 19 Code of OSH Laws (L3850/2010).

⁵¹ Art. 5 of PD 397/1994 concerning manual handling.

⁵² Interviews with public authorities.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<ul style="list-style-type: none"> Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? <p>Y. The risk assessment has to be conducted and undersigned by the SO, OP, IPPS or EPPS appointed by the employer for the undertaking and/or establishment. The qualifications of these persons and or legal entities are defined in the Code of OSH Laws.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 6	<ul style="list-style-type: none"> Framework Directive applies Workers and/or their representatives shall be informed of all measures to be implemented, pursuant to this Directive, with regard to the protection of safety and of health. Employers must ensure that workers and/or their representatives receive general indications and, where possible, precise information on: <ul style="list-style-type: none"> the weight of a load, the centre of gravity of the heaviest side when a package is eccentrically loaded. 	No observed discrepancy has been identified in relation to information for workers.	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? <p>N.</p> <ul style="list-style-type: none"> Is the content or form of information to workers further specified? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Training of workers	<ul style="list-style-type: none"> Framework Directive applies Employers must ensure that workers receive in addition proper training and information 	No observed discrepancy has been identified in relation to training of workers	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation, in particular in relation to the reference and

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Art. 6	on how to handle loads correctly and the risks they might be open to particularly if these tasks are not performed correctly, having regard to the reference factors provided for in Annex I to the Directive and the risk factors listed in Annex II to the Directive.		risk factors? N. The PD transposes the requirement on training of workers in a literal manner. • Other additional or more detailed requirements N.
Health surveillance	N/A	N/A	N/A
Consultation of workers Art. 7	Framework Directive applies	No observed discrepancy has been identified.	• Are there more detailed requirements than in the Framework Directive? N. • Other additional or more detailed requirements N.
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	There are no additional requirements in the PD on the manual handling of loads to those included in the Directive.
Annex I	<p>Reference Factors:</p> <ul style="list-style-type: none"> • The manual handling of a load may present a risk particularly of back injury if it is too heavy or too large; unwieldy or difficult to grasp; unstable or has contents likely to shift; positioned in a manner requiring it to be held or manipulated at a distance from the trunk, or with a bending or twisting of the trunk; likely, because of its contours and/or consistency, to result in injury to workers, particularly in the event of a collision. • A physical effort may present a risk particularly of back injury if it is too strenuous; only achieved by a twisting movement of the trunk; likely to result in a sudden movement of the load; made with the body in an unstable posture. • The characteristics of the work environment may increase a risk particularly of back injury if there is not enough room, in particular vertically, to carry out the activity; the floor is uneven, thus presenting tripping hazards, or is slippery in relation to the worker's footwear; the place of work or the working environment prevents the handling of loads at a safe height or with good posture by the worker; there are variations in the level of the floor or the working surface, requiring the load to be manipulated on different levels; the floor or foot rest is unstable; the temperature, humidity or ventilation is unsuitable. • The activity may present a risk particularly of back injury if it entails over-frequent or over-prolonged physical effort involving in particular the 		

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			spine; an insufficient bodily rest or recovery period; excessive lifting, lowering or carrying distances; a rate of work imposed by a process which cannot be altered by the worker.
Annex II	Individual Risk Factors		The worker may be at risk if he/she is physically unsuited to carry out the task in question; is wearing unsuitable clothing, footwear or other personal effects; does not have adequate or appropriate knowledge or training.

Table 1- 9 Council Directive 90/270/EEC (display screen equipment) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions	<ul style="list-style-type: none"> The Directive relates to work with display screen equipment as defined in Article 2, an alphanumeric or graphic display screen, regardless of the display process employed. The Directive does not apply to: <ol style="list-style-type: none"> drivers' cabs or control cabs for vehicles or machinery; (computer systems on board a means of transport; computer systems mainly intended for public use; 'portable' systems not in prolonged use at a workstation; calculators, cash registers and any equipment having a small data or measurement display required for direct use of the equipment; typewriters of traditional design, of the type known as 'typewriter with window' 	No observed discrepancy has been identified in terms of scope and definitions.	<ul style="list-style-type: none"> Does the transposing legislation cover any of the elements that the Directive expressly excludes? N. Is the definition of 'display screen equipment' in national law broader than required by the Directive? N. Other additional or more detailed requirements N.
Conducting a risk assessment Art.3	<ul style="list-style-type: none"> Employers must perform an analysis of workstations in order to evaluate the safety and health conditions to which they give rise for their workers, particularly as regards possible risks to eyesight, physical problems and problems of mental stress. 	No observed discrepancy has been identified related to risk assessment.	<ul style="list-style-type: none"> Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions of the type of work involved? Y. There is no direct provision in the PD concerning display screen equipment, nor in

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> Employers must take appropriate measures to remedy the risks found, on the basis of the evaluation of the safety and health conditions, taking account of the additional and/or combined effects of the risks so found. 		<p>the Code of OSH Laws (L3850/2010). However, a Ministerial Circular (guidance document, non-legally binding) on the application of PD 17/1996 that transposed Directive 89/391/EEC, includes a specific Annex with information on how a risk assessment should be performed and on when it shall be reviewed⁵³.</p> <ul style="list-style-type: none"> Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. Is the content of the risk assessment more detailed than described in the Directive? N. Is a more specific methodology for risk assessment provided in the legislation? N. However for the companies with more than 50 workers which are obliged to use the services of an OP⁵⁴, the OP performs a health surveillance of the worker involved in works with display screen equipment and issues a certificate for suitability at work which is notified to the employer; this is considered as a complementary action to the risk assessment procedure. Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? Y. The risk assessment has to be conducted and undersigned by the SO, OP, IPPS or EPPS appointed by the employer for the

⁵³ Ministerial Circular 130297/15-7-1996 on the application of PD 17/1996 that transposed the Directive 89/391/EEC

⁵⁴ Article 8, 18 and 19 Code of OSH Laws (L3850/2010).

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			undertaking and/or establishment. The qualifications of these persons and or legal entities are defined in the Code of OSH Laws. <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 6	<ul style="list-style-type: none"> • Framework Directive applies. • Workers shall receive information on all aspects of safety and health relating to their workstation, in particular information on such measures applicable to workstations as are implemented under Articles 3 (analysis of workstations), 7 (daily work routine) and 9 (protection of workers' eyes an eyesight). 	There are no observed discrepancies regarding information of workers.	<ul style="list-style-type: none"> • Is the content or form of information to workers further specified? N. <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Training of workers Art. 6	<ul style="list-style-type: none"> • Framework Directive applies. • Every worker shall receive training in use of the workstation before commencing work with display screen equipment and whenever the organization of the workstation is substantially modified. 	There are no observed discrepancies regarding training of workers.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. <ul style="list-style-type: none"> • Is the notion of 'substantially modified' further specified? N. <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Health surveillance Art. 9*	<ul style="list-style-type: none"> • Workers shall be entitled to an appropriate eye and eyesight test carried out by a person with the necessary capabilities: <ul style="list-style-type: none"> — before commencing display screen work, at regular intervals thereafter, and — if they experience visual difficulties which may be due to display screen work. • Workers shall be entitled to an ophthalmological examination if the results 	There are no observed discrepancies regarding health surveillance of workers.	<ul style="list-style-type: none"> • Are the conditions in which eye and eye sight test is required more specifically described in the legislation? Y. Under national legislation eye and eye sight tests as well as musculoskeletal check must be assured by the employer for any worker who usually and during a significant part of his/her working time uses display screen equipment.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>such test show that this is necessary.</p> <ul style="list-style-type: none"> • If the results of the test or of the examination show that it is necessary and if normal corrective appliances cannot be used, workers must be provided with special corrective appliances appropriate for the work concerned. • In no circumstances these measure may involve workers in additional financial cost. • Protection of workers' eyes and eyesight may be provided as part of a national health system. 		<ul style="list-style-type: none"> • Is the periodicity of eye and eye sight test provided in national law? Y. The check shall be repeated every year. It should be noted that the application of this obligation to companies with less than 50 workers and without an OP is not clearly defined in national legislation. The responsible authorities (Ministry of Labour and Ministry of Public Health) didn't provide any additional information. It seems that additional legislative initiatives are required to address this particular subject.⁵⁵ • Other additional or more detailed requirements N.
Consultation of workers Art. 8	<ul style="list-style-type: none"> • Framework Directive applies. 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? N. • Other additional or more detailed requirements N.
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified in relation to the r key requirements of the Directive.	Key requirements such as the minimum rules for work display screen equipment are not transposed in more detail than provided in the Directive.

* The primary purpose of this requirement is to identify users who have deficiencies in their eyesight which require correction to enable them to carry out their work with DSE without risk to their health.

Table 1- 10 Directive 2002/44/EC (vibration) - Observed discrepancies, more stringent and more detailed requirements

⁵⁵ Interviews with public authorities.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art 1(2) and Art 2	<ul style="list-style-type: none"> • This Directive shall apply to activities in which workers are or are likely to be exposed to risks from mechanical vibration during their work. • hand-arm vibration': the mechanical vibration that, when transmitted to the human hand-arm system, entails risks to the health and safety of workers, in particular vascular, bone or joint, neurological or muscular disorders; • 'whole-body vibration': the mechanical vibration that, when transmitted to the whole body, entails risks to the health and safety of workers, in particular lower-back morbidity and trauma of the spine. 	No observed discrepancy has been identified in terms of scope and definitions.	<ul style="list-style-type: none"> • Any additional or more detailed requirements <p>N.</p>
Conducting a risk assessment Art.4	<ul style="list-style-type: none"> • The employer shall assess and, if necessary, measure the levels of mechanical vibrations to which workers are exposed. • The data obtained shall be preserved in a suitable form to permit consultation at a later stage. • The employer shall give particular attention to: <ul style="list-style-type: none"> - the level, type and duration of exposure, including any exposure to intermittent vibration or repeated shocks; - the exposure limit values and the exposure action values - any effects concerning the health and safety of workers at particularly sensitive risk - any indirect effects on worker safety resulting from interactions between mechanical vibration and the workplace or other work equipment 	No observed discrepancy has been identified related to risk assessments.	<ul style="list-style-type: none"> • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? <p>N. PD 176/2005 does not include such requirement.</p> <p>Under the Code of OSH Laws (L3850/2010) risk assessment for vibration is a part of the general risk assessment⁵⁶ but again there is no explicit requirement to submit it to the authorities. However, it should be noted that the LI has always the right to request it.</p> <ul style="list-style-type: none"> • Does the national legislation require that practical guidelines for the determination and assessment of risk must be developed? <p>N.</p> <ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more

⁵⁶ Art. 42-43 Code of OSH Laws (L3850/2010).

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> - information provided by the manufacturers of work equipment - the existence of replacement equipment designed to reduce the levels of exposure to mechanical vibration - the extension of exposure to whole-body vibration beyond normal - working hours under the employer's responsibility - specific working conditions such as low temperatures - appropriate information obtained from health surveillance, including published information, as far as possible • The employer must be in possession of the risk assessment • The risk assessment shall be recorded on a suitable medium; it may include a justification by the employer that the nature and extent of the risks related to mechanical vibration make a further detailed risk assessment unnecessary. • The risk assessment shall be kept up-to-date on a regular basis, particularly in case of significant changes. 		<p>specific manner than in the Directive?</p> <p>N.</p> <ul style="list-style-type: none"> • Is the content of the risk assessment more detailed than described in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Is a more specific methodology for risk assessment provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? <p>Y. The risk assessment has to be conducted and undersigned by the SO, OP, IPPS or EPPS appointed by the employer for the undertaking and/or establishment. The qualifications of these persons and or legal entities are defined in the Code of OSH Laws (L3850/2010). However these qualifications are not particularly related to the experience on vibration measurements as well as to the necessary instrumentation's requirements and validation. The responsible authority does not intend to take any legislative action on this subject.⁵⁷</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers	<ul style="list-style-type: none"> • Exposed workers and/or their representatives must receive information 	There are no observed discrepancies regarding information for workers.	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments)

⁵⁷ Interviews with public authorities.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Art. 6	<p>and training on the outcome of the risk assessment in particular:</p> <ul style="list-style-type: none"> - measures taken to eliminate or reduce to a minimum the risks from mechanical vibration; - the exposure limit values and the exposure action values - the results of the assessment and measurement and the potential injury arising from the work equipment in use; - why and how to detect and report signs of injury; - circumstances in which workers are entitled to health surveillance - safe working practices to minimise exposure. 		<p>in relation to workers information?</p> <p>N.</p> <ul style="list-style-type: none"> • Is the content or form of information to workers further specified? <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Training of workers Art. 6	Same as above	There are no observed discrepancies regarding training of workers.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Are there specific requirements as to the competence of trainers provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Health surveillance Art. 8	<ul style="list-style-type: none"> • Health surveillance of workers measures with reference to the risk assessment outcome where it indicates a risk to their health. • Health surveillance is intended to prevent and diagnose rapidly any disorder linked with exposure to mechanical vibration. Such surveillance shall be appropriate where: <ul style="list-style-type: none"> - workers' exposure to vibration is such that a link can be established with an identifiable illness or harmful effects on health, 	There are no observed discrepancies regarding health surveillance.	<ul style="list-style-type: none"> • Does the national legislation require health surveillance prior to exposure to vibration? <p>N.</p> <ul style="list-style-type: none"> • Does the national legislation oblige employers to set health surveillance requirements after the end of exposure? <p>N.</p> <ul style="list-style-type: none"> • Does the national legislation oblige employers in case where, as a result of health surveillance, a worker is found to have an identifiable disease or adverse health effect which is considered to be

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> - it is probable that the illness or the effects occur in a worker's particular working conditions, and - there are tested techniques for the detection of the illness or the harmful effects on health. • Workers exposed to mechanical vibration in excess of the values shall be entitled to appropriate health surveillance. • Individual health records are required and kept up-to-date. • Health records to contain a summary of the results of the health surveillance and kept in a suitable form to permit any later consultation, taking into account any confidentiality. • Where a worker is found to have an identifiable disease or adverse health effect, considered by a doctor or occupational health-care professional to be the result of exposure to mechanical vibration at work: <ul style="list-style-type: none"> - The worker shall be informed of the result which relates to him personally and, in particular, information and advice regarding any health surveillance which he should undergo following the end of exposure; - The employer shall be informed of any significant findings from the health surveillance, taking into account any medical confidentiality. - Arrange continued health surveillance and 		<p>the result of exposure to mechanical vibration at work, to review the risk assessment and the measure to eliminate or reduce risk?</p> <p>Y. The national legislation obliges the OP or the LI to propose all appropriate and proportionate measures of protection and individual prevention in cases where, among others, a worker was found to have an identifiable disease or adverse occupational health effect related to vibration. Such appropriate measures include reviewing the risk assessments and conducting health surveillance measures on workers exposed to similar circumstances.⁵⁸</p> <ul style="list-style-type: none"> • Are the arrangements for health surveillance records specified in the legislation, in particular in terms of content? <p>Y. The records include, <i>inter alia</i>, the reasons for conducting the health surveillance and the worker's medical history, the dates and results of the medical examinations performed, their outcomes, as well as the measures taken because of these results. It is not clear how this obligation applies to companies with less than 50 workers when there is no OP. The responsible authorities (Ministry of Labour and Ministry of Public Health) didn't provide any additional information. It seems that additional legislative initiatives are required to address this particular subject.⁵⁹</p>

⁵⁸ Art. 8 of PD 176/2005 concerning the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (vibration).

⁵⁹ Interviews with public authorities.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>provide for a review of the health status of any other worker who has been similarly exposed. The competent doctor/authority or occupational health care professional may propose that exposed persons undergo a medical examination.</p>		<ul style="list-style-type: none"> • Are the conditions in which health surveillance is required more specifically described in the legislation? N. • Is the periodicity of health surveillance provided in national law? N. • Other additional or more detailed requirements Y. In companies with more than 50 workers, the health surveillance of workers is performed by an OP, since these are obliged to use their services. In companies with less than 50 workers, the workers have the right to address the national health care or insurance system for health surveillance.⁶⁰ However, the legislation transposing the Directive 2002/44 (vibration) (PD 176/2005) does not clearly state whether the companies which are falling under its scope of application, irrespective of the number of workers employed, must use the services of OP. The responsible authorities (Ministry of Labour and Ministry of Public Health) didn't provide any additional information. It seems that additional legislative initiatives are required to address this particular subject.⁶¹ <p>In addition, the NIR⁶² indicates that Article 10 of PD 176/2005 requires that: <i>'the results of health surveillance shall be entered in the medical records as soon as</i></p>

⁶⁰ See for more explanations Table 1-2 concerning the transposition of 89/391/EEC.

⁶¹ Interviews with public authorities.

⁶² National Implementation Report, Part B, Section II.20

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>possible and, in any event, within fifteen (15) days from the respective checks and tests and shall be kept for at least twenty (20) years. After the end of this period, the records shall be sent, at responsibility of the employer, to the competent Labour Inspectorate for research purposes, without giving rise to any medical confidentiality issues. Where an undertaking ceases to trade, the personal medical records shall be handed to the competent Labour Inspectorate'.</p> <p>However, the NIR adds that: 'this arrangement has not produced any results for assessment.'⁶³</p>
Consultation of workers Art. 7	<ul style="list-style-type: none"> • Framework Directive applies 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? N. • Other additional or more detailed requirements N.
Limit values Art.3	<ul style="list-style-type: none"> • The Directive provides for a set of exposure limit values and exposure action values in respect of the daily vibration exposure levels. • Hand-arm vibration: <ul style="list-style-type: none"> - Daily exposure limit value standardised to an eight-hour reference period: 5 m/s²; - Daily exposure action value standardised to an eight-hour reference period: 2,5 m/s². • For whole-body vibration: <ul style="list-style-type: none"> - Daily exposure limit value standardised to an eight-hour reference period: 1,15 m/s² 	No observed discrepancy has been identified related to setting limit values.	<ul style="list-style-type: none"> • Does the transposing legislation set more stringent values? N. Concerning the exposure to whole-body vibration, the national legislation has adopted both opts for the daily exposure (limit value standardised to an eight-hour reference and the vibration dose value).⁶⁴ • Other additional or more detailed requirements N.

⁶³ National Implementation Report, Part B, Section II.20

⁶⁴ Art. 3 of PD 176/2005 concerning the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (vibration).

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>or, at the MS's choice, a vibration dose value of 21 m/s^{1,75};</p> <ul style="list-style-type: none"> - Daily exposure action value standardised to an eight-hour reference period: 0,5 m/s² or, at the MS's choice, a vibration dose value of 9,1 m/s^{1,75}. 		
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	Other key requirements such as the exposure limit values or the measures to avoid or reduce exposure are not transposed in more detail than provided in the Directive.

Table 1- 11 Directive 2003/10/EC (noise) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art 1 and Art 2	<ul style="list-style-type: none"> • Directive shall apply to activities in which workers are or are likely to be exposed to risks from noise as a result of their work. - daily noise exposure level (L_{EX,8h}) (dB(A) re. 20 µPa): time weighted average of the noise exposure levels for a nominal; - weekly noise exposure level (L_{EX,8h}): time-weighted average of the daily noise exposure levels for a nominal week of five eight-hour working days as defined by international standard ISO 1999:1990, point 3.6 (note 2). 	No observed discrepancy has been identified in terms of scope and definitions.	<ul style="list-style-type: none"> • Any additional or more detailed requirements <p>N.</p>
Conducting a risk assessment Art.4	<ul style="list-style-type: none"> • The employer shall assess and, if necessary, measure the levels of noise to which workers are exposed, giving particular attention, to: - the level, type and duration of exposure, including any exposure to impulsive noise; - the exposure limit values and the exposure 	No observed discrepancy has been identified with regards to risk assessment.	<ul style="list-style-type: none"> • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? <p>N. PD 149/2006 does not include such requirement.</p> <p>Under the Code of OSH Laws (L3850/2010),</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>action values;</p> <ul style="list-style-type: none"> - any effects concerning the health and safety of workers belonging to particularly sensitive risk groups; - as far as technically achievable, any effects on workers' health and safety resulting from interactions between noise and work-related toxic substances, and between noise and vibrations; - any indirect effects resulting from interactions between noise and warning signals or other sounds that need to be observed in order to reduce the risk of accidents; - information on noise emission provided by manufacturers of work equipment in accordance with relevant EU directives; - the existence of alternative work equipment designed to reduce the noise emission; - the extension of exposure to noise beyond normal working hours under the employer's responsibility; - appropriate information from health surveillance, including published information, as far as possible; - the availability of hearing protectors with adequate attenuation characteristics. <ul style="list-style-type: none"> • The employer shall be in possession of the risk assessment. • The risk assessment shall be recorded on a suitable medium, according to national law and practice. • The risk assessment shall be kept up to date on a regular basis, particularly in case of 		<p>the risk assessment for noise is a part of the general risk assessment⁶⁵ but again there is no explicit requirement to submit it to the authorities. However, it should be noted that the LI has always the right to request it.</p> <ul style="list-style-type: none"> • Does the national legislation require that practical guidelines for the determination and assessment of risk must be developed? <p>N.</p> <ul style="list-style-type: none"> • Are the risks/factors to be taken into account in the assessment described in a more specific manner than in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Is the content of the risk assessment more detailed than described in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Is a more specific methodology for risk assessment provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? <p>Y. The risk assessment has to be conducted and undersigned by the SO, OP, IPPS or EPPS appointed by the employer for the undertaking and/or establishment. The qualifications of these persons and or legal entities are defined in the Code of OSH Laws (L3850/2010). However these qualifications are not particularly related to the experience on noise measurements as well as to the</p>

⁶⁵ Art. 42-43 Code of OSH Laws (L3850/2010).

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	significant changes which could render it out of date, or when the results of health surveillance show it to be necessary.		necessary instrumentation's requirements and validation. The responsible authority does not intend to take any legislative action on this subject ⁶⁶ . <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Ensuring preventive and protective services Art 4(4)	<ul style="list-style-type: none"> • The assessment and measurement shall be planned and carried out by competent services at suitable intervals 	There is no observed discrepancy related to ensuring preventive and protective services.	<ul style="list-style-type: none"> • Any additional or more detailed requirements See the answer above on the question on the sources of information and persons in charge of the risk assessment.
Information for workers Art. 8	<ul style="list-style-type: none"> • Workers exposed at work at or above the lower exposure action values, and/or their representatives, receive information and training relating to risks resulting from exposure concerning, in particular: <ul style="list-style-type: none"> - the nature of such risks; - the measures taken to implement this Directive in order to eliminate or reduce to a minimum the risks from noise, - the exposure limit values and the exposure action values - the results of the assessment and measurement together with an explanation of their significance and potential risks - the correct use of hearing protectors - why and how to detect and report signs of hearing damage - the circumstances in which workers are entitled to health surveillance and the purpose of health surveillance - safe working practices to minimise exposure to noise 	There is no observed discrepancy related to the information that must be provided to workers with regards to noise related risks.	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. • Is the content or form of information to workers further specified? N. • Other additional or more detailed requirements N.

⁶⁶ Interviews with public authorities.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Training of workers Art. 8	Same as above	There are no observed discrepancies regarding the training of workers.	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? N.
Health surveillance Art. 10	<ul style="list-style-type: none"> Health surveillance of workers where the results of the assessment/measurement show a risk to their health. A worker whose exposure exceeds the upper exposure action values shall have the right to have his/her hearing checked by a doctor or by another suitably qualified person under the responsibility of a doctor. Preventive audiometric testing shall also be available for workers whose exposure exceeds the lower exposure action values, where the risk assessment indicates a risk to health. The objectives of these checks are to provide early diagnosis of any hearing loss and preserve hearing function. Individual health records are made and kept up to date. Health records shall contain a summary of the results of the health surveillance carried out. They shall be kept in a suitable form to permit consultation, taking into account any confidentiality. Copies of the appropriate records shall be supplied to the CA on request. The individual worker shall, at his or her request, have access to health records relating personally to him/her. Where, as a result of surveillance, a worker 	<p>There are no observed discrepancies regarding health surveillance of workers.</p> <p>However, the legislation transposing the Directive 2003/19 (noise) (PD 149/2006), does not clearly state whether the companies which fall under its scope of application, irrespective of the number of workers employed, must use the services of an OP. The responsible authorities (Ministry of Labour and Ministry of Public Health) didn't provide any additional information. It seems that additional legislative initiatives are required to address this particular subject⁶⁷.</p>	<ul style="list-style-type: none"> Does the national legislation require health surveillance prior to exposure to noise? Y. The health surveillance is required prior to the exposure or at the beginning of the exposure, if the worker's exposure is liable to exceed the lower exposure action values. Does the national legislation oblige employers to set health surveillance requirements after the end of exposure? N. Are the arrangements for health surveillance records specified in the legislation, in particular in terms of content? Y. The records include, <i>inter alia</i>, the reasons for conducting the health surveillance and the worker's medical history, the dates and results of the medical examinations performed, their outcomes, as well as the measures taken because of these results.⁶⁸ Are the conditions in which health surveillance is required more specifically described in the legislation? Y. The health surveillance (initial and periodical) includes a hearing check and an audiometric test, if the worker's exposure exceeds the lower exposure action values. Is the periodicity of health surveillance provided in national law? Y. The initial health surveillance is repeated

⁶⁷ Interviews with public authorities.

⁶⁸ Art. 10 of PD 149/2006 concerning the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (noise).

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>is found to have identifiable hearing damage, a doctor, or a specialist if the doctor considers it necessary, shall assess if the damage is likely to be the result of exposure at work. If this is the case:</p> <ul style="list-style-type: none"> - the worker shall be informed by the doctor or other suitably qualified person of the result which relates to him or her personally; <p>The employer shall:</p> <ul style="list-style-type: none"> - review the risk assessment - review the risk mitigation measures taking into account the advice of the occupational healthcare professional or other suitably qualified person or the CA in implementing any measures required to eliminate or reduce risk and, including the possibility of assigning the worker to alternative work where there is no risk of further exposure; and - arrange systematic health surveillance and provide for a review of the health status of any other worker who has been similarly exposed. 		<p>after twelve months and after that every five years if the worker's exposure does not exceed the exposure limit values (unless the OP or the responsible doctor defines it differently).</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>In companies with more than 50 workers, the health surveillance of workers is performed by an OP, since these are obliged to use their services. In companies with less than 50 workers, the workers have the right to address the national health care or insurance system for health surveillance.⁶⁹</p>
Consultation of workers Art. 9	<ul style="list-style-type: none"> • Framework Directive applies 	No observed discrepancy has been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? N. • Other additional or more detailed requirements N.
Limit values Art.3	<ul style="list-style-type: none"> • For the purposes of this Directive the exposure limit values and exposure action values in respect of the daily noise exposure levels and peak sound pressure are fixed at: (a) exposure limit values: $L_{EX,8h} = 87$ dB(A) 	No observed discrepancy has been identified in terms of limit values.	<ul style="list-style-type: none"> • Does the transposing legislation set more stringent values? N. • Other additional or more detailed requirements

⁶⁹ See for more explanations Table 1-2 concerning the transposition of 89/391/EEC.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>and $p_{peak} = 200$ Pa (1) respectively; (b) upper exposure action values: $L_{EX,8h}$ 85 dB(A) and $p_{peak} = 140$ Pa (2) respectively; (c) lower exposure action values: $L_{EX,8h} = 80$ dB(A) and $p_{peak} = 112$ Pa (3) respectively.</p> <ul style="list-style-type: none"> • When applying the exposure limit values, the determination of the worker's effective exposure shall take account of the attenuation provided by the individual hearing protectors worn by the worker. • The exposure action values shall not take account of the effect of any such protectors. 		N.
<i>Other issues identified</i>		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	Key requirements such as the exposure limit values or the individual hearing protectors are not transposed in more detail than provided in the Directive.

Table 1- 12 Directive 2004/40/EC (electromagnetic fields) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<i>Scope and definitions Art 1 and Art 2</i>	<ul style="list-style-type: none"> • Directive lays down minimum requirements for the protection of workers from risks from exposure to electromagnetic fields (0 Hz to 300 GHz) during their work. • It refers to the risk to the health and safety of workers due to known short-term adverse effects in the human body caused by the circulation of induced currents and by energy absorption as well as by contact currents. • It does not address suggested long-term effects, nor the risks resulting from contact with live conductors. 	<p>Directive 2004/40/EC has not yet been transposed in the Greek legal order.</p> <p>Meanwhile the protection of persons at work against risks due to exposure to electromagnetic fields is covered by the provisions of the Code of OSH Laws ((L3850/2010) and the relevant legislation issued under these laws and, therefore, most of the provisions of this Directive (e.g. the obligation of the employer to assess the risks and take preventive measures, to provide appropriate training and information, and</p>	

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> • electromagnetic fields': static magnetic and time-varying electric, magnetic and electromagnetic fields with frequencies up to 300 GHz; 	<p>arrangements for the medical surveillance of his workers) have already been implemented through the application of this legislation</p>	
<p>Conducting a risk assessment Art.4</p>	<ul style="list-style-type: none"> • The employer shall assess and, if necessary, measure and/or calculate the levels of electromagnetic fields to which workers are exposed. • On the basis of this assessment, if the action values are exceeded, s/he shall assess and, if necessary, calculate whether the exposure limit values are exceeded. • Assessment, measurement and/or calculations need not be carried out in workplaces open to the public provided that an evaluation has already been undertaken in accordance with Council Recommendation 1999/519/EC. • The data obtained shall be preserved in a suitable form to permit consultation at a later stage • The employer shall give particular attention, when carrying out the risk assessment, to: <ul style="list-style-type: none"> - level, frequency spectrum, duration and type of exposure; - the exposure limit values and action values; - any effects concerning workers at particular risk; - any indirect effects. • The employer shall be in possession of a risk assessment. • The risk assessment shall be recorded on a suitable medium. It may include a 		

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>justification by the employer that the nature and extent of the risks related to electromagnetic fields make a further detailed risk assessment unnecessary.</p> <ul style="list-style-type: none"> • The risk assessment shall be updated on a regular basis, particularly if there have been significant changes which could render it out of date, or when the results of health surveillance show it to be necessary. 		
Ensuring preventive and protective services <i>Art 4(4)</i>	Assessment, measurement and/or calculations shall be planned and carried out by competent services or persons at suitable intervals,		
Information for workers <i>Art. 6</i>	<p>The employer shall ensure that exposed workers and/or their representatives receive any necessary information/training relating to the outcome of the risk assessment, in particular on:</p> <ul style="list-style-type: none"> - measures taken to implement this Directive; - values and concepts of the exposure limit values and action values and the associated potential risks - the results of the assessment, measurement /calculations of the levels of exposure to electromagnetic fields - how to detect adverse health effects and to report them; - circumstances in which workers are entitled to health surveillance; - safe working practices to minimise risks from exposure 		

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Training of workers Art. 6	Same as above		
Health surveillance Art. 8	<ul style="list-style-type: none"> • Framework Directive applies • In any event, where exposure above the limit values is detected, a medical examination shall be made available to the worker(s) concerned. • If health damage resulting from exposure is detected, the employer must carry out a reassessment of the risks • The employer shall take appropriate measures to ensure that the doctor and/or the medical authority responsible for the health surveillance has access to the results of the risk assessment • The results of health surveillance shall be preserved in a suitable form to permit consultation at later date, taking account of confidentiality requirements. Individual workers shall, at their request, have access to their own personal health records 		
Consultation of workers Art. 7	<ul style="list-style-type: none"> • Framework Directive applies 		
Limit values Art.3	Exposure limit values are as set out in the Annex, Table 1. Action values are as set out in the Annex, Table 2.		
Other issues identified			

Table 1- 13 Directive 2006/25/EC (artificial optical radiation) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<p>Scope and definitions Art 1 and Art 2</p>	<ul style="list-style-type: none"> • It lays down minimum requirements for the protection of workers from risks to their health and safety arising or likely to arise from exposure to artificial optical radiation during their work. • It refers to the risk to the health and safety of workers due to adverse effects caused by exposure to artificial optical radiation to the eyes and to the skin. • optical radiation: any electromagnetic radiation in the wavelength range between 100 nm and 1 mm. The spectrum of optical radiation is divided into ultraviolet radiation, visible radiation and infrared radiation: <ul style="list-style-type: none"> (i) ultraviolet radiation: optical radiation of wavelength range between 100 nm and 400 nm. The ultraviolet region is divided into UVA (315-400 nm), UVB (280-315 nm) and UVC (100-280 nm); (ii) visible radiation: optical radiation of wavelength range between 380 nm and 780 nm; (iii) infrared radiation: optical radiation of wavelength range between 780 nm and 1 mm. The infrared region is divided into IRA (780-1 400 nm), IRB (1 400-3 000 nm) and IRC (3 000 nm-1 mm); 	<p>No observed discrepancy has been identified in terms of scope and definitions.</p>	<ul style="list-style-type: none"> • Any additional or more detailed requirements <p>N.</p>
<p>Conducting a risk assessment</p>	<ul style="list-style-type: none"> • The employer shall assess and, if necessary, measure and/or calculate the levels of 	<p>No observed discrepancy has been</p>	<ul style="list-style-type: none"> • Does the national legislation require employers to submit risk assessment to

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Art.4	<p>exposure to optical radiation to which workers are likely to be exposed</p> <ul style="list-style-type: none"> • The data obtained shall be preserved in a suitable form to permit their consultation at a later stage. • The employer shall give particular attention, when carrying out the risk assessment, to the following: <ul style="list-style-type: none"> - the level, wavelength range and duration of exposure; - the exposure limit values - any effects concerning the health and safety of workers belonging to particularly sensitive risk groups; - any possible effects resulting from workplace interactions between optical radiation and photosensitising chemical substances; - any indirect effects e.g. temporary blinding, explosion or fire; - the existence of replacement equipment designed to reduce the levels of exposure to artificial optical radiation; - appropriate information obtained from health surveillance, including published information, as far as possible; - multiple sources of exposure; - a classification applied to a laser as defined in accordance with the relevant IEC standard and, in relation to any artificial 	<p>identified related to risk assessment.</p>	<p>national authorities whether on request or automatically?</p> <p>N. PD 82/2010 does not include such a requirement.</p> <p>Under the Code of OSH Laws (L3850/2010) risk assessment for artificial optical radiation is a part of the general risk assessment⁷⁰ but again there is no explicit requirement to submit it to the authorities. However, it should be noted that the LI has always the right to request it.</p> <ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Is the content of the risk assessment more detailed than described in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Is a more specific methodology for risk assessment provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? <p>Y. The risk assessment has to be conducted and undersigned by the SO, OP, IPPS or EPPS appointed by the employer for the undertaking and/or establishment. The qualifications of these persons and or legal entities are defined in the Code of OSH Laws.</p>

⁷⁰ Art. 42-43 Code of OSH Laws (L3850/2010).

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	source likely to cause damage similar to that of a laser of class 3B or 4, any similar classification;		However these qualifications are not particularly related to the experience on artificial optical radiation measurements as well as to the necessary instrumentation's requirements and validation. The responsible authority does not intend to take any legislative action on this subject) ⁷¹ . <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Ensuring preventive and protective services Art 4(2)	<ul style="list-style-type: none"> • The assessment, measurement and/or calculations referred to in paragraph 1 shall be planned and carried out by competent services or persons at suitable intervals 	There are no observed discrepancies regarding preventive and protective services.	<ul style="list-style-type: none"> • Any additional or more detailed requirements Y. See the answer above on the question on the sources of information and persons in charge of the risk assessment.
Information for workers Art. 6	<ul style="list-style-type: none"> • The employer shall ensure that workers exposed to risks from artificial optical radiation at work and/or their representatives receive necessary information and training relating to the outcome of the risk assessment in particular: <ul style="list-style-type: none"> - measures taken to implement this Directive; - the exposure limit values and the associated potential risks; - the results of the assessment, measurement and/or calculations with an explanation of their significance and potential risks; - how to detect adverse health effects of exposure and how to report them - circumstances in which workers are entitled 	There are no observed discrepancies regarding information of workers.	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. • Is the content or form of information to workers further specified? N. • Other additional or more detailed requirements N.

⁷¹ Interviews with public authorities.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>to health surveillance;</p> <ul style="list-style-type: none"> - safe working practices to minimise risks from exposure; - proper use of appropriate personal protective equipment 		
Training of workers Art. 6	Same as above	There are no observed discrepancies regarding training of workers.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. • Are there specific requirements as to the competence of trainers provided in the legislation? N. • Other additional or more detailed requirements N.
Health surveillance Art. 8	<ul style="list-style-type: none"> • Health surveillance is carried out by a doctor, an occupational health professional or a medical authority responsible for health surveillance • Individual health records are made and kept up to date. • Health records shall contain a summary of the results of the health surveillance and be kept in a suitable form to permit later consultation, taking into account any confidentiality. • Copies of the appropriate records shall be supplied to the competent authority on request, taking into account any 	<p>There are no observed discrepancies regarding health surveillance of workers.</p> <p>However, the legislation transposing the Directive 2006/25 (artificial optical radiation) (PD 82/2010) does not clearly state whether the companies, which are falling under its scope of application, must use the services of an OP, irrespective of the number of workers employed. The responsible authorities (Ministry of Labour and Ministry of Public Health) didn't provide any additional information. It seems that additional legislative initiatives are required to address this particular subject.⁷²</p>	<ul style="list-style-type: none"> • Does the national legislation require health surveillance prior to exposure to artificial optical radiation? N. • Does the national legislation oblige employers to set health surveillance requirements after the end of exposure to artificial optical radiation? N. • Are the arrangements for health surveillance records specified in the legislation? Y. The records include, <i>inter alia</i>, the reasons for conducting the health surveillance and

⁷² Interviews with public authorities.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>confidentiality.</p> <ul style="list-style-type: none"> • Doctor, the occupational health professional or the medical authority responsible for the health surveillance, has access to the results of the risk assessment where such results may be relevant to the health surveillance. • Individual workers shall, at their request, have access to their own personal health records • When exposure above limit values is detected, a medical examination shall be made available to the worker(s) concerned. • In both cases, when limit values are exceeded or adverse health effects (incl. diseases) are identified: <ul style="list-style-type: none"> - the worker shall be informed of the result which relates to him personally and receive information and advice regarding any health surveillance which he should undergo following the end of exposure; - the employer shall be informed of any significant findings of the health surveillance, taking into account any medical confidentiality; - the employer shall: <ul style="list-style-type: none"> o review the risk assessment o review the measures taken to eliminate or 		<p>the worker's medical history, the dates and results of the medical examinations performed, their outcomes, as well as the measures taken because of these results.⁷³</p> <ul style="list-style-type: none"> • Are the conditions in which health surveillance is required more specifically described in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Is the periodicity of health surveillance provided in national law? <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>In companies with more than 50 workers, the health surveillance of workers is performed by an OP, since these are obliged to use their services. In companies with less than 50 workers, the workers have the right to address the national health care or insurance system for health surveillance to.⁷⁴</p> <p>The NIR⁷⁵ also indicates that Greek legislation requires that:</p> <p><i>'the results of health surveillance shall be entered in the medical records as soon as possible and, in any event, within fifteen (15) days from the respective checks and tests and shall be kept for at least twenty (20) years. After the end of this period, the</i></p>

⁷³ Art. 8 of PD 82/2010 concerning the minimum health and safety requirements regarding the exposure of workers to the risks arising from physical agents (artificial optical radiation)

⁷⁴ See for more explanations Table 1-2 concerning the transposition of 89/391/EEC.

⁷⁵ National Implementation Report, Part B, Section II.23

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>reduce risks</p> <ul style="list-style-type: none"> o take into account the health professional advice in implementing such measures o arrange continued health surveillance and provide for a review of the health status of any other worker who has been similarly exposed. In such cases, the competent health professional may propose that the exposed persons undergo a medical examination. 		<p>records shall be sent, at responsibility of the employer, to the competent Labour Inspectorate for research purposes, without giving rise to any medical confidentiality issues. Where an undertaking ceases to trade, the personal medical records shall be handed to the competent Labour Inspectorate'.</p> <p>However, the NIR adds that 'This arrangement has not produced any results for assessment.'</p>
Consultation of workers Art. 7	<ul style="list-style-type: none"> • Framework Directive applies 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? N. • Other additional or more detailed requirements N.
Limit values Art.3	<ul style="list-style-type: none"> • Exposure limit values for non-coherent radiation, other than that emitted by natural sources of optical radiation, are set out in Annex I. • Exposure limit values for laser radiation are set out in Annex II. 	There are no observed discrepancies in relation to limit values.	<ul style="list-style-type: none"> • Does the transposing legislation set more stringent values? N. • Other additional or more detailed requirements N.
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	Key requirements such as the exposure limit values or the measures to avoid and reduce exposure are not transposed in more detail than provided in the Directive.

Table 1- 14 Directive 2004/37/EC (carcinogens or mutagens) - Observed discrepancies, more stringent and more detailed requirements⁷⁶

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art 3(1) read in conjunction with Art 2	<ul style="list-style-type: none"> This Directive shall apply to activities in which workers are or are likely to be exposed to carcinogens or mutagens as a result of their work Carcinogens Substance category 1 or 2 carcinogens Annex VI to Directive 67/548/EEC Mutagens: Substance category 1 or 2 mutagens Annex VI to Directive 67/548/EEC 	<p>The national legislation applies the carcinogen and mutagen classification according to the CLP Regulation (EC) 1272/2008.</p> <p>No observed discrepancies have been identified with regard to the scope and definitions.</p>	<ul style="list-style-type: none"> Does the transposing legislation also cover reprotoxic substances (1A and 1B)? N. Other additional or more detailed requirements N.
Conducting a risk assessment Art. 3	<ul style="list-style-type: none"> nature, degree and duration of workers' exposure shall be determined in order to make it possible to assess any risk to the workers' health or safety and to lay down the measures to be taken. The assessment shall be renewed regularly and in any event when any change occurs in the conditions which may affect workers' exposure to carcinogens or mutagens. The employer shall supply the authorities at their request with the information used for making the assessment. When assessing the risk, account shall be taken of all other routes of exposure, such as absorption into and/or through the skin. 	<p>No observed discrepancy has been identified related to the risk assessment.</p>	<ul style="list-style-type: none"> Does the transposing legislation oblige employers to supply the authorities with information automatically and not on request? N. Are the risks to be taken into account in the assessment described in a more specific manner than in the Directives? N. Is the content of the risk assessment more detailed than described in the Directives? N. Is a more specific methodology for risk assessment provided in the legislation? N. Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directives? Y. The risk assessment has to be conducted and undersigned by the SO, OP, IPPS or EPPS

⁷⁶ Directive 2004/37/EC has not been transposed. The previous EU carcinogens or mutagens Directives (90/394/EEC amended by 97/42/EC and 1999/38/EC) were transposed and the relevant transposing legal acts remain into force as initially adopted and are used as a reference in this table.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>appointed by the employer for the undertaking and/or establishment. The qualifications of these persons and or legal entities are not set in PD399/1994 but are defined in the Code of OSH Laws (L3850/2010).</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art.12	<p>Appropriate measure to ensure that:</p> <ul style="list-style-type: none"> • Workers and/or any workers' representatives in the undertaking can check that this Directive is applied or can be involved in its application in particular for: <ul style="list-style-type: none"> ◦ the consequences for workers' safety and health of the selection, wearing and use of protective clothing and equipment, without prejudice to the employer's responsibility for determining the effectiveness of protective clothing and equipment; ◦ the measures in case of foreseeable exposure • Workers and/or their representatives are informed as quickly as possible of abnormal exposures including foreseeable ones or the cause and of the measures taken or to be taken to rectify the situation • The employer keeps an up-to-date list of the workers engaged in the activities in 	<p>There are no observed discrepancies regarding the information of workers.</p>	<ul style="list-style-type: none"> • Does the Directive set additional information requirements, including on: <ul style="list-style-type: none"> ◦ relevant activities and industrial processes, including reasons why carcinogens mutagens and reprotoxins are used; ◦ quantities of substances and preparations manufactured or used that contain CMR ◦ numbers of workers exposed ◦ replacement by another product ◦ negative impacts on fertility <p>N.</p> <ul style="list-style-type: none"> • Does the legislation provide for specific conditions in relation (e.g. size of the establishments) to workers information? <p>N.</p> <ul style="list-style-type: none"> • Is the content or form of information to workers further specified? <p>Y. The PD specifies that the information shall take the form of written instructions. There are</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>respect of which the results of the assessment reveals a risk to workers and indicating if available their exposure</p> <ul style="list-style-type: none"> • Doctors and/or competent authorities have access to this list. • Each worker has access to the information about him • Workers and/or workers representatives have access to anonymous collective information 		<p>no additional content requirements in the PD,⁷⁷</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Training of workers Art.11	<ul style="list-style-type: none"> • Sufficient and appropriate training on the basis of all available information on: <ul style="list-style-type: none"> ◦ Potential risks to health including the additional risks due to tobacco consumption ◦ Precautions to be taken to prevent exposure 	There are no observed discrepancies regarding training of workers.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. • Are there specific requirements as to the competence of trainers provided in the legislation? N. • Other additional or more detailed requirements <p>N.</p>
Health surveillance Art.14 and ANNEX II	<ul style="list-style-type: none"> • Health surveillance prior exposure and at regular intervals thereafter • If a workers suffer from an abnormality suspected to be the result of exposure the doctor or relevant authority may require other workers who have been similarly exposed to undergo health surveillance. In that even a reassessment of the risk must be carried out. • Medical records must be kept and doctors must propose any protective or preventive measures to be taken in respect of any individual worker. • Advice must be given to workers on health 	There are no observed discrepancies regarding health surveillance of workers.	<ul style="list-style-type: none"> • Does the national legislation set health surveillance requirements after the end of exposure? N. • Are the arrangements for health surveillance records specified in the legislation? Y. The PD specifies that the record must include the medical and professional history of the worker concerned and shall be kept by the medical department of the company for 40 years following the end of exposure. In case that the company ceases its operation the records are sent to the responsible

⁷⁷ Art. 11 of PD 399/1994 concerning the protection of workers from the risks related to exposure to carcinogens/mutagens at work.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>surveillance after the end of exposure</p> <ul style="list-style-type: none"> Workers have access to the result of health surveillance that concern them Workers/employers may request a review of the results of the health surveillance 		<p>insurance organization.</p> <ul style="list-style-type: none"> Are the conditions in which health surveillance is required more specifically described in the legislation? <p>N. However the OP of the company follows the principles of the occupational medicine</p> <ul style="list-style-type: none"> Is the periodicity of health surveillance provided in national law? <p>N. However the OP of the company follows the principles of the occupational medicine.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>If the results of the risk assessment performed for the company demonstrate a safety and health risk for the workers, because of their exposure to CM agents, the employer is obliged to use the services of an OP, irrespective of the number of the persons employed.⁷⁸</p>
Consultation of workers Art.13	<ul style="list-style-type: none"> Framework Directive applies 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Limit values Art 16 and Annex III	<ul style="list-style-type: none"> Limit values on Benzene, Vinyl chloride monomer, hardwood dusts 	There are no observed discrepancies regarding the limit values for exposure.	<ul style="list-style-type: none"> Does the transposing legislation set more stringent limit values? <p>N.</p> <ul style="list-style-type: none"> Does the legislation set binding limit values on other carcinogens and mutagens (e.g. refractory ceramic fibres)? <p>N. PD 307/86, as modified, identifies more chemical substances (including carcinogens and mutagens) than merely those listed in</p>

⁷⁸ Art.14 of PD 399/1994 concerning the protection of workers from the risks related to exposure to carcinogens/mutagens at work.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			the Directives on CM and on chemical agents. It includes binding limit values for exposure to those substances. The limit values for substances included in these Directives are in this case those introduced by the Directives on CM and on chemical agents. <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	

Table 1- 15 Council Directive 98/24/EC (chemical agents at work) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	<ul style="list-style-type: none"> • The requirements of this Directive apply where hazardous chemical agents are present or may be present at the workplace, without prejudice to the provisions for chemical agents to which measures for radiation protection apply pursuant to Directives adopted under the Treaty establishing the European Atomic Energy Community. • Chemical agent is defined as any chemical element or compound, on its own or admixed, as it occurs in the natural state or as produced, used or released, including release as waste, by any work activity, whether or not produced intentionally and whether or not placed on the market. • Hazardous chemical agent is defined as <ul style="list-style-type: none"> ○ any chemical agent which meets the 	No observed discrepancies have been identified with regard to the scope and definitions.	<ul style="list-style-type: none"> • Is the scope broader than the directive's for: <ul style="list-style-type: none"> - Chemical agent? - Hazardous chemical agent? N. <ul style="list-style-type: none"> • Other additional or more detailed requirements N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>criteria for classification as a dangerous substance according to the criteria in Annex VI to Directive 67/548/EEC, whether or not that substance is classified under that Directive, other than those substances which only meet the criteria for classification as dangerous for the environment;</p> <ul style="list-style-type: none"> ○ any chemical agent which meets the criteria for classification as a dangerous preparation within the meaning of Directive 88/379/EEC, whether or not that preparation is classified under that Directive, other than those preparations which only meet the criteria for classification as dangerous for the environment; ○ any chemical agent which, whilst not meeting the criteria for classification as dangerous in accordance with (i) and (ii), may, because of its physico-chemical, chemical or toxicological properties and the way it is used or is present in the workplace, present a risk to the safety and health of workers, including any chemical agent assigned an occupational exposure limit value under Article 3 of the Directive. 		
Conducting a risk assessment Art. 4(1), (2) and (4)	<ul style="list-style-type: none"> • The Directive requires a risk assessment to be carried out by employers which must determine whether any hazardous chemical agents are present at the workplace. If so they should assess them taking into account, inter alia, their hazardous properties; level, type and duration of exposure; the circumstances of work involving such agents; occupational 	<p>No observed discrepancy has been identified related to the risk assessment.</p>	<ul style="list-style-type: none"> • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? <p>N. PD 338/2001 does not include such requirement.</p> <p>Under the Code of OSH Laws (L3850/2010) risk assessment concerning chemical agents is a</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>exposure limit values or biological limit values; effect of preventive measures taken or to be taken; conclusions to be drawn from any health surveillance.</p> <ul style="list-style-type: none"> • In case of activities involving exposure to several agents, the risk must be assessed taking into account all chemical agents in combination. • The risk assessment must be documented. The employer must be in possession of the risk assessment. 		<p>part of the general risk assessment⁷⁹ but again there is no explicit requirement to submit it to the authorities. However, it should be noted that the LI has always the right to request it.</p> <ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Is the content of the risk assessment more detailed than described in the Directive? <p>N.</p> <ul style="list-style-type: none"> • Is a more specific methodology for risk assessment provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? <p>Y. The risk assessment has to be conducted and undersigned by the SO, OP, IPPS or EPPS appointed by the employer for the undertaking and/or establishment. The qualifications of these persons and or legal entities are defined in the Code of OSH Laws. However these qualifications are not particularly related to the experience on chemical agents' measurements as well as to the necessary instrumentation's requirements and validation. The responsible authority</p>

⁷⁹ Art. 42-43 Code of OSH Laws (L3850/2010).

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>does not intend to take any legislative action on this subject⁸⁰.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art.8	<ul style="list-style-type: none"> • The employer must ensure that workers are provided with: <ul style="list-style-type: none"> ◦ Data obtained from the risk assessments ◦ Information on the hazardous chemical agents occurring in the workplace (e.g. relevant occupational exposure limit values) ◦ Training and information on appropriate precautions and actions to be taken ◦ Safety data sheet 	There are no observed discrepancies regarding information of workers.	<ul style="list-style-type: none"> • Does the transposing legislation set any additional information requirements? Y. PD 338/2001 does not set any additional information requirements. The Code of OSH Laws however requires workers to be informed of the results of the measurements comparing exposure to the limit values, the cases where the limit values are exceeded and the relevant reasons.⁸¹ • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. • Is the content or form of information to workers further specified? N. • Other additional or more detailed requirements <p>N.</p>

⁸⁰ Interviews with public authorities.

⁸¹ Art. 40 Code of OSH Laws (L3850/2010).

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Training of workers Art.8	<ul style="list-style-type: none"> The employer must ensure that workers are provided with: <ul style="list-style-type: none"> o Training and information on appropriate precautions and actions to be taken 	There are no observed discrepancies regarding training of workers.	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? N. Are there specific requirements as to the competence of trainers provided in the legislation? N.
Health surveillance Art.10	<ul style="list-style-type: none"> The employer shall provide health surveillance of workers for whom the results of the assessment of the hazardous chemical agents reveal a risk to health. Individual health and exposure records shall be made and kept up-to-date and contain a summary of the results of health surveillance and of any monitoring data representative of the exposure of the individual. Copies must be supplied on request to the authorities 	<p>There are no observed discrepancies regarding health surveillance of workers.</p> <p>In companies with more than 50 workers, the health surveillance of workers is performed by an OP, since these are obliged to use their services. In companies with less than 50 workers, the workers have the right to address the national health care or insurance system for health surveillance to.⁸²</p> <p>However, the legislation transposing the Directive 1998/24/EEC (chemical agents) (PD 338/2001) does not clearly state whether the companies which are falling under its scope of application for health surveillance, irrespective of the number of workers employed, must use the services of an OP. The responsible authorities (Ministry of Labour and Ministry of Public Health) didn't provide any additional information. It seems that additional legislative initiatives are required to address this particular subject⁸³.</p>	<ul style="list-style-type: none"> Does the transposing legislation require health surveillance to be provided for other workers than those for which the assessment of the hazardous chemical agents revealed a risk to health? N. Does the transposing legislation oblige employers to supply the authorities with information automatically and not on request? N. Are the arrangements for health surveillance records specified in the legislation? Y. The records include, <i>inter alia</i>, the reasons for conducting the health surveillance and the worker's medical history, the dates and results of the medical examinations performed, their outcomes, as well as the measures taken because of these results.⁸⁴ <ul style="list-style-type: none"> Are the conditions in which health

⁸² See for more explanations Table 1-2 concerning the transposition of 89/391/EEC.

⁸³ Interviews with public authorities

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>surveillance is required more specifically described in the legislation?</p> <p>N.</p> <ul style="list-style-type: none"> Is the periodicity of health surveillance provided in national law? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Consultation of workers Art.11	<ul style="list-style-type: none"> Framework Directive applies 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Limit values Art 3 and 6(4) and (5)	<ul style="list-style-type: none"> Exposure limit values and biological limit values 	There are no observed discrepancies regarding the limit values for exposure.	<ul style="list-style-type: none"> Does the transposing legislation set more stringent limit values? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>Y. National legislation on chemical agents includes a number of acts for the establishment of occupational exposure limit values (OELVs). The Greek system on OELVs was established before the transposition of Directive 98/24/EC with the adoption of 3 individual PDs (PD 307/1986, PD 77/1993 and PD 90/1999). With these acts OELVs were introduced for more than 600 chemical</p>

⁸⁴ Art. 10 of PD 338/2001 (chemical agents)

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>agents. The national legislation on OELVs was completed later on with PD 339/2001, PD 162/2007 and PD 12/2012. The OELVs could be considered as "binding" and not as "indicative", according to the terminology used in the Directive 98/24/EC. In this context they are introduced in the national legislation with similar procedures and legal instruments (PDs) used for the transposition of Council Directives. In addition, if they are exceeded in the workplaces, employers must fulfil all the provisions of 98/24/EC to remedy the situation, and the enforcement authorities may apply all the sanctions provided by the relevant transposing legislation. The national list of OELVs includes all the chemical agents included in the individual Council (98/24/EEC) and Commission Directives (91/322/EC, 2000/39/EC, 2006/15/EC and 2009/161/EU). The national limit values established for the transposition of EU "binding OELVs" are identical to those. As far as the national limit values, corresponding to EU "indicative values", is concerned, a number of them are less stringent. These chemical agents are listed below (these are included in the list of Commission Directive 2000/39/EC and limit values (of binding nature) have been adopted with PD 307/86 as modified by PD 90/1999:</p> <p>Diethylether, Acetone, Chloroform, 1,1,1-Trichloroethane, Ethylamine, 1,1-Dichloroethane, Phosgene, o-Xylene, 1,2-Dichlorobenzene, 1,2,4-Trimethylbenzene, Cumene, 2-Phenylpropene, Heptan-3-one, p-Xylene, 1,4-Dichlorobenzene,</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			Ethylene glycol, 4-Methylpentan-2-one, m-Xylene, Mesitylene (Trimethylbenzenes), Cyclohexanone, Tetrahydrofuran, 5-Methylhexan-2-one, Heptan-2-one, Piperazine, 2-Butoxyethanol, 1,2,4-Trichlorobenzene, Triethylamine, Isopentylacetate, Dimethylamine, n-Butylacrylate, 1,2,3-Trimethylbenzene, 5-Methylheptan-3-one, 1-Methylbutylacetate, Pentylacetate, 3-Pentylacetate, Amylacetate, Xylene mixed isomers pure, Sulphotep, Hydrogen fluoride, Ammonia, Fluorine, Dihydrogen selenide, Hydrogen bromide, Sodium azide, (2-Methoxymethylethoxy)-propanol.
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	National legislation on chemical agents includes also provisions containing specifications or more detailed requirements on the measurement procedures. The PD 77/1993, as modified, sets out more detailed requirements for the measurements of chemical agents.

Table 1- 16 Directive 2009/148/EC (asbestos) - Observed discrepancies, more stringent and more detailed requirements⁸⁵

⁸⁵ Directive 2009/148/EC has not been transposed. The previous EU asbestos Directives (83/477/EEC amended by 91/382/EEC and 2003/18/EC) were transposed and the relevant transposing legal act remains into force as initially adopted and are used as a reference in this table.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art.1 and 2	<p>The Directive covers health and safety risks arising or likely to arise from exposure to asbestos at work where asbestos is defined as any one of six fibrous silicates:</p> <ul style="list-style-type: none"> - asbestos actinolite, CAS No 77536-66-4 (1); - asbestos grunerite (amosite), CAS No 12172-73-5 (1); - asbestos anthophyllite, CAS No 77536-67-5 (1) - chrysotile, CAS No 12001-29-5 (1); - crocidolite, CAS No 12001-28-4 (1); - asbestos tremolite, CAS No 77536-68-6 (1). 	No observed discrepancies have been identified with regard to the scope and definitions.	
Conducting a risk assessment Art.3(2)	<ul style="list-style-type: none"> • In the case of activity likely to involve a risk of exposure to dust arising from asbestos or materials containing asbestos, this risk must be assessed to determine the nature and degree of the workers' exposure. 	No observed discrepancy has been identified related to risk assessment.	<ul style="list-style-type: none"> • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? Y. PD 212/2006 also requires the duration of exposure to be assessed. • Is the content of the risk assessment more detailed than described in the Directive? N. • Is a more specific methodology for risk assessment provided in the legislation? N. • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? Y. The risk assessment has to be conducted and undersigned by the SO, OP, IPPS or EPPS appointed by the employer for the undertaking and/or establishment. The qualifications of these persons and or legal entities are defined in the Code of OSH Laws. However these qualifications are not particularly related to the experience on asbestos measurements as well as to the necessary instrumentation's requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			and validation. The responsible authority does not intend to take any legislative action on this subject ⁸⁶ .
Ensuring preventive and protective services Art.7(4)	<ul style="list-style-type: none"> • Sampling shall be carried out by suitably qualified personnel. The samples taken shall be subsequently analysed, in laboratories equipped for fibre counting. 	There are no observed discrepancies regarding preventive and protective services.	<ul style="list-style-type: none"> • Any additional or more detailed requirements Y. PD212/2006 specifies that the work stations where the sampling shall take place shall be agreed upon following consultation with the workers' representatives.
Information for workers Art.4(4) Art.17	<ul style="list-style-type: none"> • Art.4(4): Workers must have access to the documents used in the documentation system • Art.17: Workers must receive adequate information on: <ul style="list-style-type: none"> - potential risks to health from exposure to dust arising from asbestos or materials containing asbestos; - existence of statutory limit values and the need for the atmosphere to be monitored; - hygiene requirements, including the need to refrain from smoking; - precautions to be taken as regards the wearing and use of protective equipment and clothing; - special precautions designed to minimise exposure to asbestos. • Workers must have access to the results of asbestos-in-air concentration measurements and can be given explanations of the significance of those results. if the results exceed the limit value, the workers concerned are informed as quickly as possible of the fact and the reasons for it and the workers are consulted 	There are no observed discrepancies regarding information of workers.	<ul style="list-style-type: none"> • Does the transposing legislation set any additional information requirements? N. • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. • Is the content or form of information to workers further specified? N. • Other additional or more detailed requirements N.

⁸⁶ Interviews with public authorities.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	on the measures to be taken or, in an emergency, are informed of the measures which have been taken.		
Training of workers Art.14	<ul style="list-style-type: none"> • Appropriate training must be given for all workers who are, or are likely to be, exposed to dust from asbestos or materials containing asbestos. Such training must be provided at regular intervals and at no cost to the workers. • The content of the training must be easily understandable for workers. It must enable them to acquire the necessary knowledge and skills in terms of prevention and safety, particularly as regards: <ul style="list-style-type: none"> - properties of asbestos and its effects on health; - types of products or materials likely to contain asbestos; - operations that could result in asbestos exposure and the importance of preventive controls to minimise exposure; - safe work practices, controls and protective equipment; - appropriate role, choice, selection, limitations and proper use of respiratory equipment; - emergency procedures; - decontamination procedures; - waste disposal; - medical surveillance requirements 	There are no observed discrepancies regarding the training of workers.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. • Are there specific requirements as to the competence of trainers provided in the legislation? N. • Are there more detailed requirements on the content of training than in the Directive? N. • Are there more detailed requirements on the regularity of training than in the Directive? N. • Other additional or more detailed requirements Y. The training of all persons involved in maintenance, removal or demolition of asbestos containing materials is regulated by specific legislation that sets out all the necessary requirements for the organisation and execution of the relevant training programmes. The approval and control of these training programs are under the authorisation of the Ministry of Labour.⁸⁷
Health surveillance Art.18 and ANNEX I	<ul style="list-style-type: none"> • Assessment of each worker's health must be available prior to the beginning of exposure to dust arising from asbestos or materials containing asbestos at the place 	There are no observed discrepancies regarding health surveillance of workers.	<ul style="list-style-type: none"> • Do these health surveillance requirements also apply if worker exposure is sporadic and of low intensity, and is clear from the results of the risk assessment that the

⁸⁷ MD 15616/398/2010 concerning the establishment of a procedure for the approval of training programs of all those involved works related to asbestos or asbestos containing materials.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>of work. It must include a specific examination of the chest.</p> <ul style="list-style-type: none"> • A new assessment must be available at least once every 3 years for as long as exposure continues. • Individual health record to be established for each worker • The doctor or responsible authority shall advise on individual protective/preventive measures to be taken or determine such measures, including where appropriate the withdrawal of the worker from all exposure to asbestos. • Information and advice must be given to workers on any assessment of their health which they may undergo following the end of exposure. • The doctor may indicate that medical surveillance must continue after the end of exposure for as long as he/she considers it necessary to safeguard the health • The worker concerned or the employer may request a review of the assessments • These measures do not apply if worker exposure is sporadic and of low intensity, and is clear from the results of the risk assessment that the exposure limit for asbestos will not be exceeded (See Article 3(3)) 		<p>exposure limit for asbestos will not be exceeded?</p> <p>N.</p> <ul style="list-style-type: none"> • Does the national legislation oblige workers to continue medical surveillance after exposure to asbestos? <p>Y. Continued medical surveillance is required when the OP in charge of the health surveillance or the responsible insurance organisation declares that is necessary for the health of the workers concerned.⁸⁸</p> <ul style="list-style-type: none"> • Are the arrangements for health surveillance records specified in the legislation? <p>Y. The health record shall be kept during 40 years after the end of the exposure.⁸⁹</p> <ul style="list-style-type: none"> • Are the conditions in which health surveillance is required more specifically described in the legislation? <p>N. However the OP of the company follows the principles of occupational medicine</p> <ul style="list-style-type: none"> • Is the periodicity of health surveillance provided in national law? <p>Y. The periodicity for workers exposed to the risk of asbestos is once every three years.⁹⁰</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>Y. If the results of the risk assessment performed for the company demonstrate a safety and health risk for the workers, because of their exposure to asbestos, the employer is obliged to use the services of an</p>

⁸⁸ Art. 17, paragr. 2 of MD 212/2006

⁸⁹ Art. 18, paragr. 4 of MD 212/2006

⁹⁰ Art. 17, paragr. 1 of MD 212/2006

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			OP, irrespective of the number of the persons employed. ⁹¹ <ul style="list-style-type: none"> Other additional or more detailed requirements N.
Consultation of workers Art.3(5) and 7(3) and 12	<ul style="list-style-type: none"> Art.3(5): risk assessment is subject to worker consultation Art.7(3): sampling is carried out after worker consultation Art.12: workers must be consulted on measures to be taken in case of activities such as demolition, asbestos removal work, repairing and maintenance where it is foreseeable that the limit values will be exceeded, before the activities start. 	There are no observed discrepancies regarding consultation of workers.	<ul style="list-style-type: none"> Does the national legislation set additional worker consultation requirements? N. <ul style="list-style-type: none"> Are more specific criteria put in place? N. <ul style="list-style-type: none"> Other additional or more detailed requirements N.
Limit values Art.8	<ul style="list-style-type: none"> Employers shall ensure that no worker is exposed to an airborne concentration of asbestos in excess of 0,1 fibres per cm³ as an 8-hour time-weighted average (TWA). 	There are no observed discrepancies regarding limit values for exposure.	<ul style="list-style-type: none"> Does the transposing legislation set more stringent limit values? N. <ul style="list-style-type: none"> Other additional or more detailed requirements N.
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	The legislation contains more detailed requirements than the Directive in a number of aspects and in particular for the establishment and operation of companies related to removal of asbestos or asbestos containing materials from buildings. ⁹²

Table 1- 17 Directive 2000/54/EC (biological agents) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and	<ul style="list-style-type: none"> The Directive covers risks, arising or likely to 	No observed discrepancies have been	<ul style="list-style-type: none"> Is the scope of the national legislation

⁹¹ Art. 17, paragr. 1 of MD 212/2006

⁹² MD 4229/395/2013 concerning the requirements for the establishment and operation of companies which are involved in demolition works of asbestos or asbestos containing materials.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
definitions Art. 1 and 2	<p>arise from exposure to biological agents at work.</p> <ul style="list-style-type: none"> 'biological agents': micro-organisms, including those which have been genetically modified, cell cultures and human endoparasites, which may be able to provoke any infection, allergy or toxicity; 	identified with regard to the scope and definitions.	<p>broader than the Directive?</p> <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Conducting a risk assessment Art. 3, 7(1)	<ul style="list-style-type: none"> The nature, degree and duration of workers' exposure must be determined. In the case of activities involving exposure to several groups of biological agents, the risk shall be assessed on the basis of the danger presented by all hazardous agents present. The assessment must be renewed regularly and in any event when any change occurs in the conditions which may affect workers' exposure The employer must supply the CAs, at their request, with the information used for making the assessment. The assessment is conducted on the basis of all available information: <ul style="list-style-type: none"> - classification of biological agents which are or may be a hazard to human health - recommendations from a CA which indicate that the biological agent should be controlled to protect workers' health when workers are or may be exposed to such a biological agent as a result of their work - information on diseases which may be contracted as a result of the work of the workers - potential allergenic or toxigenic effects as a result of the work of the workers; - knowledge of a disease from which a worker is found to be suffering and which 	No observed discrepancy has been identified related to risk assessment.	<ul style="list-style-type: none"> Does the national legislation require employers to submit risk assessment to national authorities automatically? <p>N.</p> <ul style="list-style-type: none"> Does the national legislation require that practical guidelines for the determination and assessment of risk must be developed? <p>N.</p> <ul style="list-style-type: none"> Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? <p>N.</p> <ul style="list-style-type: none"> Is the content of the risk assessment more detailed than described in the Directive? <p>N.</p> <ul style="list-style-type: none"> Is a more specific methodology for risk assessment provided in the legislation? <p>N.</p> <ul style="list-style-type: none"> Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? <p>Y. The risk assessment has to be conducted and undersigned by the SO, OP, IPPS or EPPS appointed by the employer for the undertaking and/or establishment. The qualifications of these persons and or legal entities are defined in the Code of OSH Laws.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>has a direct connection with his work</p> <ul style="list-style-type: none"> • Where the assessment reveals risk to workers' health or safety, employers shall, when requested, make available to the CA appropriate information on: <ul style="list-style-type: none"> - the results of the assessment; - the activities in which workers have been exposed or may have been exposed; - the number of workers exposed; - the name and capabilities of the person responsible for OSH, - the protective and preventive measures taken; - an emergency plan for the protection of workers from exposure to a group 3 or 4 biological agent which might result from a loss of physical containment. 		
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art.10	<ul style="list-style-type: none"> • Employers shall provide written instructions and, if appropriate, display notices which shall, include the procedure to follow in the case of: <ul style="list-style-type: none"> - a serious accident or incident involving the handling of a biological agent; - handling a group 4 biological agent. • Employers shall inform the workers of any accident/incident which may have resulted in the release of a biological agent and could cause severe human infection and/or illness. • Employers shall inform the workers as quickly as possible when a serious accident or incident occurs, of its causes and the remedial measures taken or to be taken. 	No observed discrepancy has been identified related to information for workers.	<ul style="list-style-type: none"> • Does the information to be provided to the CAs need to be available to the workers independently of their request? N. • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. • Is the content or form of information to workers further specified? N. • Other additional or more detailed requirements N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> • Each worker shall have access to the information on the list of exposed workers which relates to him personally. • Workers or their representatives shall have access to anonymous collective information. • Employers shall provide workers and/or their representatives, at their request, with the information for CAs (see Article 7) 		
Training of workers Art.9	<ul style="list-style-type: none"> • Workers receive training concerning: <ul style="list-style-type: none"> - potential risks to health; - precautions to be taken to prevent exposure; - hygiene requirements; - wearing and use of protective equipment and clothing; - steps to be taken in case of incidents and to prevent them. • Training shall be: <ul style="list-style-type: none"> - given at the beginning of work involving contact with biological agents, - adapted to new or changed risks, and repeated periodically if necessary 	There are no observed discrepancies regarding training of workers.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation? N. • Are there specific requirements as to the competence of trainers provided in the legislation? N. • Other additional or more detailed requirements N.
Health surveillance Art.14 and ANNEX IV	<ul style="list-style-type: none"> • Each worker can undergo, if appropriate, relevant health surveillance prior to exposure and at regular intervals • When necessary, effective vaccines should be made available for workers who are not already immune to the biological agent to which they are exposed. • A worker is found to be suffering from an infection and/or illness which is suspected to result from exposure, the doctor or responsible authority shall offer such surveillance to other workers similarly exposed. In that event, a reassessment of the risk of exposure shall be carried out 	There are no observed discrepancies regarding health surveillance of workers.	<ul style="list-style-type: none"> • Does the national legislation set more stringent requirements on health surveillance (e.g. individual medical records must be kept more than 10 years)? N. However PD186/1995 specifies that health records for cases of infections as referred to in Article 11(2) of the Directive shall be kept for 40 years. • Are the arrangements for health surveillance records specified in the legislation? N. • Are the conditions in which health surveillance is required more specifically

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> • In cases where health surveillance is carried out, an individual medical record shall be kept for at least 10 years following the end of exposure. • In the special cases of infection [referred to in Article 11(2) second subparagraph], an individual medical record shall be kept for an appropriately longer time up to 40 years following the last known exposure. • The doctor or responsible authority shall propose protective or preventive measures in respect of any individual worker. • Information and advice must be given to workers on health surveillance they may undergo after the end of exposure. • Workers shall have access to the results of the health surveillance which concern them, and they or the employer may request a review of these results. • All cases of diseases or death identified from occupational exposure to biological agents shall be notified to the CA 		<p>described in the legislation?</p> <p>N. However the OP of the company follows the principles of occupational medicine.</p> <ul style="list-style-type: none"> • Is the periodicity of health surveillance provided in national law? <p>N. However the OP of the company follows the principles of occupational medicine.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>Y. If the results of the risk assessment performed for the company demonstrate a safety and health risk for the workers, because of their exposure to biological agents, the employer is obliged to use the services of OP, irrespective of the number of the persons employed.⁹³</p>
Consultation of workers Art.12	<ul style="list-style-type: none"> • Framework Directive applies 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? <p>N.</p>
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified in relation to the other key requirements of the Directive.	

Table 1- 18 Council Directive 92/57/EEC (temporary or mobile construction sites) - Observed discrepancies, more stringent and more detailed requirements

⁹³ Art, 14 of PD 186/1995 (biological agents) as. amended and in force.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions <i>Art. 1, 2 and 10(1) and (2)</i>	<ul style="list-style-type: none"> The Directive applies to the health and safety of workers at temporary or mobile construction sites, i.e. any construction site at which building or civil engineering works are carried out (a non-exhaustive list of works is provided in Annex I). It does not apply to drilling and extractive industries*. 	<p>No observed discrepancies have been identified with regard to the scope and definitions, as far as the Greek edition of the Directive and the transposing national legislation is concerned.</p> <p>However, the term « project supervisor » in the English version of the directive (article 2, paragraph c) is translated in the Greek version as « contractor », which subsequently in the transposing legislation is broken down to Contractor, Sub-contractor and Designer. During the stakeholder interviews, an interviewee referred to this inaccurate translation as giving rise to inappropriate definitions and allocation of responsibilities among the main actors in the transposing legislation.</p> <p>There is also a difference between the English and Greek versions concerning the definition of « coordinator at the project preparation stage ». This has been transposed in the Greek legislation as « any natural or legal person entrusted by the Contractor of the whole project and if one does not exist, by the client... », whereas the Directive provides that the coordinator is entrusted by the client and/or project supervisor.</p>	N.
Conducting a risk assessment	N/A	N/A	N/A
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers <i>Art.11</i>	<ul style="list-style-type: none"> Framework Directive applies. Workers and/or their representatives must be informed of all the measures to be taken concerning their safety and health on the 	No observed discrepancies have been identified with regard to information of workers.	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? <p>N.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>construction site.</p> <ul style="list-style-type: none"> The information must be comprehensible to the workers concerned. 		<ul style="list-style-type: none"> Is the content or form of information to workers further specified? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Training of workers	N/A	N/A	N/A
Health surveillance	N/A	N/A	N/A
Consultation of workers Art. 12	<ul style="list-style-type: none"> Framework Directive applies. The consultation of workers must be coordinated, whenever necessary, between workers and/or workers' representatives carrying out their activities at the workplace, having regard to the degree of risk and the size of the work site. 	There are no observed discrepancies regarding consultation of workers.	<ul style="list-style-type: none"> Are specific criteria put in place for coordination of workers consultation e.g. based on the size of the work site? <p>N. The coordinator has the general obligation to coordinate the work at the site and organise the exchange of information between all workers and the site director.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Limit values	N/A	N/A	N/A
Other issues identified		<p>No observed discrepancies have been identified in relation to the other key requirements of the Directive.</p> <p>However, the PD 305/1996 (art. 3 paragr. 4) requires that a safety and health plan is drawn up when:</p> <ul style="list-style-type: none"> there is obligation for appointing a coordinator during the design phase of the project the works to carried out involve the particular risks included in Annex II a prior notification is required <p>Above prerequisites for the drawing up of</p>	<p>The legislation concerning Minimum Requirements for Temporary or Mobile Construction Sites (PD 305/1996) that transposes the Directive is complemented by a number of other relevant legal acts, which set out additional requirements and more detailed provisions than those of the Directive.</p> <p>For example:</p> <p>(a) the qualifications of coordinators are the same as for the SO, as prescribed by articles 12-13 of the Code of OSH Laws (L3850/2010)⁹⁴, to ensure that persons</p>

⁹⁴ Art. 6, paragr. 1 of PD 305/1996

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
		the safety and health plan are not included in the directive (article 3, paragr. 2)	<p>designated as Coordinators have the knowledge and experience needed to carry out their duties.</p> <p>(b) Information on the content of the Health and Safety Plan to facilitate the development of appropriate preventive measures (e.g. data on the access to the worksite, on the consecutive phases of the project and the construction methods used for the execution of the project, the studies for the scaffoldings used). In addition a Ministerial Circular issued for the application of PD 305/96 includes a specific Annex with information on the content of the health and safety plan⁹⁵.</p> <p>(c) Obligations and responsibilities of all persons or legal entities involved in the execution of a construction project.⁹⁶</p> <p>(d) Additional requirements and minimum standards in some cases such as for the installation and use of scaffolding, restrooms, falls from height, earth-moving machinery, excavation, demolition, underground construction worksite.⁹⁷</p> <p>The provisions included in the acts mentioned in paragraphs (c) and (d) above are directly or indirectly affecting OSH of workers in construction worksite and apply in parallel.</p>

* The Council Decision 74/326/EEC, to which the Directive refers for a definition of "drilling and extracting industries" has been repealed by the Council Decision setting up an Advisory Committee on Safety and Health at Work.

Table 1- 19 Council Directive 92/104/EEC (surface and underground mineral-extracting industries) - Observed discrepancies, more stringent and more detailed requirements

⁹⁵ Art. 3 of PD 305/1996 (temporary worksite). Ministerial Circular No 130159/7-5-1997 on the application of PD 305/1996.

⁹⁶ L 1396/83 concerning the obligations for taking safety measures in construction sites

⁹⁷ PD 778/1980 and PD 10732/1981 concerning safety measures for civil construction works. PD 225/1989 on health and safety at underground construction projects.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions <i>Art. 1 and 2</i>	The Directive applies to surface and underground mineral-extracting industries (excluding extraction by drilling which is subject to a separate directive).	No observed discrepancies have been identified with regard to the scope and definitions.	
Conducting a risk assessment <i>Art. 3.2</i>	The employer shall ensure that a document concerning safety and health and covering the relevant requirements on risk assessment of the Framework Directive is drawn up and kept up to date. The safety and health document shall demonstrate in particular that the risks to which workers at the workplace are exposed have been determined and assessed.	No observed discrepancies have been identified with regard to the risk assessment.	<ul style="list-style-type: none"> Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? <p>N. However the MI has access to the risk assessment documents and may request copies as well as any additional information.⁹⁸</p> <ul style="list-style-type: none"> Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? <p>Y. The legislation sets out more detailed requirements for the content of the "safety and health document", as well as for conducting the risk assessment. Annex 1 of MD12050/2011 includes an indicative (yet enough detailed) 3 page structured template of the safety and health document and Annex 2 of MD12050/2011 includes detailed information and instructions in specific steps on how to conduct the risk assessment.⁹⁹</p> <ul style="list-style-type: none"> Is the content of the risk assessment more detailed than described in the Directive? <p>Y. See answer above.</p> <ul style="list-style-type: none"> Is a more specific methodology for risk

⁹⁸ Art. 3 of MD 12050/2011 concerning the Regulation on works at mines and quarries.

⁹⁹ Annex 1 and 2 of MD 12050/2011 concerning the Regulation on works at mines and quarries.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>assessment provided in the legislation?</p> <p>Y. See answer above.</p> <ul style="list-style-type: none"> • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? <p>Y. The risk assessment has to be conducted and undersigned by the SO, OP, IPPS or EPPS appointed by the employer for the undertaking and/or establishment. The qualifications of these persons and or legal entities are defined in the Code of OSH Laws.</p> <ul style="list-style-type: none"> • Does the national legislation include more specific information on the content of the 'health and safety document' as provided for by the Directive for the part related to the risk assessment? <p>Y. See answer above.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>N.</p>
Ensuring internal and/or external preventive and protective services	N/A	N/A	N/A
Information for workers Art. 7	<ul style="list-style-type: none"> • Framework Directive applies • Workers and/or their representatives shall be informed of all measures to be taken concerning safety and health at workplaces, and in particular of those relating to the implementation of Articles 3 	No observed discrepancies have been identified with regard to information of workers.	<ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? <p>N.</p> <ul style="list-style-type: none"> • Is the content or form of information to workers further specified?

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>(general obligations), 4 (protection from fire, explosions and health-endangering atmospheres), 5 (Escape and rescue facilities) and 6 (communication, warning and alarm systems).</p> <ul style="list-style-type: none"> The information must be comprehensible to the workers concerned. 		<p>Y. The legislation (MD Δ7/A/12050/2223/ 14-06-2011) requires for the information to be provided in written form, to cover any work activity and to be translated in foreign languages (if necessary)¹⁰⁰.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
<p>Training of workers Art. 10 (Annex, Part 1.5 and 1.6)</p>	<ul style="list-style-type: none"> Workers must be given the necessary information, instructions, training and re-training to ensure their health and safety. The employer must ensure that workers receive comprehensible instructions so as not to endanger their safety and health or those of other workers. 	<p>No observed discrepancies have been identified with regard to training of workers.</p>	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? <p>Y. The legislation (MD Δ7/A/12050/2223/ 14-06-2011) requires training programmes for the workers to be conducted by the employer prior to the assignment of their duties and repeated each year (if the company employs more than 10 workers). These programmes must be submitted to the MI and notified to the trade union concerned¹⁰¹.</p> <ul style="list-style-type: none"> Are there specific requirements as to the competence of trainers provided in the legislation? <p>Y. The trainers are selected from the technical staff of the company, e.g. the SO or the supervising engineer¹⁰².</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>

¹⁰⁰ Art. 13 and Annex 1 of MD Δ7/A/12050/2223/ 14-06-2011.

¹⁰¹ Art. 13 MD Δ7/A/12050/2223/ 14-06-2011

¹⁰² Art. 13 of MD Δ7/A/12050/2223/ 14-06-2011

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Health surveillance Art. 8	<ul style="list-style-type: none"> • To ensure that workers receive health surveillance appropriate to the health and safety risks they incur at work, measures shall be introduced in accordance with national law and/or practices. • The measures shall be such that each worker shall be entitled to, or shall undergo, health surveillance before being assigned to duties related to the activities covered by the Directive and subsequently at regular intervals. • Health surveillance may be provided as part of a national health system. 	<p>No observed discrepancies have been identified with regard to health surveillance.</p>	<ul style="list-style-type: none"> • Does the transposing legislation require health surveillance if workers experience health problems that can be attributed to the performance of the activities covered by the Directive? <p>Y. The legislation¹⁰³ requires for every company to use the services of OP irrespective of the number of the persons employed. In this context every worker receives regularly health surveillance and not only when he experiences health problems.</p> <ul style="list-style-type: none"> • Are the arrangements for health surveillance records specified in the legislation? <p>Y. There is no specific provision in the transposing legislation. Health records are governed by the requirements of art. 18 of Code of OSH Laws.</p> <ul style="list-style-type: none"> • Are the conditions in which health surveillance is required more specifically described in the legislation? <p>Y. Specific medical examinations have to be performed in accordance to the advice of the OP.¹⁰⁴</p> <ul style="list-style-type: none"> • Is the periodicity of health surveillance provided in national law? <p>N. However the OP follows the principles of occupational medicine.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements

¹⁰³ Art. 9 of MD 12050/2011 concerning the Regulation on works at mines and quarries

¹⁰⁴ Art. 11 and 12 of MD Δ7/A/12050/2223/ 14-06-2011

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			N.
Consultation of workers Art. 9	<ul style="list-style-type: none"> • Framework Directive applies 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? <p>Y. The workers' representatives may, <i>inter alia</i>, participate to inspections in the workplaces made by the employer or any authority, appoint external experts, be informed about any accident or incident etc.¹⁰⁵</p>
Limit values	N/A	N/A	N/A
Other issues identified	Minimum requirements for safety and health	No observed discrepancies have been identified.	<p>The legislation is more descriptive than the Directive in a number of subjects, such as: the organisation and operation of the worksite¹⁰⁶, the requirements for the workplaces¹⁰⁷, the exposure to physical, and chemical agents¹⁰⁸, the operation and maintenance of machinery¹⁰⁹, the requirements for the safe execution of works of any phase of the extracting activity (e.g. use of explosives)¹¹⁰.</p> <p>The provisions of national legislation¹¹¹ apply to any undertaking including those without any workers (self-exploitation, i.e. the owner</p>

¹⁰⁵ Art. 5 of MD Δ7/A/12050/2223/ 14-06-2011

¹⁰⁶ Art. 14, 15, 16 of MD Δ7/A/12050/2223/ 14-06-2011

¹⁰⁷ Art. 7 of MD Δ7/A/12050/2223/ 14-06-2011

¹⁰⁸ Art. 21-26 of MD Δ7/A/12050/2223/ 14-06-2011

¹⁰⁹ Art. 34-44 of MD Δ7/A/12050/2223/ 14-06-2011

¹¹⁰ Art. 49-62 of MD Δ7/A/12050/2223/ 14-06-2011.

¹¹¹ Art. 1 &2 of MD Δ7/A/12050/2223/ 14-06-2011.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			exploits the mine himself).

Table 1- 20 Council Directive 92/91/EEC (mineral-extracting industries through drilling) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	<ul style="list-style-type: none"> The Directive applies to the safety and health protection of workers in mineral extracting industries; i.e. industries practising extraction of minerals through drilling by boreholes, prospection with a view to such extraction and/or preparation of extracted materials for sale, excluding activities of processing the materials extracted. 	No observed discrepancies have been identified with regard to the scope and definitions.	
Conducting a risk assessment Art.3(2)	<ul style="list-style-type: none"> A 'safety and health document', covering the relevant requirements of the Framework Directive is drawn up and kept up to date. It shall demonstrate in particular that the risks incurred by the workers at the work place have been determined and assessed. 	No observed discrepancies have been identified with regard to risk assessment.	<ul style="list-style-type: none"> Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? N. However the LI has access to the risk assessment documents and may request copies. Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. Is the content of the risk assessment more detailed than described in the Directive? N. Is a more specific methodology for risk assessment provided in the legislation? N. Are the sources of information and persons in charge of the risk assessment described

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>in the legislation in a more specific manner than in the Directive?</p> <p>Y. The risk assessment has to be conducted and undersigned by the SO, OP, IPPS or EPPS appointed by the employer for the undertaking and/or establishment. The qualifications of these persons and or legal entities are defined in the Code of OSH Laws.</p> <ul style="list-style-type: none"> Does the national legislation include more specific information on the content of the 'health and safety document' as provided for by the Directive for the part related to the risk assessment? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 7	<ul style="list-style-type: none"> Framework Directive applies Workers and/or their representatives shall be informed of all measures to be taken concerning safety and health at workplaces, and in particular those relating to the implementation of Articles 3 (general obligations), 4 (protection from fire, explosions and health-endangering atmospheres), 5 (Escape and rescue facilities) and 6 (communication, warning and alarm systems). The information must be comprehensible to 	No observed discrepancies have been identified with regard to information of workers.	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? <p>N.</p> <ul style="list-style-type: none"> Is the content or form of information to workers further specified? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	the workers concerned.		
Training of workers <i>Art. 10 (Annex Part A 2.5)</i>	<ul style="list-style-type: none"> Workers must be given the necessary information, instructions, training and retraining to ensure their health and safety. The employer must ensure that workers receive comprehensible instructions so as not to endanger their safety and health or those of other workers. 	No observed discrepancies have been identified with regard to training of workers.	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? N. Are there specific requirements as to the competence of trainers provided in the legislation? N. Other additional or more detailed requirements N.
Health surveillance <i>Art. 8</i>	<ul style="list-style-type: none"> To ensure that workers receive health surveillance appropriate to the health and safety risks they incur at work, measures shall be introduced in accordance with national law and/or practices. The measures shall be such that each worker shall be entitled to, or shall undergo, health surveillance before being assigned to duties related to the activities covered by the Directive and subsequently at regular intervals. Health surveillance may be provided as part of a national health system 	No observed discrepancies have been identified with regard to health surveillance.	<ul style="list-style-type: none"> Does the transposing legislation require health surveillance if workers experience health problems that can be attributed to the performance of the activities covered by the Directive? Y. According to PD177/1997, if workers experience health problems they may address the OP of the company or the doctor of the insurance organisation. Are the arrangements for health surveillance records specified in the legislation? N. Are the conditions in which health surveillance is required more specifically described in the legislation? N. Is the periodicity of health surveillance provided in national law? N. Other additional or more detailed

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			requirements N.
Consultation of workers Art. 9	<ul style="list-style-type: none"> • Framework Directive applies 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> • Are there more detailed requirements than in the Framework Directive? N. • Other additional or more detailed requirements N.
Limit values	N/A	N/A	N/A
Other issues identified	Minimum requirements for safety and health.	No observed discrepancies have been identified.	The Annex of the transposing legislation contains specific requirements for the ventilation of enclosed workplaces, as well as for the room dimensions and airspace of rooms, first aid and sanitary facilities etc. ¹¹² The examples provided are more detailed than the Directive's general requirements.

Table 1- 21 Council Directive 92/29/EEC (medical treatment on board vessels) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2(a) and(b), Art 2(3) and (4)	<ul style="list-style-type: none"> • The Directive applies to workers on board a vessel, i.e. any vessel flying the flag of a MS or registered under the plenary jurisdiction of a MS, seagoing or estuary-fishing, publicly or privately owned, excluding inland navigation vessels, warships, pleasure boats used for non-commercial purposes and not manned by professional crews and tugs operating in harbour areas. 	There are no observed discrepancies with regard to the scope of the legislation.	<ul style="list-style-type: none"> • Does the national legislation require a sick bay for vessels board under conditions that go beyond the conditions set by the directive? N. • Does the national legislation require having a doctor responsible for medical care on board under conditions that go beyond the conditions set by the

¹¹² Annex: Section A paragr. 8, 9, 17, 18, Section B paragr. 7, 8, Section Γ paragr. 8, 9 of PD 177/1997

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<ul style="list-style-type: none"> • It applies to workers, excluding port pilots and shore personnel carrying out work on board a vessel at the quayside. • Vessels of more than 500 gross registered tonnes with a crew of 15 or more workers and engaged in voyage of more than three days are required to have a sick bay. • Vessels with a crew of 100 or more workers and engaged in international voyage of more than 3 days are required to have a doctor responsible for medical care on board. 		<p>directive?</p> <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements <p>Y. PD376PD 376/1995 has introduced a more analytical categorisation for each one of the three categories of Annex I (each category includes three subcategories). The aim of this provision is to avoid burdening specific types of vessels, falling within a special category of voyages, or depending on the trip duration, with the additional quantities of medicinal products that would be required if they were placed in a more general class¹¹³.</p>
Conducting a risk assessment	N/A	N/A	N/A
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art. 5	<p>Each Member State shall take the measures necessary to ensure that:</p> <ol style="list-style-type: none"> 1. medical supplies are accompanied by one or more guides to their use, including instructions for use of at least the antidotes required in Annex II section III; 2. all persons receiving professional maritime training and intending to work on board ship have been given basic training in the medical and emergency measures to be taken immediately in the event of an accident or serious medical emergency; 	There are no observed discrepancies with regard to information of workers	<ul style="list-style-type: none"> • Does the national legislation set additional information requirements? <p>N.</p> <ul style="list-style-type: none"> • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? <p>N.</p> <ul style="list-style-type: none"> • Is the content or form of information to workers further specified? <p>N.</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements

¹¹³ Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour, 2014, Part B, Section II.10

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	3. the captain and any worker or workers to whom he delegates the use of the medical supplies pursuant to Article 4 (1) (b) have received special training updated periodically, at least every five years, taking into account the specific risks and needs connected with the different categories of vessel and in accordance with the general guidelines set out in Annex V'		N.
Training of workers Art. 5	Same as above.	No observed discrepancies have been identified.	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation (general training for person likely to command a vessel)? N. <ul style="list-style-type: none"> Are there specific requirements as to the competence of trainers provided in the legislation? N. <ul style="list-style-type: none"> Other additional or more detailed requirements N.
Health surveillance	N/A	N/A	N/A
Consultation of workers	N/A	N/A	N/A
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified.	There are no broader or more stringent requirements relating to the Key requirements.

Table 1- 22 Council Directive 93/103/EC (work on board fishing vessels) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2(b)	<ul style="list-style-type: none"> The Directive applies to any new or existing fishing vessels with a length between perpendiculars of 15 meters (which on or 	There are no observed discrepancies with regard to the scope and definitions of the legislation.	<ul style="list-style-type: none"> Does the national legislation apply the requirement of the Directive to other fishing vessels than the ones covered by

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
<i>and(c)</i>	after 23 November 1995 furthermore satisfied the conditions specified therein) or with a length of 18 metres or over respectively.		the Directive? N. • Other additional or more detailed requirements N.
<i>Conducting a risk assessment</i>	N/A	N/A	N/A
<i>Ensuring preventive and protective services</i>	N/A	N/A	N/A
<i>Information for workers Art.8</i>	<ul style="list-style-type: none"> • The framework Directive applies. • The information must be comprehensible to the workers concerned. 	No observed discrepancies have been identified with regard to the information of workers.	<ul style="list-style-type: none"> • Does the national legislation set additional information requirements? N. • Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. • Is the content or form of information to workers further specified? N. • Other additional or more detailed requirements N.
<i>Training of workers Art.9 Art.10</i>	<p>Art.9</p> <ul style="list-style-type: none"> • Workers shall be given suitable training, in particular in the form of precise, comprehensible instructions, on safety and health on board vessels and on accident prevention • The training shall cover in particular firefighting, the use of life-saving and survival equipment and, for the workers concerned, the use of fishing gear and hauling equipment and the use of various types of signs including hand signals • Such training shall be subject to the 	No observed discrepancies have been identified with regard to the training of workers.	<ul style="list-style-type: none"> • Is more specific information on the scope of training provided in the legislation (general training for person likely to command a vessel)? N. • Are there specific requirements as to the competence of trainers provided in the legislation? N. • Other additional or more detailed requirements N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>necessary updating where this is required by changes in the activities on board</p> <p>Art.10</p> <ul style="list-style-type: none"> Any person likely to command a vessel shall be given detailed training on: <ul style="list-style-type: none"> the prevention of occupational illness and accidents on board and the steps to be taken in event of accident; stability and maintenance of the vessel under all foreseeable conditions of loading and during fishing operations; radio navigation and communication, including procedures. 		
Health surveillance	N/A	N/A	N/A
Consultation of workers Art.11	<ul style="list-style-type: none"> The framework Directive applies 	No observed discrepancies have been identified.	<ul style="list-style-type: none"> Are there more detailed requirements than in the Framework Directive? N. Other additional or more detailed requirements N.
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified.	

Table 1- 23 Council Directive 92/85/EEC (pregnant/breastfeeding workers) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 1 and 2	<p>The Directive applies to pregnant workers and workers who have recently given birth or who are breastfeeding.</p> <ul style="list-style-type: none"> <i>pregnant worker</i> shall mean a pregnant worker who informs her employer of her condition, in accordance with national legislation and/or national practice; <i>worker who has recently given birth</i> shall 	No observed discrepancies have been identified with regard to the scope and definitions.	<ul style="list-style-type: none"> Any additional or more detailed requirements N.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>mean a worker who has recently given birth within the meaning of national legislation and/ or national practice and who informs her employer of her condition, in accordance with that legislation and/or practice;</p> <ul style="list-style-type: none"> • worker who is breastfeeding shall mean a worker who is breastfeeding within the meaning of national legislation and/or national practice and who informs her employer of her condition, in accordance with that legislation and/or practice. 		
<p>Conducting a risk assessment Art. 4</p>	<p>For all activities liable to involve a specific risk of exposure to the agents, processes or working conditions of which a non-exhaustive list is given in Annex I, the employer shall assess the nature, degree and duration of exposure, in the undertaking and/or establishment concerned in order to:</p> <ul style="list-style-type: none"> - assess any risks to the safety or health and any possible effect on the pregnancy or breastfeeding of workers - decide what measures should be taken 	<p>No observed discrepancies have been identified with regard to the risk assessment.</p>	<ul style="list-style-type: none"> • Does the national legislation go beyond the Directive by prohibiting exposure of agent listed in Annex I without carrying out a risk assessment? N. • Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? N. However the LI has access to the risk assessment documents and may request copies. • Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. • Is the content of the risk assessment more detailed than described in the Directive? N. • Is a more specific methodology for risk assessment provided in the legislation? N. • Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>than in the Directive?</p> <p>Y. The risk assessment has to be conducted and undersigned by the SO, OP, IPPS or EPPS appointed by the employer for the undertaking and/or establishment. The qualifications of these persons and or legal entities are defined in the Code of OSH Laws.</p>
Ensuring preventive and protective services	N/A	N/A	N/A
Information for workers Art.4(2)	Pregnant workers, workers who have recently given birth, workers who are breastfeeding in the undertaking and/or establishment concerned shall be informed of the results of the assessment and of all measures to be taken concerning health and safety at work.	No observed discrepancies have been identified with regard to information of workers.	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. Is the content or form of information to workers further specified? N. Other additional or more detailed requirements N.
Training of workers	N/A	N/A	N/A
Health surveillance	N/A	N/A	N/A
Consultation of workers	N/A	N/A	N/A
Limit values Art. 6	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified.	

Table 1- 24 Council Directive 91/383/EEC (temporary workers) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and	<ul style="list-style-type: none"> This Directive shall apply to: 	No observed discrepancies have been	<ul style="list-style-type: none"> Any additional or more detailed

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
definitions Art 3(1) read in conjunction with Art 2	<ul style="list-style-type: none"> o employment relationships governed by a fixed-duration contract of employment concluded directly between the employer and the worker, where the end of the contract is established by objective conditions such as: reaching a specific date, completing a specific task or the occurrence of a specific event; o temporary employment relationships between a temporary employment business which is the employer and the worker, where the latter is assigned to work for and under the control of an undertaking and/or establishment making use of his services. 	identified with regard to the scope and definitions.	<p>requirements</p> <p>Y. PD17/1996 transposed at the same time both Directive 89/391/EEC and Directive 91/383/EEC. Within the scope of PD17/1996 'worker' is considered any person that is employed by an employer under any employment relationship. Similarly, the Code of OSH Laws that was adopted in 2010 applies to all workers, irrespective of the type of employment relationship (fixed-term, indefinite and temporary)</p> <p>Moreover, specific provisions have been adopted (L 4052/2012, MD 4690/2014) for the safety and health of workers with temporary employment relationship¹¹⁴.</p>
Conducting a risk assessment	N/A	N/A	N/A
Ensuring preventive and protective services Art. 6	<ul style="list-style-type: none"> • Protective and prevention services are to be informed about the assignment of workers with temporary or fixed-duration contracts 	No observed discrepancies have been identified with regard to preventive and protective services.	<ul style="list-style-type: none"> • Does the legislation define in more specific terms information to be provided to such services? <p>For fixed-term workers the answer is N and it should be noted that L 3850/2010 involves in general three entities: employer-worker-preventive service (whatever is: SO, OP, IPPS, EPPS).</p> <p>On the other hand, the situation is different concerning temporary workers, where another entity is added: the user undertaking. This entity is not defined in L 3850/2010 but it is co-responsible with the</p>

¹¹⁴ With these legal acts legal responsibilities of all parties involved in the relevant employment contracts are defined. In this context responsibilities on OHS issues are also clarified. In addition provisions of 91/383, which gave the option to MS to adopt additional measures, were not used by Greece at the time of initial transposition. This is the case of art 5 of 91/383, where MS have the option of prohibiting workers with this employment contract from being used in certain type of dangerous works. For this reason the MD 4690/12 was adopted, repealing the pre-existing MD 15526 (no similar act existed before 2010).

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			<p>employer of the assigned temporary worker for the working conditions as well as for the occupational accidents (art. 125 of L 4052/2010). The user undertaking shall provide information on specific health surveillance requirements as well as on major or particular risks related to the assigned work and the employer must provide the workers with this information (art. 124 paragr. 3 of L 4052/2010). Therefore there is a question concerning each party's obligations.</p> <p>Moreover, it should be noted that preventive services may be appointed by the user undertaking (for its own workers) and by the employer (for the temporary workers assigned for works in the user undertaking's site). As a result, in the same worksite two preventive services may co-exist.</p> <p>In the context of this complex situation the reference only to Code of OSH Laws does not reflect the situation on temporary employment.</p>
Information for workers Art.3 (and 7)	<ul style="list-style-type: none"> In addition to the general requirements with regard to workers' information, temporary workers shall be informed of special occupational qualifications or skills or special medical surveillance and about increased risks that the job may entail. 	No observed discrepancies have been identified with regard to the information of workers.	<ul style="list-style-type: none"> Does the legislation provide for specific conditions (e.g. size of the establishments) in relation to workers information? N. Is the content or form of information to workers further specified? N. Other additional or more detailed requirements N.
Training of workers Art.4	<ul style="list-style-type: none"> In addition to the general requirements regarding training, each temporary worker must receive sufficient training appropriate to the particular characteristics of the job, account being taken of his qualifications 	This provision has not been transposed into the national legislation. However temporary workers must be provided (by their employer) with suitable training as article 48 of the Code of OSH Laws applies to all	<ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation? N. Other additional or more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	and experience.	workers. In addition, the temporary workers must be provided (by the user) with suitable training opportunities like those provided to the user's personnel ¹¹⁵ (art. 118, paragr. 5 of L 4052/2012).	N.
Health surveillance Art.5(2)	<ul style="list-style-type: none"> Workers who are used for particularly dangerous work which requires special medical surveillance must be provided with appropriate special medical surveillance. 	No observed discrepancies have been identified with regard to health surveillance.	<ul style="list-style-type: none"> Does the transposing legislation require medical surveillance for all types of temporary workers? Y. Article 18 of the Code of OSH Laws on health surveillance is applicable to all workers, irrespective of the employment relationship. Moreover, each employer of temporary workers is obliged to use the services of OP irrespective of the number of workers employed.¹¹⁶ Are the arrangements for health surveillance records specified in the legislation? N. However Article 18 of the Code of OSH Laws on health surveillance is applicable to all workers, irrespective of the employment relationship. Are the conditions in which health surveillance is required more specifically described in the legislation? N. However Article 18 of the Code of OSH Laws on health surveillance is applicable to all workers, irrespective of the employment relationship. Is the periodicity of health surveillance provided in national law? N. However Article 18 of the Code of OSH

¹¹⁵ Art. 118, paragr. 5 of L 4052/2012

¹¹⁶ Art. 125 of L 4052/2012 concerning the health and safety of temporary workers.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			Laws on health surveillance is applicable to all workers, irrespective of the employment relationship. <ul style="list-style-type: none"> • Other additional or more detailed requirements N.
Consultation of workers	N/A	N/A	N/A
Limit values	N/A	N/A	N/A
Other issues identified	Prohibition of particularly dangerous works	No observed discrepancies have been identified.	Under L4052/2012 a MD prohibiting certain types of hazardous work for workers on temporary agency work has been adopted. The employment of temporary workers in these works is prohibited unless they have specific diploma, licence or other qualification/ education appropriate for the task they will exercise. ¹¹⁷ The list includes 18 activities ¹¹⁸ .

Table 1- 25 Council Directive 94/33/EC (young people at work) - Observed discrepancies, more stringent and more detailed requirements

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Scope and definitions Art. 2(1) in conjunction with Art. 3 Art. 2(2)	<ul style="list-style-type: none"> • The Directive applies to any person under 18 years of age (defined as a 'young person') having an employment contract or an employment relationship. • It provides for the optional exclusion of occasional or short-term work in domestic service in a private household or of work not considered to be harmful, damaging or dangerous to young people in a family 	No observed discrepancies have been identified with regard to the scope and definitions.	<ul style="list-style-type: none"> • Does the transposing legislation cover occasional or short-term work in domestic service in a private household or work not considered to be harmful, damaging or dangerous to young people in a family undertaking? Y. Without prejudice to article 7 of PD62/1998 that sets the general requirements for work of young people, the Code of OSH Laws does not apply to occasional or short-term work in

¹¹⁷ MD 4690/12/2014.

¹¹⁸ Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour, 2014, Part B, Section II.9

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	undertaking.		agriculture, forestry and animal husbandry, provided they are light and performed during the day. <ul style="list-style-type: none"> Other additional or more detailed requirements The legislation also covers self-employment of young people.
Conducting a risk assessment Art. 6(2)	<ul style="list-style-type: none"> The employer shall implement the measures necessary to protect the safety and health of young people on the basis of an assessment of the hazards to young people in connection with their work. <p>The assessment must be made before young people begin work and when there is any major change in working conditions and must pay particular attention to the following points:</p> <p>(a) the fitting-out and layout of the workplace and the workstation;</p> <p>(b) the nature, degree and duration of exposure to physical, biological and chemical agents;</p> <p>(c) the form, range and use of work equipment, in particular agents, machines, apparatus and devices, and the way in which they are handled;</p> <p>(d) the arrangement of work processes and operations and the way in which these are combined (organization of work);</p> <p>(e) the level of training and instruction given to young people.</p> <ul style="list-style-type: none"> Where this assessment shows that there is a risk to the safety, the physical or mental health or development of young people, an appropriate free assessment and monitoring of their health shall be provided 	No observed discrepancies have been identified with regard to risk assessment.	<ul style="list-style-type: none"> Does the transposing legislation provide for a risk assessment to be conducted on a regular basis (i.e. every year) independently of any major change in working conditions? N. Does the national legislation require employers to submit risk assessment to national authorities whether on request or automatically? N. However the LI has access to the risk assessment documentation and may receive copies of it. Are the risks to be taken into account in the assessment described in a more specific manner than in the Directive? N. Is the content of the risk assessment more detailed than described in the Directive? N. Is a more specific methodology for risk assessment provided in the legislation? N. Are the sources of information and persons in charge of the risk assessment described in the legislation in a more specific manner than in the Directive? Y. The risk assessment has to be conducted and undersigned by the SO, OP, IPPS or EPPS appointed by the employer for the

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	<p>at regular intervals without prejudice to Directive 89/391/EEC.</p> <ul style="list-style-type: none"> The free health assessment and monitoring may form part of a national health system. 		<p>undertaking and/or establishment. The qualifications of these persons and or legal entities are defined in the Code of OSH Laws. In the shipping and fisheries sectors the obligation of performing the risk assessment is charged to the ship-owner or the captain.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Ensuring preventive and protective services Art. 6(4)	<ul style="list-style-type: none"> The employer shall involve the protective and preventive services referred to in Article 7 of Directive 89/391/EEC in the planning, implementation and monitoring of the safety and health conditions applicable to young people. 	<p>No observed discrepancies have been identified with regard to preventive and protective services.</p>	<ul style="list-style-type: none"> Does the national legislation set any specific/detailed rules on the way and extent of the involvement of protective and preventive services in the planning, implementation and monitoring of the safety and health conditions applicable to young people? <p>Y. The SO, OP, IPPS, EPPS appointed by the employer shall advise him about all subjects related to health and safety of young workers.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Information for workers Art. 6(3)	<ul style="list-style-type: none"> The employer shall inform young people of possible risks and of all measures adopted concerning their safety and health. Furthermore, he shall inform the legal representatives of children of possible risks and of all measures adopted concerning children's safety and health. 	<p>No observed discrepancies have been identified with regard to information of workers.</p>	<ul style="list-style-type: none"> Is the content or form of information to young workers/legal representatives of children further specified? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>Y. The obligation of informing the representatives applies also to young workers' legal representatives (this is not applied to young workers employed to maritime sector¹¹⁹).</p>

¹¹⁹ Art. 4 of PD 407/2001 concerning the protection of young workers in maritime sector.

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
Training of workers Art.6 (2)	<ul style="list-style-type: none"> The employer shall implement the measures necessary to protect the safety and health of young people on the basis of an assessment of the hazards to young people in connection with their work. <p>The assessment must be made before young people begin work and when there is any major change in working conditions and must pay particular attention to the following points:</p> <p>(e) the level of training and instruction given to young people. *</p>	No observed discrepancies have been identified with regard to training of workers.	<ul style="list-style-type: none"> Does the transposing legislation provide for mandatory training of young workers (according to the Directive, the level of training given must be taken into account in assessing any hazards although there is no explicit requirement to provide any such training)? <p>Y. The employer shall take the necessary measures to train the young workers with a view to perform their duties with safety. The young workers perform their duties under the supervision of an appropriate person, for a time period depended on the kind of their work.</p> <ul style="list-style-type: none"> Is more specific information on the scope of training provided in the legislation in relation to young workers? <p>N.</p> <ul style="list-style-type: none"> Other additional or more detailed requirements <p>N.</p>
Health surveillance Art. 6(2) and 9(3)	<p>Where the assessment shows that there is a risk to the safety, the physical or mental health or development of young people, an appropriate free assessment and monitoring of their health shall be provided at regular intervals without prejudice to Directive 89/391/EEC.</p> <p>The free health assessment and monitoring may form part of a national health system.</p> <ul style="list-style-type: none"> Prior to any assignment to night work and at regular intervals thereafter, adolescents shall be entitled to a free assessment of their health and capacities, unless the work they do during the period during which 	No observed discrepancies have been identified with regard to health surveillance.	<ul style="list-style-type: none"> Besides night work and cases where an assessment of the hazards to young people in connection with their work was shown that there is a risk to the safety, the physical or mental health or development of young people, does the transposing legislation provide for a free health assessment of young workers in other circumstances? <p>Y. Prior to his employment every young worker receives appropriate health surveillance by the responsible department of national health system, which issues a relevant certificate declaring that the selected job (by the young worker) does not affect their health or their physical and</p>

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
	work is prohibited is of an exceptional nature.		<p>mental growth. The health surveillance and any other medical examination requested by the responsible doctor are free of charge for the young worker.¹²⁰ If the employer uses the services of an OP, he may be involved in the procedure.</p> <p>For the shipping and fisheries sectors the ship-owner is responsible of the coverage of any charges related to health assessment¹²¹.</p> <ul style="list-style-type: none"> • Are the arrangements for health surveillance records specified in the legislation? <p>N.</p> <ul style="list-style-type: none"> • Are the conditions in which health surveillance is required more specifically described in the legislation? <p>Y. See the answer on the first question of this section</p> <ul style="list-style-type: none"> • Is the periodicity of health surveillance provided in national law? <p>Y. According to article 62 of the Code of OSH Laws, medical examinations are repeated (a) every 12 months until the completion of 18th years age (b) in shorter periods according to the opinion of the responsible doctor (c) after any work change. For the shipping and fisheries sector the conditions (a) and (b) apply, and the medical certificate issued is valid for one year¹²².</p> <ul style="list-style-type: none"> • Other additional or more detailed requirements

¹²⁰ Art. 57-63 of Code of OSH Laws (L3850/2010).

¹²¹ Art. 4 of PD 407/2001 concerning the protection of young workers in maritime sector

¹²² Art. 3 of MD 3522.2/08/2013 concerning “The regulation on the application of requirements of the Maritime Labour Convention, 2006 of ILO”

	Main provisions	Observed discrepancies	More detailed or broader requirements, including more stringent
			N.
Consultation of workers	N/A	N/A	N/A
Limit values	N/A	N/A	N/A
Other issues identified		No observed discrepancies have been identified.	For every young worker a personal work logbook is issued as per the requirement of Article 57 Code of OSH Laws (it seems not to be applied in shipping and fisheries sector, although N. 3850/2010 does not explicitly exclude it). The health surveillance certificate is prerequisite for the issuance of the logbook. The overall procedure is under the control of the LI. ¹²³ The legislation includes provisions where a number of works are considered as dangerous for the safety and health of young workers. The employment of young workers in these works is prohibited. ¹²⁴

* The level of training given must be taken into account in assessing any hazards although there is no explicit requirement to provide any such training.

¹²³ Art. 57-63 Code of OSH Laws (L3850/2010).

¹²⁴ MD 130621/2003 concerning the young workers' prohibited works.

1.3.2 Options

This sub-section considers the options provided by the directives to the Member States to exercise their legislative powers beyond what is strictly required by the Directives. In this case, Member States can ultimately set more stringent measures than those required by the Directive. The analysis here reviews whether these options have been used, contributing to the identification of more stringent measures.

Greece has made use of the options laid down in Articles 5(1) and 7(2) second indent of Directive 91/383/EEC on temporary workers. The employment of temporary agency workers (not fixed-term contract workers) is prohibited in certain particularly dangerous cases.

Table 1- 26 Options

Directive	Y/N	Legal references and brief description
Directive 2000/54/EC on biological agents - Annex I	N	
Directive 91/383/EEC on temporary workers - Art. 5(1)	Y	Based on transposing legislation for Directive 2008/104/EC on temporary agency work, a MD now in force (4690/12/2014) lists works that are considered as particularly dangerous for temporary workers. The employment of temporary workers in these works is prohibited unless they have a specific diploma, licence or other qualification/education appropriate for the task they will exercise. This option has not been used for fixed-term contract workers.
Directive 91/383/EEC on temporary workers - Art. 5(3)	N	
Directive 91/383/EEC on temporary workers - Art. 7(2) second indent	Y	Article 124 of L4052/2012) requires that, within a written contract, the user undertaking notifies the temporary employment business on the professional qualifications, the specific features, the specific health surveillance and the specific and /or major risks related to the work under request. The temporary employment business notifies this information to the workers concerned.

1.4 INTERACTIONS

This section aims at identifying synergies provided in the national legislation for the transposition of CPMs across Directives.

The Greek Code of OSH Laws sets out very general requirements on information for workers, training of workers, and health surveillance, while specific requirements are set out in each of the specific PDs. However, with regard to risk assessment, preventive and protective services, and consultation of workers, the Code of OSH Laws sets out all necessary specific articles, while the PDs merely include some specific cases.

The results of the analysis are presented in table 1-27 below.

Table 1- 27 Interactions between CPMs across OSH Directives

	<i>Risk assessment</i>	<i>Preventive and protective services</i>	<i>Information for workers</i>	<i>Training of workers</i>	<i>Health surveillance</i>	<i>Consultation of workers</i>
Directive 89/391/EEC (Framework Directive)	Art. 42(8a) and 43(1a) Code of OSH Laws (L3850/2010)	Art. 8-24 Code of OSH Laws (L3850/2010) and PD 95/1999	Art. 40 and 47 Code of OSH Laws (L3850/2010)	Art. 48 Code of OSH Laws (L3850/2010)	Art. 19 and 39 Code of OSH Laws (L3850/2010)	Art. 4-7 and 46 Code of OSH Laws (L3850/2010)
Council Directive 89/654/EEC (workplace)	/	/	Art. 8 of PD 16/1996	/	/	Art. 9 of PD 16/1996
Directive 2009/104/EC (work equipment)	Art. 3 of PD 395/1994	Art. 3(2) of PD 395/1994 (written opinion of SO)	Art. 6 of PD 395/1994	Art. 7 of PD 395/1994	/	Art. 8 of PD 395/1994
Council Directive 89/656/EEC (PPE)	Art. 5 of PD 396/1994	Art. 5(1) of PD 396/1994 (written opinion of SO and OP)	Art. 8 of PD 396/1994	Art. 8 of PD 396/1994	/	Art. 9 of PD 396/1994
Council Directive 92/58/EEC (OSH signs)	/	/	Art. 6 of 105/1995	Art. 7 of 105/1995	/	Art. 8 of 105/1995
Directive 1999/92/EC (ATEX)	Art. 4 and 8 of PD 42/2003	/	Para 1.2 of Annex 2 Section A of PD 42/2003	Para 1.1 of Annex 2 Section A of PD 42/2003	/	/
Council Directive 90/269/EEC (manual handling of loads)	Art. 4 of PD 397/1994	/	Art. 6 of PD 397/1994	Art. 6 of PD 397/1994	Art. 5 of PD 397/1994	Art. 7 of PD 397/1994
Council Directive 90/270/EEC (display screen equipment)	Art. 3 of PD 398/1994	/	Art. 7 of PD 398/1994	Art. 7 of PD 398/1994	Art. 10 of PD 398/1994	Art. 9 of PD 398/1994
Directive 2002/44/EC (vibration)	Art. 4 of PD 176/2005	/	Art. 6 of PD 176/2005	Art. 6 of PD 176/2005	Art. 8 of PD 176/2005	Art. 7 of PD 176/2005
Directive 2003/10/EC (noise)	Art. 4 of PD 149/2006	/	Art. 8 of PD 149/2006	Art. 8 of PD 149/2006	Art. 10 of PD 149/2006	Art. 9 of PD 149/2006

	<i>Risk assessment</i>	<i>Preventive and protective services</i>	<i>Information for workers</i>	<i>Training of workers</i>	<i>Health surveillance</i>	<i>Consultation of workers</i>
Directive 2004/40/EC (electromagnetic fields)	N/A ¹²⁵	N/A	N/A	N/A	N/A	N/A
Directive 2006/25/EC (artificial optical radiation)	Art. 4 of PD 82/2010	/	Art. 6 of PD 82/2010	Art. 6 of PD 82/2010	Art. 8 of PD 82/2010	Art. 7 of PD 82/2010
Directive 2004/37/EC (carcinogens or mutagens)	Art. 3 of PD 399/1994	/	Art. 12 of PD 399/1994	Art. 11 of PD 399/1994	Art. 14 of PD 399/1994	Art. 13 of PD 399/1994
Council Directive 98/24/EC (chemical agents at work)	Art. 4 of PD 338/2001	/	Art. 8 of PD 338/2001	Art. 8 of PD 338/2001	Art. 10 of PD 338/2001	Art. 11 of PD 338/2001
Directive 2009/148/EC (asbestos)	Art. 3 of PD 212/2006	/	Art. 16 of PD 212/2006	Art. 13 of PD 212/2006	Art. 17 of PD 212/2006	Art. 3(3), Art. 4(3), Art. 7(3), Art. 11(2), Art. 16(2b) of PD 212/2006
Directive 2000/54/EC (biological agents)	Art. 3 of PD 186/1995	/	Art. 10 of PD 186/1995	Art. 9 of PD 186/1995	Art. 14 of PD 186/1995	Art. 12 of PD 186/1995
Council Directive 92/57/EEC (temporary or mobile construction sites)	Art. 3 of PD 395/1996 (health and safety plan)	/	Art. 10 of PD 395/1996	/	/	Art. 11 of PD 395/1996
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)	Art. 2 of MD 14080/732/1996 (health and safety document)	/	Art. 7, para 1.5 of Annex Section A of MD 14080/732/1996	Para 1.5 of Annex Section A of MD 14080/732/1996	Art. 8 of MD 14080/732/1996	Art. 9 of MD 14080/732/1996
Council Directive 92/91/EEC (mineral-extracting industries through drilling)	Art. 3 of PD 177/1997 (health and safety document)	Art. 3(4) of PD 177/1997	Art. 7 of PD 177/1997	Para 2.5 of Annex Section A of PD 177/1997	Art. 8 of PD 177/1997	Art. 9 of PD 177/1997
Council Directive 92/29/EEC (medical treatment on board)	/	/	Art. 6 of PD 376/1995	Art. 6 of PD 376/1995	/	/

¹²⁵ N/A refers to “not applicable because the Directive has not been transposed in national legislation”. The acronym of N/A will be used consistently throughout the remainder of the tables.

	<i>Risk assessment</i>	<i>Preventive and protective services</i>	<i>Information for workers</i>	<i>Training of workers</i>	<i>Health surveillance</i>	<i>Consultation of workers</i>
vessels)						
Council Directive 93/103/EC (work on board fishing vessels)	/	/	Art. 8 of PD 281/1996	Art. 9-10 of PD 281/1996	/	/
Council Directive 92/85/EEC (pregnant/breastfeeding workers)	Art. 3 of PD 176/1997	/	Art. 4 of PD 176/1997	/	/	/
Council Directive 91/383/EEC (temporary workers)	/	Art. 125 of Law 4052/2012	Art. 124(3) of Law 4052/2012	/	/	/
Council Directive 94/33/EC (young people at work)	Art. 6 of PD 62/1998	Art. 3(4) of PD 62/1998	Art. 3(5) of PD 62/1998	Art. 3(6) of PD 62/1998	Art. 3(2) of PD 62/1998 and Art. 60-63 Code of OSH Laws (L3850/2010)	/
Conclusions on interactions between Directives	The risk assessment is an integral part of the dynamic OSH framework established by the Code of OSH Laws. It aims at being comprehensive in its approach identifying risks and preventive measures and shall be regularly updated. Overarching requirements for the risk assessment are included in	The functioning of SO, OP, ISPP and ESPP is set out in specific articles of the recent Code of OSH Laws and in PD 95/1999. The general obligations and duties of these services are set in the Code of OSH Laws. Special requirements, such as cases when they shall be asked for advice by the employer (e.g. prior to the	The Code of OSH Laws contains a very general requirement on information for workers. The individual Directives' specific requirements are set out in each of the specific PDs.	The Code of OSH Laws contains a general requirement on training of workers. The individual Directives' specific requirements are set out in each of the specific PDs.	The Code of OSH Laws contains a general requirement on health surveillance. This general requirement is associated with OP, IPPS and EPPS legislation, which requires that every employer with 50 or more workers must use these services. The specific PDs set out specific health surveillance requirements.	The Code of OSH Laws deals with consultation of workers, as well as with the requirements for the establishment and functioning of the workers' OSH Committees in the in an overarching manner. The Code requires the involvement of the OSH Committee in important decisions relating to the health and

	Risk assessment	Preventive and protective services	Information for workers	Training of workers	Health surveillance	Consultation of workers
	<p>the Code of OSH Laws and the MC issued for PD 17/1996¹²⁶. However, some specific additional requirements are set out in the specific PDs, such as specific risks or parameters to assess.</p>	<p>selection of workplace equipment, personal protective equipment), are included in the specific PDs transposing separate individual Directives. However these persons or entities are involved in the overall OSH implementation as set in all the transposing PDs as they carry out and sign the risk assessment in each establishment or undertaking.</p>				<p>safety of workers. However, specific requirements about the involvement of the OSH Committee are also reflected in the specific PDs</p>

¹²⁶ Ministerial Circular 130297/15-7-1996 on the application of PD 17/1996 that transposed the Directive 89/391/EEC

2 MAPPING QUESTION 2: GAPS IN CONTENT OR TIME

This section aims at determining whether the Member State has applied or used derogations and transitional periods when provided for by the Directives. Provisions setting options are covered under MQ1, in section 1.3.

2.1 TRANSITIONAL PERIODS

Transitional periods: these are periods of time where a derogation applies with extended deadlines for the implementation of particular provisions of the Directives. It is noteworthy that most of the transitional periods are not applicable anymore as the dates by which provisions in question had to be implemented at latest have already passed. However, these periods should be taken into consideration to explain delays in implementation of certain Directives.

Such transitional periods can be found in eight Directives as listed below. For all these Directives, Greece has set transitional periods.

Table 2- 1 Transitional Periods

<i>Directive</i>	<i>Transitional periods applied</i>	<i>Transitional period respected</i>	<i>Date of end of application of the transitional period</i>
Directive 92/91/EC (mineral-extracting industries through drilling)	Yes	Yes	3 November 1997
Directive 92/104/EC (surface and underground mineral extracting industries)	Yes	Yes	3 December 2003
Directive 93/103 (work on board fishing vessels)	Yes	Yes	23 November 2002
Directive 2002/44/EC (vibration)	Yes	Yes	6 July 2010 6 July 2014
Directive 2003/10/EC (noise)	Yes	Yes	15 February 2011 15 February 2008
Directive 2009/104/EC¹²⁷ (work equipment)	Yes	Yes	31 December 1996 5 December 2002
Directive 1999/92/EC (ATEX)	Yes	Yes	30 June 2006
Directive 90/270/EEC (display screen equipment)	Yes	Yes	31 December 1996

2.2 DEROGATIONS

Derogations: these are provisions, which explicitly permit Member States to derogate from certain requirements contained in the Directive. All derogations are accompanied by conditions which need to be fulfilled before and/or after derogation is permitted. The following table shows which derogations have been used and whether or not the conditions attached are adequately reflected in the transposing

¹²⁷ Directive 2009/104/EC has not been transposed, the references on transitional periods are made based on the national legislation transposing the previous EU work equipment Directives.

legislation.

Greek transposing legislation has not made use of the derogations reflected in Directive 89/656/EEC on personal protective equipment, Directive 92/57/EEC on temporary or mobile construction sites, Directive 92/58/EEC on safety and/or health signs at work, Directive 92/85/EEC on breastfeeding workers, and Directive 2004/40/EC on electromagnetic fields – the latter because it has not been transposed. The possibility to allow young people to work, to do night work in certain cases, and to work in case of force majeure as well as the derogation from minimum rest periods in the fisheries and shipping sectors (Directive 94/33/EC on the protection of young people at work) have been laid down in Greek legislation. The conditions attached to these derogations have been transposed as well. The derogations reflected in Directive 98/24/EC on chemical agents at work (on the use of certain chemical agents under certain circumstances), Directive 2002/44/EC on vibration (on compliance with exposure limit values) and Directive 2003/10/EC on noise (on the use of individual hearing protectors) have also been reflected in Greek national legislation, together with the conditions attached to them.

Table 2- 2 Derogations

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
Directive 89/656/EEC on personal protective equipment	Art.4.6, second indent	Member States' legislation may allow for contribution of workers towards the costs of some personal protective equipment.	N	Greece has not made use of this derogation.	The derogation applies in circumstances where use of the equipment is not exclusive to the workplace	N	Greece has not made use of this derogation
Directive 92/57/EEC on temporary or mobile construction sites	Art. 3.2	Derogation from the obligation to draw up a health and safety plan	N	Greece has not made use of this derogation.	The derogation does not cover work involving particular risks as listed in Annex II.	N	Greece has not made use of this derogation.
				Greece has not made use of this derogation.	The derogation does not cover work for which prior notice is required pursuant to paragraph 3 of this Article.	N	Greece has not made use of this derogation.
Directive 92/58/EEC on safety and/or health signs at work	Art. 6.2.	Derogation from the application of Annex VIII, section 2	N	Greece has not made use of this derogation.	Alternative measures guaranteeing the same level of protection laid down.	N	Greece has not made use of this derogation
		Derogation from the application of Annex IX, section 3	N	Greece has not made use of this derogation.	Alternative measures guaranteeing the same level of protection laid down	N	Greece has not made use of this derogation.
Directive 92/85/EEC on breastfeeding workers	Art.11.4	Member States may make entitlement to benefits conditional	N	Greece has not made use of this derogation.	The worker concerned shall fulfil the conditions of eligibility for such benefits laid down under national legislation.	N	Greece has not made use of this derogation.
					These conditions may under no circumstances provide for periods of previous employment in excess of 12 months immediately prior to the presumed date of confinement.	N	Greece has not made use of this derogation.

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
Directive 94/33/EC on the protection of young people at work	Art.5.3	Derogation from the requirement to receive a prior authorisation for the employment of children for the purposes of performance of children in cultural and similar activities	N	Greece has not made use of this derogation.	In the case of children of at least 13 years of age, Member States may authorize, by legislative or regulatory provision, in accordance with conditions which they shall determine, the employment of children for the purposes of performance in cultural, artistic, sports or advertising activities.	N	Greece has not made use of this derogation.
	Art. 7.3.	Derogation from the prohibition of employment of young people for works listed in Article 7.2 in the case of adolescents	Y	Art. 7(5) of PD 62/1998 lays down derogation from the prohibition of employment of young people listed in Art. 7(2) and 7(3) of the PD.	Derogations indispensable for their vocational training	Y	Art. 7(5) of PD 62/1998 effectively reflects the provisions of the Directive. In this context, the LI issues a permit, following an employer's request, and approves derogations indispensable for the vocational training of young people, <u>under the condition that</u> (see below):
					Protection of their safety and health is ensured by the fact that the work is performed under the supervision of a competent person within the meaning of Article 7 of Directive 89/391/EEC	Y	Protection of their safety and health is ensured by the fact that the work is performed under the supervision of SO, OP, IPPS, EPPS, <u>and</u> (see below):
					Protection afforded by Framework Directive is guaranteed	Y	the protection afforded by the PD is guaranteed
	Art. 8.5	Derogations from limits on the working hours of children specified in Article	N	Greece has not made use of this derogation.	Derogation is justified by way of exception	N	Greece has not made use of this derogation.
					<u>Or</u> Derogation is used because objective grounds	N	Greece has not made use of this derogation.

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
		8.1.(a).			are provided		
					Member States shall, by legislative or regulatory provision, determine the conditions, limits and procedure for implementing such derogations.	N	Greece has not made use of this derogation.
	Art.9.2	Article 9 (2) a Member States may, by legislative or regulatory provision, authorize work by adolescents in specific areas of activity during the period in which night work is prohibited as referred to in paragraph 1 (b).	N	Greece has not made use of this derogation.	Work by adolescents in specific areas of activity	N	Greece has not made use of this derogation.
					Supervision of the adolescent by an adult where such supervision is necessary for the adolescent's protection.	N	Greece has not made use of this derogation.
					Work shall continue to be prohibited between midnight and 4 a.m.	N	Greece has not made use of this derogation.
		Article 9 (2) b second indent Derogation from prohibition of night work for adolescents for: — work performed in the shipping or fisheries sectors; — work performed in the context of the armed forces or the police; — work performed in hospitals or similar establishments; — cultural, artistic, sports or advertising activities.	Y	For work performed in the shipping or fisheries sectors the night work is prohibited. However the prohibition does not apply (i) if an education/training programme or drill for receiving certificate of maritime capability (ii) if objective reasons for the proper functioning of the ship is affected (Art 7 of PD 407/2001)	Objective grounds for so doing	Y	Art 7 of PD 407/2001 provides that prohibition does not apply (i) if an education/training programme or drill for receiving certificate of maritime capability (ii) if objective reasons for the proper functioning of the ship is affected
					and provided that adolescents are allowed suitable compensatory rest time	Y	Art 7 of PD 407/2001 requires that adolescents are allowed suitable compensatory rest time.
					and that the objectives set out in Article 1 are not called into question:	N	No reference of PD 407/2001 to that condition.

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
	Art.10.3	Derogation from the minimum rest periods for interruption in the case of activities involving periods of work that are split up over the day or are of short duration.	Y	Greece has made use of this derogation for work performed in the shipping or fisheries sectors.			
	Art. 10.4	Derogations from rest periods in respect of adolescents for (a) work performed in the shipping or fisheries sectors; (b) work performed in the context of the armed forces or the police; (c) work performed in hospitals or similar establishments; (d) work performed in agriculture; (e) work performed in the tourism industry or in the hotel, restaurant and café sector; (f) activities involving periods of work split up over the day.	Y	Greece has made use of this derogation for the work performed in the shipping or fisheries sectors, in cases related to the proper and safe functioning of the ship (Art 8 of PD 407/2001).	Objective grounds are provided and provided that they are granted appropriate compensatory rest time and that the objectives set out in Article 1 are not called into question	Y	Art 8 of PD 407/2001 requires that adolescents are granted appropriate compensatory rest time.
	Art. 13	Member States may, by legislative or regulatory provision, authorize derogations from Article 8 (2),	Y	Greece has made use of this derogation for the work performed in the shipping or fisheries sectors (Art. 10 of PD 407/2001),	Work is of a temporary nature and must be performed immediately	Y	Art. 10 of PD 407/2001 effectively reflects the provisions of the Directive. In this context the work performed is related to (a)

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
		Article 9 (1) (b), Article 10 (1) (b) and, in the case of adolescents, Article 12, for work under force majeure					urgent need, (b) specific operational need for the protection of the functioning of the ship, the protection of the sea environment and the public interest, and it cannot be delayed or predicted at the beginning of the trip.
					Adult workers are not available	Y	Adult workers are not available.
					Adolescents are allowed equivalent compensatory rest time within the following three weeks.	Y	Art. 10 of PD 407/2001 effectively reflects the provisions of the Directive. Adolescents are allowed equivalent compensatory rest time within the following three weeks.
Directive 98/24/EC on chemical agents at work	Art. 9.2 and 9.3	Derogations from prohibition of the use of certain chemical agents and activities involving chemical agents in the following circumstances: - for the sole purpose of scientific research and testing, including analysis, - for activities intended to eliminate chemical agents that are present in the form of by-products or waste products, - for the production of the chemical agents referred to in	Y	Art. 9 of PD 338/2001 effectively transposes the derogations and conditions laid down in art. 9.2 and 9.3 of the Directive.	Exposure of workers to chemical agents must be prevented, via single closed systems, from which the chemical agents may be removed only to the extent necessary to monitor the process or service the system.	Y	Art. 9 of PD 338/2001 effectively transposes the derogations and according to conditions laid down in art. 9.2 of the PD exposure of workers to chemical agents must be prevented, via single closed systems, from which the chemical agents may be removed only to the extent necessary to monitor the process or service the system.
					Member States may provide for systems of individual authorisations.	Y	Art. 9 of PD 338/2001 in paragr. 3 lays down a system of individual authorisation, according to which an employer asks for a permit by the LI.
					The competent authority shall request the employer to submit the information	Y	According to Art. 9 paragr. 3 of PD 338/2001 the employer submits to the LI the

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
		paragraph 1 for use as intermediates, and for such use.			listed in Article 9.3.		information listed in Article 9.3 of the Directive.
Directive 2002/44/EC on vibration	Art. 10.1	Derogation from the obligation to comply with exposure limit values in the case of sea and air transport,	Y	Art. 9 of PD 176/2005 effectively transposes derogation and conditions laid down in Art. 10.1 of the Directive. The derogation is granted by the Ministry of Labour following an opinion of the Supreme Council on Safety and Health at Work.	In duly justified circumstances with respect to whole-body vibration where, given the state of the art and the specific characteristics of workplaces, it is not possible to comply with the exposure limit value despite the technical and/or organisation measures taken.	Y	Art. 9 of PD 176/2005 specifies the procedure and competent authority for issuing such derogation (Ministry of Labour). The derogation is granted to duly justified circumstances with respect to whole-body vibration where, given the state of the art and the specific characteristics of workplaces, it is not possible to comply with the exposure limit value despite the technical and/or organisation measures taken.
					The derogation must be accompanied by conditions which guarantee that the resulting risks are reduced to a minimum and that the workers concerned are subject to increased health surveillance, and must be reviewed every four years and withdrawn as soon as the justifying circumstances no longer obtain. (Art.10.3)	Y	Art. 9 paragr. 3 of PD 176/2005 provides that derogation must be accompanied by conditions which guarantee that the resulting risks are reduced to a minimum and that the workers concerned are subject to increased health surveillance, and must be reviewed every four years and withdrawn as soon as the justifying circumstances no longer obtain.
	Art. 10.2	Derogation from the obligation to comply with exposure limit values in a case where the exposure of a worker to mechanical vibration	Y	Art. 9 of PD 176/2005 effectively transposes derogation and conditions laid down in Art. 10.1 of the Directive. The derogation is granted by the Ministry of Labour	The exposure value averaged over 40 hours must be less than the exposure limit value and	Y	Art. 9 paragr. 2 of PD 176/2005 literally reflects the condition "The exposure value averaged over 40 hours must be less than the exposure limit value" and
					There must be evidence to	Y	The condition "There must be

Directive	Article	Use of derogation	Y/N	Explanation	Conditions reflected	Y/N	Explanation
		is usually below the exposure action values but varies markedly from time to time and may occasionally exceed the exposure limit value		following an opinion of the Supreme Council on Safety and Health at Work.	show that the risks from the pattern of exposure to the work are lower than those from exposure at the exposure limit value		evidence to show that the risks from the pattern of exposure to the work are lower than those from exposure at the exposure limit value"
					The derogation must be accompanied by conditions which guarantee that the resulting risks are reduced to a minimum and that the workers concerned are subject to increased health surveillance, and must be reviewed every four years and withdrawn as soon as the justifying circumstances no longer obtain. (Art.10.3)	Y	Art. 9 paragr. 3 of PD 176/2005 prescribes that such derogations must be accompanied by conditions which guarantee that the resulting risks are reduced to a minimum and that the workers concerned are subject to increased health surveillance, and must be reviewed every four years and withdrawn as soon as the justifying circumstances no longer obtain.
Directive 2003/10/EC on noise	Art.11.1 and 11.2	Derogations from the provisions of Articles 6 (1)(a) and (b) and 7.in exceptional situations where, because of the nature of the work, the full and proper use of individual hearing protectors would be likely to cause greater risk to health or safety than not using such protectors	Y	Art. 11 of PD 149/2006 exactly reflects the derogation and conditions laid down in Art. 11.1 of the Directive. The derogation is granted by the Ministry of Labour following an opinion of the Supreme Council on Safety and Health at Work.	Guarantee, taking into account the special circumstances, that the resulting risks are reduced to a minimum and that the workers concerned are subject to increased health surveillance.	Y	Art. 11 paragr. 2 of PD 149/2006 lays down that any derogation is issued under the condition of guaranteeing, taking into account the special circumstances, that the resulting risks are reduced to a minimum and that the workers concerned are subject to increased health surveillance
					Review every four years and withdrawn as soon as the justifying circumstances no longer obtain.	Y	Art. 11 of PD 149/2006 prescribes that derogations issued by the Ministry of Labour are only valid for a period of 4 years and withdrawn as soon as the justifying circumstances no longer obtain.
Directive	Art.4.6	The risk assessment	N/A	Directive 2004/40/EC has			

<i>Directive</i>	<i>Article</i>	<i>Use of derogation</i>	<i>Y/N</i>	<i>Explanation</i>	<i>Conditions reflected</i>	<i>Y/N</i>	<i>Explanation</i>
2004/40/EC on physical agents (electromagnetic fields)		may include a justification by the employer that the nature and extent of the risks related to electromagnetic fields make a further detailed risk assessment unnecessary.		not yet been transposed in Greece.			

3 MAPPING QUESTION 3: LEVEL OF COMPLIANCE BY DIFFERENT STAKEHOLDERS

The question consists of two separate, but intertwined questions: the degree of compliance and approaches to compliance.

3.1 DEGREE OF COMPLIANCE

The question aims to ascertain the extent to which establishments in Member States comply with the key requirements of the 24 OSH Directives and to what extent differences exist between public/private sector; different sizes of establishments: micro/SMEs/large enterprises and different sectors of economic activity.

The results are summarized in tables 3.2 and 3.3. Table 3.2 outlines the range of compliance with the common processes and mechanisms (CPMs) **across all 24 OSH Directives**. Table 3.3 complements the previous table by addressing the level of compliance with the CPMs at the **level of individual Directives**.

As regards **key requirements** which do not constitute CPMs, a detailed overview is provided in Table 3.4.

The following indicators are used for estimating the degree of compliance:

- | | |
|-------------------------------------|-----------------------|
| (5) very high degree of compliance: | indicators above 80% |
| (4) high degree of compliance: | indicators 60-79% |
| (3) medium degree of compliance: | indicators 40-59% |
| (2) low degree of compliance: | indicators 20-39% |
| (1) very low degree of compliance: | indicators below 20%. |

The percentages are intended as approximate guides, not exact values.

In the case of Greece, it should be noted that, in general, while the general level of compliance is not very high, especially in terms of health surveillance or consultation of workers, it seems that progress has been made over the years, as suggested by the national implementation report of Greece on the OSH directives¹²⁸, which states that: *'In the period 1966 to 2008, according to the data of the Social Insurance Institute (IKA) on its insured persons (approximately 50% of total persons in employment), the total workforce increased by 153.42%, whereas the occupational accidents declared every year to IKA were reduced by 84% and the rate of occupational accidents per worker dropped by 93.7%. There is a constant and gradual reduction in accidents at work and this clearly demonstrates the effectiveness of the control mechanisms and the awareness raised among social partners with regard to the promotion of OSH issues and the improvement of working and living conditions'*. However, it should be noted that this paragraph does not reflect the developments in the period 2007-2012.

Concerning the annual reports of the LI, these provide information on the inspections carried out, however the information on compliance is very descriptive and not facilitating a tabulated comparative data analysis according to the CPMs and KR for the period 2007-2012. For instance, in the table below, compliance with the CPM health monitoring is given qualitatively whereas for risk assessment is presented as a percentage (e.g. 2012: Maintenance of telecom base stations – High; compliance regarding health monitoring and training, as well as protection against exposure to electromagnetic

¹²⁸ Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour, 2014, Part II, Section 2.11

fields - 75% compliance with risk assessment requirement). Also the sectors inspected for one year are not inspected again the following one (e.g. there are data for banking for 2011 but not for 2012). For these reasons, the data for compliance provided by the LI cannot be used to extract conclusions for the CPMs, KRrs or even sectors for the period 2007-2012, nor is it possible to compare them against the ESENER data presented in table 3.2.

To demonstrate the above, the following table shows information on compliance that has been extracted from the Labour Inspectorate's Activities' Annual Report for the years 2012 and 2011 (see bibliography).

Table 3- 1 Results of Inspections: information extracted from LI Annual Reports (2011 and 2012)

Year	Sector	Result of Inspections
2012	Maintenance of telecom base stations	<ul style="list-style-type: none"> • 116 inspections out of which 20 re-inspections • High compliance regarding the provision of Safety Officer (SO) & Occupational Physician (OP) services to workers • 75% compliance with risk assessment requirements • High compliance regarding health monitoring and training, as well as protection against exposure to electromagnetic fields
	Public Power Corporation (PPC) Contractors	<ul style="list-style-type: none"> • 123 inspections out of which 31 re-inspections • 16 sanctions imposed, 1 work cessation and 1 prosecution, regarding non-compliance for the provision of SO & OP services, non-use of personal protective equipment (PPE) and inadequate safety coordination (EU/92/57)
	Local authorities' cleaning services	<ul style="list-style-type: none"> • 175 inspections out of which 76 re-inspections • 26 prosecutions • 60% compliance regarding the provision of SO services • 40% compliance regarding the provision of OP services • 30% compliance with risk assessment requirements • 50% compliance regarding health monitoring • 75-80% compliance regarding the use of PPE
	Transportation and storage of goods	<ul style="list-style-type: none"> • 277 inspections out of which 92 re-inspections • 57% compliance with risk assessment requirements • 22% non-compliance regarding the provision of SO • High compliance regarding the provision of OP services in enterprises employing more than 50 persons In the smaller ones there is no relevant obligation
	Hotels and restaurants	<ul style="list-style-type: none"> • 313 inspections out of which 101 re-inspections in hotels • 576 inspections out of which 132 re-inspections in restaurants • 10 sanctions • 50% compliance regarding the provision of SO services in very small restaurants which after re-inspection improved to 90% • 27% % compliance with risk assessment requirements in very small restaurants which after re-inspection improved to 67% • 80% compliance regarding the provision of SO services in hotels • 53% compliance with risk assessment in hotels which after re-inspection improved to 89% • 83% and 93% of hotels and restaurants inspected respectively, were not obliged to provide OP services (less than 50 workers) • 50% compliance regarding health monitoring • 75-95% compliance regarding the rest of Osh requirements (use of PPE, workplaces specifications, training, etc)

Year	Sector	Result of Inspections
	Provision of health services	<ul style="list-style-type: none"> • 171 inspections out of which 76 re-inspections (public hospitals as well as private clinics) • 2 sanctions and 5 prosecutions • Very low compliance of public hospitals with fundamental OSH requirements (SO, OP, risk assessment) due to lack of financial resources as well as bureaucratic procedures of public administration • Very high compliance of private clinics with fundamental OSH requirements
	Inspections on psychosocial risks in health services, hotels and restaurants and transportation of goods (EU campaign)	<ul style="list-style-type: none"> • 471 inspections out of which 178 re-inspections in total • 88 inspections out of which 33 re-inspections in health services • 307 inspections out of which 117 re-inspections in hotels and restaurants • 76 inspections out of which 28 re-inspections in transportation of goods • 36% of the risk assessments include address the issue of psychosocial risks
	Exposure to high temperature in construction, ship building and repair, metallurgy, etc	<ul style="list-style-type: none"> • 907 inspections and re-inspections during the summer period
2011	Construction	<ul style="list-style-type: none"> • 6160 inspections in construction sites and in public utilities maintenance works by subcontractors • 865 work cessations • 294 sanctions amounting to a sum of €848,406 • 180 prosecutions
	Car repair shops	<ul style="list-style-type: none"> • 848 inspections • 85% of the car repair shops employed 1-9 persons • Delinquency is below 25%
	Cleaning services	<ul style="list-style-type: none"> • 114 inspections; 21 re-inspections in cleaning crews and 18 re-inspections in dry-cleaning shops • 3 prosecutions
	Banking	<ul style="list-style-type: none"> • 881 inspections and 170 re-inspections • 15 sanctions
	Health monitoring mainly in low risk sectors	<ul style="list-style-type: none"> • 651 inspections of which 91 re-inspections • 17 sanctions and 3 prosecutions • 95% of the duty holders complied with the requirement for the provision of OP services • 55% of the duty holders preferred OP services through EPPS • 65% compliance with requirement for OP contribution in risk assessment • 98% compliance with requirement for provision of PPE, but only 66% of them with the written opinion of the SO and OP
	Bakeries	<ul style="list-style-type: none"> • 675 inspections of which 117 re-inspections • 87% of bakeries employed 1-9 persons • 25% only complied with requirement for risk assessment, improving to 78% following re-inspection
	Cleaning and waste disposal in local authority	<ul style="list-style-type: none"> • 155 inspections • 65% compliance regarding the provision of SO services

Year	Sector	Result of Inspections
		<ul style="list-style-type: none"> • 75% compliance regarding the provision of & OP services • 10% compliance with risk assessment requirements • Very low health monitoring • Over 70 compliance regarding the use of PPE, although not used properly in many occasions due to low awareness
	Industry handicrafts –	<p>Issues covered (without any quantitative data, apart from the ones presented in Tables 5-6 and 5-7):</p> <ul style="list-style-type: none"> • Provision of SO & OP services • Implementation of the SO's & OP's visit schedule according to requirements • Risk assessment • SO's & OP's written recommendation log-book according to requirements • Labelling and storage of chemical substances • Provision and inspection of good operation of Safety Equipment • Provision of the proper hygiene equipment according to requirements • OSH training of workers and provision of OSH information • Registry of workers exposed to dangerous physical, chemical or biological agents at work • Individual medical archives for workers (whenever the services of an OP were used) • Medical certificate of fitness for work • First aid training and preparedness
	Ship building and repair	<ul style="list-style-type: none"> • 605 inspections • 9 prosecutions • 48 sanctions amounting to a sum of €103,500 • 44 work cessations
	Exposure to high temperature	<p>796 inspections during the period June-August 2011</p> <p>Issues covered:</p> <ul style="list-style-type: none"> • Provision of SO & OP services • Risk assessment • SO's & OP's written recommendation log-book according to requirements • Provision of OSH information • Implementation of OSH technical measures concerning the structural aspects of the workplaces and work physical environment • Implementation of OSH organisational measures (e.g. work scheduling before and after peak heat hours, provision of rest rooms with acceptable heat level and cool water, hats)

Table 3- 2 Degree of compliance: Common processes and mechanisms (across Directives)

The following assessment presented for the CPMs results from data extracted from the LI Annual Reports for the period 2007-2012 and from the interviews conducted with stakeholders. The figures from the ESENER study have also been included, although in some of the CPMs (e.g. risk assessment), they do not reflect reality which was confirmed by LI data and stakeholders; a possible explanation being that the ESENER methodology is based on self-assessment.

Indeed, with regard to the ESENER data reported upon in the below table, it should be noted that ESENER data are based on a relatively small sample size (interviews were carried out in only 28,649 establishments in 31 European countries) and composition (enterprises up to 10 employers were not involved). Moreover, this information is based on managers' responses and the ESENER average response rate is around a third as only some 20 per cent answered in five out of the EU's six largest countries (Germany, Spain, Italy, Poland and the UK).¹²⁹ The post-test of the ESENER survey noted that "it is important to mention that companies participating in the survey are likely to be the organisations with high standards or good procedures in place and therefore represent a self-selected sample of 'good examples'."¹³⁰

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale
Risk assessment	% of establishments which perform regular ¹³¹ risk assessment % of establishments that carry out risk management	(3) Medium The quality of risk assessment in smaller enterprises (less than 50 workers) is very questionable In general, more field research is needed on risk assessment with focus on quality (methodology used) and the	According to the data arising from the results of inspections on different sectors conducted by the Labour Inspectorate (see next table "Results of Inspections: Extracts from LI Annual Reports" and taking into account the notes in the next column	Private enterprises > 50 workers: (4) high ¹³² The vast majority of enterprises (98,51%) ¹³³ which employ less than 50 workers: (3) Medium ¹³⁴ . Public Sector: (1) Very low . ¹³⁵

¹²⁹ EU-OSHA, European Survey of Enterprises on New and Emerging Risks - Managing safety and health at work, 2010, p.95

¹³⁰ EU-OSHA, Qualitative post-test evaluation of ESENER: National overview report, 2013

¹³¹ Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions which may affect workers exposure?

¹³² Conclusions based on stakeholder interviews

¹³³ The percentage refers to the number of enterprises which have notified private contract employment to the Labour Inspectorate. Report on the practical implementation of the EU OSH directives, Hellenic Republic, Ministry of Labour, 2007-2012, p. 142

¹³⁴ Report on the practical implementation of the EU OSH directives, Hellenic Republic, Ministry of Labour, 2007-2012, p. 20

¹³⁵ Statement of the Confederation of Civil Servants, cited in the Greek report on the practical implementation of the EU OSH directives, Ministry of Labour, 2007-2012, p. 164. This assessment is also confirmed through consultation (public authorities, workers organisations)

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale																														
	activities resulting from the risk assessment	implementation of measures proposed. (5) Very high According to ESENER1 data: 89.3% of workplaces are regularly checked for health and safety as part of RA	The ESENER1 survey suggests that most of the workplaces (89.3%) are regularly checked for health and safety as part of a risk assessment or similar measure. ¹³⁶	The ESENER survey ¹³⁷ shows the following differences according to enterprise size and sectors: <table border="1"> <thead> <tr> <th>Company size</th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>10-19</td> <td>88.4%</td> <td>11.6%</td> </tr> <tr> <td>20-49</td> <td>90.3%</td> <td>9.7%</td> </tr> <tr> <td>50-249</td> <td>93.8%</td> <td>6.2%</td> </tr> <tr> <td>250-499</td> <td>96.6%</td> <td>3.4%</td> </tr> <tr> <td>500+</td> <td>97.6%</td> <td>2.4%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Sector type</th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>Production</td> <td>94.4%</td> <td>5.6%</td> </tr> <tr> <td>Private</td> <td>92.3%</td> <td>7.7%</td> </tr> <tr> <td>Public</td> <td>82.5%</td> <td>17.5%</td> </tr> </tbody> </table>	Company size	Yes	No	10-19	88.4%	11.6%	20-49	90.3%	9.7%	50-249	93.8%	6.2%	250-499	96.6%	3.4%	500+	97.6%	2.4%	Sector type	Yes	No	Production	94.4%	5.6%	Private	92.3%	7.7%	Public	82.5%	17.5%
Company size	Yes	No																																
10-19	88.4%	11.6%																																
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Private	92.3%	7.7%																																
Public	82.5%	17.5%																																
Ensuring protective and preventive services	% of establishments having ensured protective and preventive services	(5) Very High ¹³⁸ SAFETY EXPERT	The announcement in writing of the name of the Safety Officer to the Labour Inspectorate is mandatory and nowadays is controlled electronically for all enterprises in the private sector.	Public Sector ¹³⁹ : (1) Very low Particularly in Public Administration (e.g. ministries) protective and preventive services do not exist. ¹⁴⁰ In low risk private enterprises with less than 50 workers the employer himself may undertake																														

¹³⁶ ESENER1, question MM161

¹³⁷ ESENER1, question MM161 ¹³⁸ This assessment has been confirmed during the interview phase, although quantitative data do not exist.

¹³⁸ This assessment has been confirmed during the interview phase, although quantitative data do not exist.

¹³⁹ Statement of the Confederation of Public Servants, cited in the Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour, 2014., Annex II

¹⁴⁰ Conclusions based on stakeholder interviews (public authorities, workers organisations)

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale
				the duties of the Safety Officer, following his training on OSH issues. See also Table1-2 on preventive services.
		(1) Very Low OCCUPATIONAL PHYSICIAN	The vast majority of private enterprises (98,51%) ¹⁴¹ employing less than 50 workers are not obliged by law and therefore do not use the services of an occupational physician, unless the risk assessment has demonstrated exposure to certain hazards.	Public Sector ¹⁴² : (1) Very low
		According to ESENER1: 3.98% – 71.81%	ESENER1 2009 asks about different forms of service ¹⁴³ . Occupational Health Physician, 21.12%; Safety specialist, 71.81%; Psychologist 3.98%; Ergonomist, 7.43%; Health & Safety Consultant, 24.28%. ¹⁴⁴	Data based on company size showed a general trend for greater usage in larger companies. For sectors there was a general pattern of less use of each speciality in descending order of sector- Production sector, private services and public services, respectively.
Information for workers	% of establishment which provide information to workers	(3) Medium	No data exists concerning information for workers. However, according to the opinion of the Stakeholders (provided during interviews) the provision of	Information to workers is provided by the safety expert and occupational physician, wherever they exist, see previous CPM.

¹⁴¹ The percentage refers to the number of enterprises which have notified private contract employment to the Labour Inspectorate. Report on the practical implementation of the EU OSH directives, Hellenic Republic, Ministry of Labour, 2007-2012, p. 142

¹⁴² Statement of the Confederation of Public Servants, cited in the Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour, 2014., Annex II

¹⁴³ <https://osha.europa.eu/sub/esener/en/front-page/106/005> (MM150).

¹⁴⁴ ESENER1, questions MM150.

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale
			information has been improved over the last decade.	Particularly in Public Administration (e.g. ministries) there is no OSH information for workers ¹⁴⁵
Training of workers	% of establishment which provide training to workers	(3) Medium	Stakeholders indicated that numerous OSH training activities are carried out – exact data on numbers are lacking – both intra and inter-enterprise. Intra-enterprise training is subsidised by the Special Fund for the Employment & Vocational Training (LAEK) of the Manpower Employment Organisation. Particularly in Public Administration (e.g. ministries) there is no OSH training for workers ¹⁴⁶	No data could be obtained either through the desk study or stakeholder interviews.
Making available health surveillance	% of establishments which provide health surveillance to workers	(1) Very Low	Establishments that provide health surveillance to workers are the ones using the services of an occupational physician (see above)	In public administration, even the organisations employing more than 50 persons hardly provide health surveillance ¹⁴⁷ Particularly in Public Administration (e.g. ministries) there is no health surveillance ¹⁴⁸

¹⁴⁵ Conclusions based on stakeholder interviews (public authorities, workers organisations)

¹⁴⁶ Conclusions based on stakeholder interviews (public authorities, workers organisations)

¹⁴⁷ Conclusions based on stakeholder interviews (public authorities, workers organisations)

¹⁴⁸ Conclusions based on stakeholder interviews (public authorities, workers organisations)

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale																														
		<p>(2) Low</p> <p>According to ESENER1 data: health of workers is monitored in 28.03% of the workplaces</p>	The ESENER1 survey ¹⁴⁹ suggests that few workplaces (28%) are monitored through regular medical examinations.	<p>The ESENER survey¹⁵⁰ shows the following differences according to enterprise size and sectors:</p> <table border="1"> <thead> <tr> <th>Company size</th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>10-19</td> <td>24.2%</td> <td>75.8%</td> </tr> <tr> <td>20-49</td> <td>27.8%</td> <td>71.9%</td> </tr> <tr> <td>50-249</td> <td>62.4%</td> <td>37.6%</td> </tr> <tr> <td>250-499</td> <td>69.2%</td> <td>30.8%</td> </tr> <tr> <td>500+</td> <td>86.0%</td> <td>14.0%</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Sector type</th> <th>Yes</th> <th>No</th> </tr> </thead> <tbody> <tr> <td>Production</td> <td>38.5%</td> <td>61.5%</td> </tr> <tr> <td>Private</td> <td>25.9%</td> <td>73.9%</td> </tr> <tr> <td>Public</td> <td>23.8%</td> <td>76.2%</td> </tr> </tbody> </table>	Company size	Yes	No	10-19	24.2%	75.8%	20-49	27.8%	71.9%	50-249	62.4%	37.6%	250-499	69.2%	30.8%	500+	86.0%	14.0%	Sector type	Yes	No	Production	38.5%	61.5%	Private	25.9%	73.9%	Public	23.8%	76.2%
Company size	Yes	No																																
10-19	24.2%	75.8%																																
20-49	27.8%	71.9%																																
50-249	62.4%	37.6%																																
250-499	69.2%	30.8%																																
500+	86.0%	14.0%																																
Sector type	Yes	No																																
Production	38.5%	61.5%																																
Private	25.9%	73.9%																																
Public	23.8%	76.2%																																
Consultation of workers	% of establishments with appointed worker representative	(1) Very Low	According to In the stakeholders, in the vast majority of establishments there are no workers representatives, because workers do not exercise their right to elect OSH representative ¹⁵¹ .	<i>No data could be obtained either through the desk study or stakeholder interviews.</i>																														
	% of establishments which consult workers on risk assessment	(1) Very Low	Workers are not consulted according to stakeholders interviewed ¹⁵² .	Particularly in Public Administration (e.g. ministries) there is no consultation with workers ¹⁵³																														

¹⁴⁹ ESENER1, question MM154

¹⁵⁰ ESENER1, question MM154¹⁵¹ Conclusions based on stakeholder interviews (public authorities, workers organisations)

¹⁵¹ Conclusions based on stakeholder interviews (public authorities, workers organisations)

¹⁵² Conclusions based on stakeholder interviews (public authorities, workers organisations)

¹⁵³ Conclusions based on stakeholder interviews (public authorities, workers organisations)

Common Processes and mechanisms (across Directives)	Criteria/indicator to guide the assessment	Assessment of the degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale
	% of establishments which consult workers on measures	According to ESENER1 data: 6.84% - 13.84% ¹⁵⁴ have some form of representation/consultation	ESENER1 2009 asked separately about different forms of consultation. ¹⁵⁵ Companies were least likely to have a health and safety committee and most likely to have a health and safety representative. The categories are not mutually exclusive. - Trade union representative – 6.84% (production sector: 10.35%; private services: 7.63%; public services: 3.68%) - Health and safety representative: 13.84% (production sector: 20.22%; private services: 17.61%; public services: 5.35%) - Health and safety committee: 8.32% (production sector: 12.85%; private services: 8.15%; public services: 5.63%) ¹⁵⁶	The data showed an increasing trend for all questions with company size. Overall, the production sector was more likely to have each of the forms of consultation/representation.

Table 3- 3 Degree of compliance: Common processes and mechanisms (individual Directives)

There is no data available concerning the CPMs for the individual directives, nor was it possible to obtain information during the stakeholder interviews. The overall picture in Greece is presented in Table 3.2.

¹⁵⁴ Values as reported by ESENER MM 351-355-358.

¹⁵⁵ https://osha.europa.eu/sub/esener/en/front-page/219/005?group_by=sec3

¹⁵⁶ ESENER1, questions MM351-355-358.

Common Processes and mechanisms (individual Directives)	Criteria/indicator to guide the assessment	Directive nr.	Assessment of the degree of compliance	The rationale upon which the assessment has been made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale
Risk assessment	% of establishments which perform regular ¹⁵⁷ risk assessment				
Ensuring protective and preventive services	% of establishments having ensured protective and preventive services				
Information for workers	% of establishment which provide information to workers				
Training of workers	% of establishment which provide training to workers				
Making available health surveillance	% of establishments which provide health surveillance to workers				
Consultation of workers	% of establishments with appointed worker rep % of establishments which consult workers on risk assessment % of establishments which consult workers on measures				

Table 3- 4 Degree of compliance: Key requirements

¹⁵⁷ Is the risk assessment reviewed regularly and in any event when any changes occur in the conditions which may affect workers exposure?

There is no data available concerning the KRs of the individual directives, not from the desk study nor from the interviews. However, stakeholders¹⁵⁸ noted that compliance on the KRs for the individual directives follow in general the compliance trend for “risk assessment” and “safety expert”. Compliance here was estimated to be medium and very high respectively (see table 3.2); differences exist depending on the size of the enterprise and sector of economic activity. For some directives stakeholders expressed their view on specific KRs – these are noted below.

Directive	Key requirement (Directive specific)	Estimate of degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale for those differences
Directive 1999/92/EC (ATEX)	Drawing up of an explosion protection document	(2) Low	Stakeholder interviews	Neither the desk study nor the interviews resulted in any data or information on this.
Directive 2002/44/EC (vibration)	Measurements	(2) Low	Stakeholder interviews	Neither the desk study nor the interviews resulted in any data or information on this.
Directive 2003/10/EC (noise)	Measurements	(2) Low	Stakeholder interviews	Neither the desk study nor the interviews resulted in any data or information on this.
Directive 2006/25/EC (artificial optical radiation)	Measurements	(1) Very Low	Stakeholder interviews	Neither the desk study nor the interviews resulted in any data or information on this.
Directive 92/29/EEC (medical treatment on board vessels)	All KRs	(5) Very high	Full compliance concerning the requirements of the directive on medical supplies and equipment because all vessels included in the scope of the directive are inspected yearly by the Ministry of Mercantile Marine as well as by the accredited shipping registers in order to obtain the ship's safety certificate ¹⁵⁹	Neither the desk study nor the interviews resulted in any data or information on this.

¹⁵⁸ Conclusions based on stakeholder interviews.

¹⁵⁹ Conclusions based on stakeholder interviews (public authorities, workers organisations)

Directive	Key requirement (Directive specific)	Estimate of degree of compliance	An explanation of how the assessment was made (including references to data sources when available)	Differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity and the rationale for those differences
Directive 93/103/EC (work on board fishing vessels)	All KR's	(5) Very high	Full compliance; see explanation above	Neither the desk study nor the interviews resulted in any data or information on this.

3.2 APPROACHES TO COMPLIANCE

The second question complements the first sub-question and aims to address to what extent potential differences in the degrees of compliance observed between private undertakings and public sector bodies, various sizes of companies, etc. can be attributed to different approaches to compliance.

In Greece, compliance with OSH legislation is ensured through the notification of new OSH legislation to all stakeholders, which goes hand in hand with inspections and awareness-raising activities. The lack of human and financial resources is seen as the major barrier to compliance, especially in relation to SMEs, particularly establishments with less than 50 workers, which constitute the vast majority of companies in Greece (98,51%). Although Greek stakeholders (workers and their representatives) are involved in the forming of the compliance approach, very few Occupational Safety and Health Committees have been established at enterprise level. It seems that workers prefer to exercise their rights on OSH matters through the elected trade unions schemes. Workers in SMEs are given the opportunity to attend 'free' OSH trainings with the support of the Employment and Vocational Training Account (LAEK).

Table 3- 5 Approaches to compliance

Question	Answer	Observed differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity
What approach has been adopted? Is it systematic?	<p>The approach usually followed by the Ministry of Labour for compliance is the notification of legislation issued to all stakeholders' organisations. The Labour Inspectorate also includes relevant initiatives within its action plan.</p> <p>In parallel with the inspections, emphasis is put on increasing awareness on OSH issues among both employers and workers through numerous activities (e.g. brochures, leaflets, events), which are mainly organised by the Ministry of Labour and Social</p>	<p>In the OSH Strategy 2010-2013 the same approach applies to public and private sector as far as issuing circulars to enhance implementation of OSH legislation. The only element specific to the public sector is the goal of the Ministry of Labour and Social Welfare to cooperate with the Ministry of Interior, which is the line minister for the public servants.</p> <p>SMEs, particularly establishments with less than 50</p>

Question	Answer	Observed differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity
	Welfare.	<p>workers, which constitute the vast majority of companies in Greece (98,51%)¹⁶⁰, are facing difficulties with respect to compliance with the requirements of the legislation. They often do not have the equipment, facilities and personnel to acquire the necessary personal and professional skills, such as adequate training, experience or knowledge and other skills for the preventing of risks.</p> <p>The main problem of SMEs to meet the requirements of legislation is the lack of financial and human resources. The limited financial resources hinder the implementation of preventive measures particularly the costly ones. The lack of safety culture is an additional obstructing factor.</p> <p>Emphasis is given at the construction sector, where specific campaigns have been organised by the Labour Inspectorate.</p>
What are the key characteristics of the approach?	<p>The key characteristic are¹⁶¹:</p> <ul style="list-style-type: none"> • Simplifying and adapting the legislative framework • Strengthening of enforcement • Development and promotion of a preventive culture • OSH training of workers as well as employers • Dissemination of OSH information • Support of SMEs • Integrating of OSH in education 	<p>In SMEs, in low risk private enterprises with less than 50 workers, the employer himself may undertake the duties of the Safety Officer, following his training on OSH issues.</p> <p>Workers in SMEs are given the opportunity to attend 'free' OSH trainings with the support of the Employment and Vocational Training Account (LAEK) [the account's funds come from employer (enterprise) contributions].</p>
What are the criteria upon which priorities for compliance measures are set?	The number of occupational accidents is the main criterion for setting compliance measures.	There is no mechanism for sanctions to be imposed in the public sector organisations when OSH legislation is violated.
Are stakeholders (workers and their	Stakeholders are involved in the forming of the compliance	Very few Occupational Safety and Health

¹⁶⁰ Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour, 2014, p. 142

¹⁶¹ Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour, 2014, p. 6

Question	Answer	Observed differences which exist between the different types of sectors, size of establishment (micro/SMEs/large) and sectors of economic activity
<p>representatives) involved in the forming of the compliance approach and its further development?</p>	<p>approach through their participation at the two social dialogue bodies of the Ministry of Labour, Social Security and Welfare:</p> <ul style="list-style-type: none"> • Council for Health & Safety at Work within the General Directorate for Working Conditions and Hygiene at Work (GDWCW) • Council for Social Control (CSCLI) of the Labour Inspectorate <p>At enterprise level, workers have the right to set up Occupational Safety and Health Committees, according to the provisions of Law 3850/2010. Worker's OSH representatives are entitled to paid work leave in order to exercise their OSH rights.</p>	<p>Committees have been established. It seems that workers exercise their rights on OSH matters through the elected trade unions schemes, although they do not have the same rights as those provided to OSH representatives.</p>

4 MAPPING QUESTION 4: ACCOMPANYING ACTIONS THAT SUPPORT THE RESPECT OF THE RULE

The following types of accompanying documents/actions relating to OSH legislation are covered:

- Guidance documents (through decisions and other soft measures, guidelines);
- Awareness-raising campaigns;
- Support tools (possibly IT based); and
- Financial incentives i.e. tax benefits or possibility to offer reduction of insurance premium to reward organisations for going beyond the legal requirements
- Education and training actions.

Please note that accompanying measures targeted specifically at SME and micro-enterprises are also covered under Section 7.

In Greece, there is adequate information on almost all OSH Directives through accompanying actions, in particular awareness-raising campaigns and guidance documents. Especially the Ministry of Labour and ELINYAE strive to support companies in implementing OSH requirements in an efficient manner. Nevertheless, there is a problem of adequate dissemination of the available accompanying actions as the information often doesn't reach the members of stakeholders' associations. Also, there are no accompanying actions available for the period 2007-2012 with regard to Directives Directive 89/654/EEC (workplace), 89/656/EEC (PPE), 90/270/EEC (display screen equipment), 2006/25/EC (artificial optical radiation), 2004/37/EC (carcinogens or mutagens), 92/91/EEC (mineral-extracting industries through drilling), 92/29/EEC (medical treatment on board vessels), 93/103/EC (work on board fishing vessels) and 91/383/EEC (temporary workers).

The existing financial incentive to fund training to OSH workers, called LAEK, is not well-used and employers are asking for additional financial actions in order to help them comply with specific OSH requirements and standards.

4.1 EXISTING ACCOMPANYING ACTIONS

This sub-section identifies the relevant accompanying documents/actions as described above.

The following accompanying documents/actions have been identified for the period 2007-2012:

Activities and Initiatives

The Ministry of Labour alone but also in collaboration with other organisations (e.g. workers, employers, SMEs, ELINYAE) has organised numerous events at various large cities on OSH issues promoting the themes of EU OSH campaigns or during the EU OSH week on October and on the World OSH day (ILO). Some of the events and activities are the following:

- "Safety and Health at Work – Prevention of Occupational Risks", one day event, ML, Athens, 12-5-2008¹⁶².
- "Safe & Healthy workplaces: It's good for you. It's good for businesses!" One day event, ML, Athens, 24-11-2008¹⁶³.

¹⁶² Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour, 2014, p. 18

¹⁶³ idem

- “Occupational Risk Assessment on the sectors of Construction – Agriculture – Education” One day event, ML, Athens, 8-12-2009¹⁶⁴.
- “Safe & Healthy workplaces: It's good for you. It's good for businesses!” during the 2010-2011 EU campaign “Safe Maintenance”, Press Conference, ML, Athens, 28-4-2010¹⁶⁵.
- “Safe Maintenance” during the corresponding 2010-2011 EU campaign, Workshop, ML, Athens, 1-7-2010¹⁶⁶.
- “Safe Maintenance” during the corresponding 2010-2011 EU campaign, Event, ML, Volos, 24-9-2010¹⁶⁷.
- “Safe Maintenance” during the corresponding 2010-2011 EU campaign, Event, ML, Athens, 26-10-2010¹⁶⁸.
- “Safe Maintenance” during the corresponding 2010-2011 EU campaign, Event, ML-Hellenic Management Association, Athens, 10-11-2010¹⁶⁹.
- “Safe Maintenance” during the corresponding 2010-2011 EU campaign, Event, National OSH Focal Point-Enterprise Europe Network, Athens, 8-12-2010¹⁷⁰.
- “OSH Management System-A tool for continuous improvement”, ML-ELINYAE, Poster for the World OSH day, 28-4-2011¹⁷¹.
- “OSH Promotion”, ML, Heraklion-Crete, 13-5-2011¹⁷².
- “OSH Promotion”, ML, Patras, 22-6-2011¹⁷³.
- “Safe & Healthy workplaces: It's good for you. It's good for businesses!” during the 2010-2011 EU campaign “Safe Maintenance”, Press Conference, ML, Larisa, 30-9-2011¹⁷⁴.
- “Safe Maintenance - OSH Promotion” during the corresponding 2010-2011 EU campaign, Event, ML, Thessaloniki, 21-10-2011¹⁷⁵.
- “OSH Awareness for SMEs”, ML- Enterprise Europe Network, Event, Athens, 16-11-2011¹⁷⁶.
- “Working together for risk prevention”, ML, Athens, 23-5-2012¹⁷⁷.
- “Working together for risk prevention” during the corresponding 2012-2013 EU campaign, Event, ML, Athens, 23-5-2012
- “Working together for risk prevention” during the corresponding 2012-2013 EU campaign, Event, ML, Patras, 8-10-2012
- “OSH Promotion”, EU-OSHA focal point- Enterprise Europe Network, Event, Athens, 29-10-2012
- “Working together for risk prevention” during the corresponding 2012-2013 EU campaign, Event, ML, Thessaloniki, 7-11-2012
- “OSH Promotion in SMEs”, EU-OSHA focal point- Enterprise Europe Network, Event, Chalkis, 9-11-2012
- Occupational Safety and Health. Main legislative acts from 1920-2007. Ministry of Labour, 2008
http://www.ypakp.gr/uploads/docs_editor/aye/EXOFILO%20XRISTODOYLOY.pdf

¹⁶⁴ Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour, 2014, p. 19

¹⁶⁵ idem

¹⁶⁶ idem

¹⁶⁷ idem

¹⁶⁸ idem

¹⁶⁹ idem

¹⁷⁰ Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour, 2014, , p. 19

¹⁷¹ idem

¹⁷² idem

¹⁷³ idem

¹⁷⁴ idem

¹⁷⁵ idem

¹⁷⁶ idem

¹⁷⁷ idem

- OSH training of workers (intra-enterprise) subsidized by the Special Fund for the Employment & Vocational Training (LAEK¹⁷⁸) of the Manpower Employment Organisation.
- Training schemes licenced by the Ministry of Labour and Social Security & Welfare which are addressed to SMEs owners in order to undertake the duties of Safety Officer. This training is implemented by SMEs organisations as well as private training centres¹⁷⁹
- Portal for Health and Safety at Work, 2013, Hellenic Federation of Enterprises
<http://www.sevosh.org.gr/el>
- NAPO CDs distributed at construction sites by the Labour Inspectorate during inspection visits.
- Articles included in the weekly magazine of the Technical Chamber of Greece all during the period 2007-2012.
- Workers who have recently given birth are entitled a special paid leave of 6 months following the end of the 3 months breast feeding period. This cost is undertaken by the Manpower Employment Organisation (OAED)¹⁸⁰
- Reduction by 50% for the year following the date of birth of the insurance contribution for the women engineers insured at the Engineers Insurance Fund (TSMEDE)¹⁸¹.

Directive 89/391/EEC (Framework Directive)

- Guide on employers obligations. ELINYAE, 2008
http://www.elinyae.gr/el/lib_file_upload/Odigos%20gia%20tis%20ypoxrewseis%20ergod.1201185002103.pdf
- Health and safety representatives (workers). ELINYAE, 2008
http://www.elinyae.gr/el/lib_file_upload/Epitropes%20YAE.1201184860427.pdf
- Occupational safety and health-prevention and increase of awareness. Ministry of Labour, 2008
<http://www.ypakp.gr/uploads/files/4216.pdf>
- A tool for risk assessment, 2nd edition. Ministry of Labour, 2009
<http://www.ypakp.gr/uploads/files/7064.pdf>
- Prevention of accidents at work. Ministry of Labour, 2009
<http://www.ypakp.gr/uploads/files/5374.pdf>
- Electronic risk assessment tools based on the OiRA platform for hairdressing salons, commercial shops, bakeries/pastries, wood working shops. ELINYAE, 2012
<http://www.oiraproject.eu/available-tools>
- OSH Portal, Federation of Hellenic Federation of Enterprises (SEV), 2012
<http://www.sevosh.org.gr/el>

Council Directive 89/654/EEC (workplace)

No accompanying actions available for the period 2007-2012

Directive 2009/104/EC (work equipment)

- Safety on lifting works. ELINYAE, 2007
http://www.elinyae.gr/el/lib_file_upload/Anupsotikes%20Diadikasies_site.1175163347873.pdf

¹⁷⁸ <http://laek/oaed.gr>

¹⁷⁹ Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour

¹⁸⁰ Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour, 2014, p.86

¹⁸¹ idem

- Health and safety in woodwork and carpenter shops. ELINYAE, 2008
http://www.elinyae.gr/el/lib_file_upload/teliko.1212666720500.pdf
- Non-binding good practice guide for the implementation of the directive 2001/45/EEC (work at height, Ministry of Labour, 2009)
<http://www.ypakp.gr/uploads/files/7063.pdf>
- Safety at Electrical Works, Ministry of Labour, 2011
<http://www.ypakp.gr/uploads/files/7034.pdf>

Council Directive 89/656/EEC (PPE)

No accompanying actions available for the period 2007-2012

Council Directive 92/58/EEC (OSH signs)

- Safety Signs at the workplace, Ministry of Labour , 2009, multilingual
<http://www.ypakp.gr/uploads/files/5375.rar>
- Safety Signs at the workplace. ELINYAE, 2008
http://www.elinyae.gr/el/lib_file_upload/Simansi_site.1175163453610.pdf

Directive 1999/92/EC (ATEX)

- Fire and Explosion Risks – Protection measures. ELINYAE 2008
http://www.elinyae.gr/el/lib_file_upload/Purkagia.1232542719390.pdf

Council Directive 90/269/EEC (manual handling of loads)

- Musculoskeletal disorders at work – risk reduction. Ministry of Labour, 2007
http://www.ypakp.gr/uploads/docs_editor/aye/1.%20biblio_myosketikes.pdf
- Good practices for the prevention of musculoskeletal disorders. ELINYAE, 2007
http://www.ypakp.gr/uploads/docs_editor/aye/2.%20biblio_ELINYAE.pdf
- Prevention of musculoskeletal disorders at work. Flyer (3 pages) Ministry of Labour, 2007
<http://www.ypakp.gr/uploads/files/3458.pdf>
- Tools for the investigation of safety problems and ergonomic parameters (check lists). ELINYAE, 2008
http://www.elinyae.gr/el/lib_file_upload/Ergaleia%20diereynisis.1232547797250.pdf
- Lighten the load. Poster for work activities in commerce. Ministry of Labour – Labour Inspectorate, 2008
<http://www.ypakp.gr/uploads/files/4674.pdf>
- Lighten the load. Leaflet for activities in commerce. Ministry of Labour – Labour Inspectorate, 2008
<http://www.ypakp.gr/uploads/files/4672.pdf>
- Lighten the load. Poster for activities in construction. Ministry of Labour – Labour Inspectorate, 2008
<http://www.ypakp.gr/uploads/files/4673.pdf>
- Lighten the load. Leaflet for activities in construction. Ministry of Labour – Labour Inspectorate, 2008

<http://www.ypakp.gr/uploads/files/4671.pdf>

Council Directive 90/270/EEC (display screen equipment)

No accompanying actions available for the period 2007-2012

Directive 2002/44/EC (vibration)

- A non-binding code of practice for the implementation of the directive. Ministry of Labour, 2010

<http://www.ypakp.gr/uploads/files/7035.pdf>

Directive 2003/10/EC (noise)

- Noise, the unknown. ELINYAE, 2007

http://www.elinyae.gr/el/lib_file_upload/THORIVOS-AGNOSTOS.1175502508093.pdf

Directive 2004/40/EC (electromagnetic fields)

- Health and safety at work of maintenance works in telecommunications antennas. ELINYAE, 2007

http://www.elinyae.gr/el/lib_file_upload/Keraies_site.1175163043769.pdf

Directive 2006/25/EC (artificial optical radiation)

No accompanying actions available for the period 2007-2012

Directive 2004/37/EC (carcinogens or mutagens)

No accompanying actions available for the period 2007-2012

Council Directive 98/24/EC (chemical agents at work)

- Workers' exposure in chemical agents during wooden furniture manufacture. Ministry of Labour, 2009

<http://www.ypakp.gr/uploads/files/7067.pdf>

- Occupational Safety and Health – Risk Assessment – Physical and Chemical Agents. One day events at Pyrgos on 4-4-2009 and Athens 30-3-2009. Ministry of Labour

- Dangerous substances in dry cleaning and cleaning works. Awareness – prevention – protection. Multilingual. Ministry of Labour – Labour Inspectorate, 2011

<http://www.ypakp.gr/uploads/files/6581.pdf>

- Dangerous substances in wood working and furniture manufacture. Awareness – prevention – protection. Multilingual. Ministry of Labour – Labour Inspectorate, 2011

<http://www.ypakp.gr/uploads/files/6580.pdf>

- Dangerous substances in car repair shops. Awareness – prevention – protection. Multilingual. Ministry of Labour – Labour Inspectorate, 2011

<http://www.ypakp.gr/uploads/files/6579.pdf>

- Dangerous substances in bakeries. Awareness – prevention – protection. Multilingual. Ministry of Labour – Labour Inspectorate, 2011
<http://www.ypakp.gr/uploads/files/6575.pdf>
- Exposure limit values of chemical agents (Greek legislation, ACGIH, EDG). ELINYAE 2011
http://www.elinyae.gr/el/lib_file_upload/ORIAKES%20TIMES%202011.1322127839156.pdf

Directive 2009/148/EC (asbestos)

- Diseases related to asbestos, ELINYAE, 2007
http://www.elinyae.gr/el/lib_file_upload/ASTHENEIES-APO-AMIANTO.1175503471906.pdf
- Circular (guidelines) on the implementation of the MD 4229/395/201. Ministry of Labour, 2013, <http://www.ypakp.gr>

Directive 2000/54/EC (biological agents)

- Biological risks in hospitals. ELINYAE, 2007
http://www.elinyae.gr/el/lib_file_upload/BIOLOGIKOS_KINDYNOS.1182250264380.pdf
- Legionnaires Disease. ELINYAE, 2007
http://www.elinyae.gr/el/lib_file_upload/NOSOS%20LEGEONARION.1175505082531.pdf
- Health and Safety in the recycling sector. ELINYAE, 2012
http://www.elinyae.gr/el/lib_file_upload/recycle.1361354769093.pdf

Council Directive 92/57/EEC (temporary or mobile construction sites)

- Health and Safety at work in tunnel construction. ELINYAE, 2007
http://www.elinyae.gr/el/lib_file_upload/Syrages_site.1175163534363.pdf
- Safety at construction sites. ELINYAE, 2007
http://www.elinyae.gr/el/lib_file_upload/ergotaxia.1232971109406.pdf
- A non binding code of practice for work at height. Ministry of Labour , 2009
<http://www.ypakp.gr/uploads/files/7063.pdf>
- Risk assessment at motor-way construction works. ELINYAE, 2009
http://www.elinyae.gr/el/item_details.jsp?cat_id=1202&item_id=5179
- New and emerging chemical hazards in the construction sector. Ministry of Labour, 2010
<http://www.ypakp.gr/uploads/files/7066.pdf>
- NAPO episodes presented in TV as well as on displays included in urban transportation and Malls. Ministry of Labour, 2007

Council Directive 92/104/EEC (surface and underground mineral-extracting industries)

- Health and safety at work in quarries and mines. ELINYAE, 2007
http://www.elinyae.gr/el/lib_file_upload/ORYXEIA_METALLEIA.1182245730632.pdf
- Quarries and marble cutting works. ELINYAE, 2007
http://www.elinyae.gr/el/lib_file_upload/LATOMEIA_SXISTHRIA.1182249146663.pdf
- Code of practice for mining and quarry works. Mining Enterprises Association, 2012

<http://www.ypeka.gr/LinkClick.aspx?fileticket=8jP1EcjPHIk%3D&tabid=296&language=el-GR>

Council Directive 92/91/EEC (mineral-extracting industries through drilling)

No accompanying actions available for the period 2007-2012

Council Directive 92/29/EEC (medical treatment on board vessels)

No accompanying actions available for the period 2007-2012

Council Directive 93/103/EC (work on board fishing vessels)

No accompanying actions available for the period 2007-2012

Council Directive 92/85/EEC (pregnant/breastfeeding workers)

- Woman and solvents. ELINYAE, 2007
http://www.elinyae.gr/el/lib_file_upload/GYNAIKA-KAI-DIALYTES.1175175100421.pdf

Council Directive 91/383/EEC (temporary workers)

No accompanying actions available for the period 2007-2012

Council Directive 94/33/EC (young people at work)

- With safety at school and at home. ELINYAE, 2011
http://www.elinyae.gr/el/item_details.jsp?cat_id=33&item_id=9003

For each identified document/action, the table indicates:

- The name of the action
- The type of accompanying action: guidance (G)/awareness-raising programme (AR)/support tool (IT) financial incentive (FI)/ education and training actions (ET);
- The entity who initiated it: authorities (A)/social partners (SP);
- The target groups of the action: specific sectors, specific groups, SMEs.

Table 4- 1 Accompanying Actions

Name	Type	Initiated by (and date)	Target groups
Directive 89/391/EEC (Framework Directive)			
Guide on employers obligations	AR	SP, 2008	Employers
Health and safety representatives (workers)	AR	SP, 2008	General
Occupational safety and health-prevention and increase of awareness	AR	A, 2008	General
Prevention of accidents at work		A, 2009	General
A tool for risk assessment, 2nd edition	IT	A, 2009	General
Electronic risk assessment tools based on the OiRA platform for hairdressing salons, commercial shops, bakeries/pastries, woodworking shops	IT	SP, 2012	Employers /workers
OSH Portal	IT	SP, 2012	General
Council Directive 89/654/EEC (workplace)			

Name	Type	Initiated by (and date)	Target groups
No accompanying actions available for the period 2007-2012	-	-	-
Directive 2009/104/EC (work equipment)			
Safety on lifting works	AR	SP, 2007	General
Health and safety in woodwork and carpenter shops	AR	SP, 2008	SMEs
Non-binding good practice guide for the implementation of the directive 2001/45/EEC (work at height)	G	A, 2009	Employers/workers
Safety at Electrical Works, Ministry of Labour, 2011	G	A, 2011	Workers
Council Directive 89/656/EEC (PPE)			
No accompanying actions available for the period 2007-2012	-	-	-
Council Directive 92/58/EEC (OSH signs)			
Safety Signs at the workplace	G	A, 2009	General, immigrant workers
Safety Signs at the workplace	A	SP, 2008	General
Directive 1999/92/EC (ATEX)			
Fire and Explosion Risks – Protection measures	G	SP, 2008	Employers/workers
Council Directive 90/269/EEC (manual handling of loads)			
Musculoskeletal disorders at work – risk reduction	AR	A, 2007	General
Good practices for the prevention of musculoskeletal disorders	AR	SP, 2007	General
Prevention of Musculoskeletal disorders at work	AR	A, 2007	General
Tools for the investigation of safety problems and ergonomic parameters (check lists)	IT	SP, 2008	General
Lower the load. Poster for work activities in commerce	AR	A, 2008	General
Lower the load. Leaflet for activities in commerce	AR	A, 2008	General
Lower the load. Poster for activities in construction	AR	A, 2008	General
Lower the load. Leaflet for activities in construction	AR	A, 2008	General
Council Directive 90/270/EEC (display screen equipment)			
No accompanying actions available for the period 2007-2012	-	-	-
Directive 2002/44/EC (vibration)			
A non-binding code of practice guide for the implementation of the directive	AR	A, 2010	General
Directive 2003/10/EC (noise)			
Noise, the unknown hazard	AR	SP, 2007	General
Directive 2004/40/EC (electromagnetic fields)			
Health and safety at work of maintenance works in telecommunications antennas	AR	SP, 2007	Sectorial
Directive 2006/25/EC (artificial optical radiation)			
No accompanying actions available for the period 2007-2012	-	-	-
Directive 2004/37/EC (carcinogens or mutagens)			
No accompanying actions available for the period 2007-2012	-	-	-
Council Directive 98/24/EC (chemical agents at work)			
Workers' exposure in chemical agents during wooden furniture manufacture	AR	A, 2009	Employers/workers
Occupational Safety and Health – Risk Assessment – Physical and Chemical Agents	AR	A, 2009	Employers/workers
Dangerous substances in dry cleaning and cleaning works. Awareness – prevention – protection. Multilingual	AR	A, 2011	Employers/workers
Dangerous substances in wood working and furniture manufacture. Awareness – prevention – protection. Multilingual	AR	A, 2011	Employers/workers
Dangerous substances in car repair shops. Awareness –	AR	A, 2011	Employer

Name	Type	Initiated by (and date)	Target groups
prevention – protection. Multilingual			s/workers
Dangerous substances in bakeries. Awareness – prevention – protection. Multilingual	AR	A, 2011	Employer s/workers
Exposure limit values of chemical agents (Greek legislation, ACGIH, EDG)	ET	SP, 2011	Employer s/workers
Directive 2009/148/EC (asbestos)			
Diseases related to asbestos	AR	SP, 2007	General
Circular (guidelines) on the implementation of the MD 4229/395/2013	G	A, 2013	General
Directive 2000/54/EC (biological agents)			
Biological risks in hospitals	G	SP, 2007	Employer s/workers
Legionnaires Disease	G	SP, 2007	Employer s/workers
Health and Safety in the recycling sector	G	SP, 2012	Employer s/workers
Council Directive 92/57/EEC (temporary or mobile construction sites)			
Health and Safety at work in tunnel construction	G	SP, 2007	Construction
Safety at construction sites	AR	SP, 2007	Construction
A non-binding good practice guide for work at height	AR	A, 2009	Construction
Risk assessment at motor way construction works	AR	SP, 2009	Construction
New and emerging chemical hazards in the construction sector	AR	A, 2010	Construction
NAPO episodes presented in TV as well as on displays included in urban transportation and Malls	AR	A, 2007	General
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)			
Health and safety at work in quarries and mines	G	SP, 2007	Sectorial
Quarries and marble cutting works	G	SP, 2007	Sectorial
Code of practice for mining and quarry works	G	SP, 2012	Sectorial
Council Directive 92/91/EEC (mineral-extracting industries through drilling)			
No accompanying actions available for the period 2007-2012	-	-	-
Council Directive 92/29/EEC (medical treatment on board vessels)			
No accompanying actions available for the period 2007-2012	-	-	-
Council Directive 93/103/EC (work on board fishing vessels)			
No accompanying actions available for the period 2007-2012	-	-	-
Council Directive 92/85/EEC (pregnant/breastfeeding workers)			
Woman and solvents	G	SP, 2007	Workers
Council Directive 91/383/EEC (temporary workers)			
No accompanying actions available for the period 2007-2012	-	-	-
Council Directive 94/33/EC (young people at work)			
With safety at school and at home	AR	(SP) ELINYAE, 2011	General

4.2 USE OF ACCOMPANYING ACTIONS

This sub-section assess to what extent the accompanying actions are actually used by establishments to pursue the objective of protecting health and safety of workers.

Results from stakeholder interviews

During the interviews all the stakeholders noted that there is adequate information on almost all OSH issues, accessible by the OSH professionals or other motivated parties (e.g. SME owners). However, accompanying actions are not disseminated adequately. For instance, publications or electronic guides issued by authorities or the social partners are announced to the key organisations but are not forwarded accordingly to their members or end-users. It is also questionable to what extent the existing financial incentives (e.g. LAEK fund for training) are used for OSH purposes (e.g. training).

The accompanying actions are also useful for SMEs owners trained to undertake the duties of Safety Officer in order to implement on their own OSH obligations.

4.3 GAPS

This sub-section aims at determining whether there are any information needs that are not met.

Results from stakeholder interviews

Several accompanying actions are generic or repeated. There would be much better use of resources available at national level, if there was a better central coordination following consultation with affected stakeholders.

Stakeholders representing employers expressed the view that accompanying actions should also include financial incentives or grants to enterprises for the technical adaptation of workplaces and equipment, in order to comply with the requirements of new legislation.

Other Stakeholders representing workers and national institutions expressed the view that there are not adequate accompanying actions promoting health surveillance and measurements of physical and chemical agents at the workplace.

5 MAPPING QUESTION 5: ENFORCEMENT

The following section provides information on enforcement of the 24 directives. It describes the structure in place for enforcement.

In Greece, the main authority in charge of OSH legislation enforcement – both in the public and private sector – is the Labour Inspectorate (LI) (and the Mines Inspectorate with regard to Directives 92/104/EEC (surface and underground mineral-extracting industries) and 92/91/EEC (mineral-extracting industries through drilling)), which operates under the Ministry of Labour and Social Security. OSH legislation preparation falls under the auspices of the General Directorate for Working Conditions and Hygiene at Work, also operating under the Ministry of Labour and Social Security. OSH legislation enforcement in Greece is, however, weak and non-homogenous, due to staffing, expertise, training, equipment and administrative problems.

The LI has a wide set of competences laid down in L3996/2011. In this context, when carrying out inspections and if violations of labour law (including OSH legislation) are observed, the LI can proceed to several further actions¹⁸²: it can impose administrative sanctions (fines and/or cessation of activity/works) or file a report (*‘μηνυτήρια αναφορά ή μήνυση’*) to introduce the violation into penal procedures where in some cases there are grounds for further prosecution (*‘ποινική δίωξη’*) and, furthermore, referral to penal courts. The LI includes distinctive units, one for the wider area of labour legislation (Services of Social Labour Inspectorate - *‘Υπηρεσίες Κοινωνικής Επιθεώρησης Εργασίας’*) and one for the specific area of OSH (Services of Technical and Health Inspectorate - *‘Υπηρεσίες Τεχνικής και Υγειονομικής Επιθεώρησης Εργασίας’*).

Structure for enforcement

Results from stakeholder interviews

The weaknesses of the Labour Inspectorate in terms of staffing, expertise, training, equipment (e.g. for measurements) and administrative support have been mentioned by almost all interviewees. This lack of inspection capacity is more manifest in relation to SMEs. As a result, in-depth inspection of the specific CPMs and the key requirements is weak, whereas enforcement and guidance is not homogenous across the country.

This is also the case for the Mines Inspectorate, for which concerns have been expressed by social partners. These have underlined that the inspectorate’s weaknesses will be further weakened by the recent organisational changes.

The table below provides a list of the bodies in charge of enforcement in the Member State, by Directive if applicable.

Table 5 - 1 Enforcement authorities

Name	Type of authority
Directive 89/391/EEC (Framework Directive)	
Ministry of Labour Social Security & Welfare, General Directorate for Working Conditions and Hygiene at Work	The ML is the ministry that has the overall responsible for employment, working conditions in general as well as OSH and social security. The

¹⁸² Articles 2 and 23 Law 3996/2011.

Name	Type of authority
(GDWCH)	GDWCH is in charge of OSH legislation preparation, hosting social dialogue on OSH issues. It is also competent for granting administrative licences to External & Internal Preventive and Protective Services.
Labour Inspectorate (LI), Ministry of Labour and Social Security (ML)	The LI is responsible for enforcement of all labour legislation and is headed by the Special Secretary appointed by the government and reporting directly to the Minister. The LI is organised in two parallel structures; the Technical and Medical LI responsible for the OSH issues and the other, the "Social LI", for the "terms of work" (e.g. labour contracts, hours of work, dismissals, etc.). The OSH LI is organised in a Central and seven Regional inspection Centres dedicated to OSH issues.
Council Directive 89/654/EEC (workplace)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Directive 2009/104/EC (work equipment)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Council Directive 89/656/EEC (PPE)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Council Directive 92/58/EEC (OSH signs)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Directive 1999/92/EC (ATEX)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Council Directive 90/269/EEC (manual handling of loads)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Council Directive 90/270/EEC (display screen equipment)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Directive 2002/44/EC (vibration)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Directive 2003/10/EC (noise)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Directive 2004/40/EC (electromagnetic fields)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Directive 2006/25/EC (artificial optical radiation)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Directive 2004/37/EC (carcinogens or mutagens)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Council Directive 98/24/EC (chemical agents at work)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Directive 2009/148/EC (asbestos)	

Name	Type of authority
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Directive 2000/54/EC (biological agents)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Council Directive 92/57/EEC (temporary or mobile construction sites)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
General Secretariat for Public Works within the Ministry of Infrastructure, Transport & Networks	Enforcement of OSH legislation in Public Works. Inspection remains a competence of the LI of the ML
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)	
Mines Inspectorate reporting to the General Secretariat for Energy and Climate Change of the Ministry of Environment, Energy and Climate Change	The Inspectorate has two divisions; one is in charge of Northern and the other of Southern Greece.
Council Directive 92/91/EEC (mineral-extracting industries through drilling)	
Labour Inspectorate (LI), Ministry of Labour and Social Security (ML), as well the Mines Inspectorate reporting to the General Secretariat for Energy and Climate Change of the Ministry of Environment, Energy and Climate Change	Inspection; see descriptions above
Council Directive 92/29/EEC (medical treatment on board vessels)	
Ministry of Mercantile Marine Shipping, Maritime Affairs & the Aegean	All vessels included in the scope of the directive are inspected yearly by the Ministry of Mercantile Marine as well as by the accredited shipping registers in order to obtain the ship's safety certificate
Council Directive 93/103/EC (work on board fishing vessels)	
Ministry of Mercantile Marine Shipping, Maritime Affairs & the Aegean	Inspection: All vessels included in the scope of the directive are inspected yearly by the Ministry of Mercantile Marine as well as by the accredited shipping registers in order to obtain the ship's safety certificate
Council Directive 92/85/EEC (pregnant/breastfeeding workers)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Council Directive 91/383/EEC (temporary workers)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
Council Directive 94/33/EC (young people at work)	
GDWCH of the ML	See Framework Directive
LI of the ML	See Framework Directive
For young people working on board vessels as well fishing, the Ministry of Mercantile Marine	Inspection

In addition, information is provided on any interactions between the enforcement bodies listed above.

As mentioned earlier, there are three types of enforcement authorities:

- **The Labour Inspectorate of the Ministry of Labour** is responsible for inspecting the working conditions in all industrial, craft, construction and commercial enterprises and/or activities, either on social matters (work times, wages, social security, occupational legality) or on the physical conditions of work (safety and health). It also investigates occupational accidents and imposes administrative sanctions and fines, in case of violations.
- **The Mines Inspectorate of the Ministry of Environment, Energy and Climate Change** is responsible for inspecting working conditions in mines and queries

- **The Ministry of Shipping, Maritime Affairs & the Aegean** is responsible for the working conditions in shipping and fisheries sectors.

These three enforcement authorities work in separate economic sectors and no conflict of responsibilities was mentioned by any of the stakeholders or were identified in the NIR or other published documents.

Inspections

Statistical Information

The tables below provide information on the statistical data available in relation to inspections in order to gain an understanding of the level of enforcement activities in the Member State. According to the NIR and the Annual Reports of the LI for the years 2007-2012, the specific number of inspections carried out by the Services of the Technical and Health Inspectorate for these years refer only to OSH issues and are presented in the following table.^{183 184}

Table 5 - 2 OSH inspections per year

Year	OSH Inspections
2007	27.895
2008	24.600
2009	24.496
2010	25.259
2011	28.150
2012	26.832

Table 5 - 3 Inspections statistical data¹⁸⁵

Year	Number of labour inspectors	Number of workers per labour inspector	Number of inspections per 100,000 workers	Frequency of inspections	Comments
Ministry of Labour ¹⁸⁶				ESENER survey results 2009 ¹⁸⁷ . % of undertakings subject to an inspection once in the past 3 years, according to their size: 10 to 19 workers 46.82 % 20 to 49 workers 40.56 % 50 to 249 workers 51.71 % 250 to 499 workers 72.28 % 500 or more workers 86.63 %	The fact that number of inspections per 100,000 workers increases despite the decrease of the number of labour inspectors, might be explained only by the decrease of the
2007	262	17248	617		
2008	255	17778	540		
2009	248	18051	547		
2010	228	18855	588		
2011	231	17025	716		
2012	222	16585	729		
Ministry of Environment, Energy and Climate Change ¹⁸⁸					
2007	20	1000	2200		
2008	-	-	-		

¹⁸³ Labour Inspectorate's Activities' Reports for years 2007-2012, ML (<http://www.ypakp.gr/>).

¹⁸⁴ Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour, 2014, p.55

¹⁸⁵ Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour, 2014, Part I, Section 1

¹⁸⁶ Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour, 2014.

¹⁸⁷ ESENER survey results 2009, <https://osha.europa.eu/sub/esener/en/front-page/140/015>

¹⁸⁸ These figures relate to the Mine Inspectorate and to the enforcement of Directives 92/104/EEC and 92/91/EEC. Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour, 2014., Part II, Section 2.15

Year	Number of labour inspectors	Number of workers per labour inspector	Number of inspections per 100.000 workers	Frequency of inspections	Comments
2009	-	-	-	According to sector type: Production sector 69.56 % Private Services 50.45 % Public Services 25.78 % In total, 46.01% of undertakings were subject to an inspection once in the past 3 years. In general, more research is needed.	number of employed persons due to the sharp increase of unemployment. The large enterprises (more than 250 workers) are inspected more frequently, according to ESENER figures and stakeholders views.
2010	-	-			
2011	-	-			
2012	-	-			

In the table below the inspections for OSH issues alone are shown for the years 2007-2012 by sector of economic activity, according to Labour Inspectorate's annual reports¹⁸⁹. According to these figures, inspections focus by far on the construction sector (NACE code 41-42-43), followed by the retail trade (NACE code 47) and the food and beverage service activities and manufacture of food products (NACE codes 56 and 10). For certain years there is a sharp increase in the number of inspections for specific sectors (e.g. 2010: manufacture of furniture, 2011: wholesale and retail trade and repair of motor vehicles and motor cycles, 2011: financial service activities except insurance and pension funding, 2011-2012: human health activities, due to the psychosocial risks campaign focussing in hospitals) reflecting the priorities set by the Labour Inspectorate each year and in response to the relevant EU campaigns.

Table 5 - 4 Inspections OSH issues 2007-2012 by sector

NACE rev.2 (*)	Sector	2007	2008	2009	2010	2011	2012
1	Agriculture, animal production	95	289	110	118	104	137
2	Forestry and logging	3	7	6	9	15	23
3	Fishing and aquaculture	29	22	26	19	14	40
5	Mining of coal and lignite	2	-	-	2	-	1
6	Extraction of crude petroleum and natural gas	2	3	3	4	7	3
7	Mining of metal ores	3	14	-	2	2	-
8	Other mining and quarrying	33	32	24	10	17	20
9	Mining support service activities	-	-	8	8	3	4
-	Industry of foods and drinks	1308	1138	-	-	-	-
10	Manufacture of food products	-	-	1070	1061	2109	1617
11	Manufacture of beverages	-	-	86	77	67	89
12	Manufacture of tobacco products	27	27	69	36	41	32
13	Manufacture of textiles	150	93	48	42	65	51
14	Manufacture of wearing apparel	78	92	153	127	115	153
15	Manufacture of leather and related	30	24	23	23	21	9

¹⁸⁹ Labour Inspectorate's Activities' Reports for years 2007-2012, ML (<http://www.ypakp.gr/>).

NACE rev.2 (*)	Sector	2007	2008	2009	2010	2011	2012
	products						
16	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	317	272	190	399	172	127
17	Manufacture of paper and paper products	109	68	94	87	92	78
18	Printing and reproduction of recorded media	165	138	108	74	85	119
19	Manufacture of coke and refined petroleum products	27	25	58	39	54	51
20	Manufacture of chemicals and chemical products	242	252	179	143	140	155
21	Manufacture of basic pharmaceutical products and pharmaceutical preparations	-	-	41	46	41	44
22	Manufacture of rubber and plastic products	250	201	175	226	138	120
23	Manufacture of other non-metallic mineral products	588	519	384	357	265	245
24	Manufacture of basic metals	162	150	137	93	55	44
25	Manufacture of fabricated metal products, except machinery and equipment	832	701	541	582	504	525
26	Manufacture of computer, electronic and optical products	30	24	20	12	27	24
27	Manufacture of electrical equipment	97	73	84	65	60	48
28	Manufacture of machinery and equipment n.e.c.	224	229	134	115	123	118
29	Manufacture of motor vehicles, trailers and semi-trailers	22	21	34	27	62	26
30	Manufacture of other transport equipment	1198	1354	1116	1044	659	783
31	Manufacture of furniture	323	241	263	601	226	187
32	Other manufacturing	13	5	111	88	114	110
33	Repair and installation of machinery and equipment	-	-	258	240	181	161
35	Electricity, gas, steam and air conditioning supply	162	182	187	132	186	229
36	Water collection, treatment and supply	24	41	56	69	35	45
37	Sewerage	141	114	21	40	17	16
38	Waste collection, treatment and disposal activities; materials recovery	55	70	133	343	130	157
39	Remediation activities and other waste management services	-	-	62	53	27	28
41-42-43	Construction of buildings-Civil engineering-Specialised construction activities	13498	11250	11393	9557	7365	6134
45	Wholesale and retail trade and repair of motor vehicles and motorcycles	863	1435	586	587	1604	796
46	Wholesale trade, except of motor vehicles and motorcycles	698	610	585	527	672	725
47	Retail trade, except of motor vehicles and motorcycles	2299	2052	2936	2738	4384	4853

NACE rev.2 (*)	Sector	2007	2008	2009	2010	2011	2012
49	Land transport and transport via pipelines	189	138	148	189	284	344
50	Water transport	30	11	18	567	632	582
51	Air transport	59	25	37	24	11	23
52	Warehousing and support activities for transportation	364	258	259	328	262	470
53	Postal and courier activities	125	113	84	288	154	147
55	Accommodation	1473	1028	296	364	449	930
56	Food and beverage service activities	-	-	645	1141	1621	2520
58	Publishing activities	-	-	15	28	41	31
59	Motion picture, video and television programme production, sound recording and music publishing activities	-	-	9	1	6	23
60	Programming and broadcasting activities	-	-	7	6	68	85
61	Telecommunications	-	-	85	122	117	354
62	Computer programming, consultancy and related activities	18	26	20	22	33	29
63	Information service activities	-	-	6	10	25	18
64	Financial service activities, except insurance and pension funding	408	252	296	400	1565	667
65	Insurance, reinsurance and pension funding, except compulsory social security insurance	19	22	16	22	39	40
66	Activities auxiliary to financial services and insurance activities	7	1	26	67	144	44
68	Real estate activities	2	11	18	14	26	9
69	Legal and accounting activities	-	-	8	10	176	67
70	Activities of head offices; management consultancy activities	-	-	12	9	32	11
71	Architectural and engineering activities; technical testing and analysis	-	-	13	28	69	37
72	Scientific research and development	9	6	9	6	9	11
73	Advertising and market research	-	-	25	8	19	11
74	Other professional, scientific and technical activities	157	125	24	25	33	39
75	Veterinary activities	-	-	9	4	5	4
77	Rental and leasing activities	14	18	14	21	30	21
78	Employment activities	-	-	8	12	12	19
79	Travel agency, tour operator reservation service and related activities	-	-	24	28	35	45
80	Security and investigation activities	-	-	57	316	109	153
81	Services to buildings and landscape activities	-	-	135	487	356	275
82	Office administrative, office support and other business support activities	144	203	20	30	46	36
84	Public administration and defence; compulsory social security	309	181	250	300	408	465

NACE rev.2 (*)	Sector	2007	2008	2009	2010	2011	2012
85	Education	80	68	58	84	179	155
86	Human health activities	302	233	125	215	431	509
87	Residential care activities	-	-	7	6	12	18
88	Social work activities without accommodation	-	-	6	27	23	34
90	Creative, arts and entertainment activities	58	86	24	18	40	25
91	Libraries, archives, museums and other cultural activities	-	-	15	18	69	18
92	Gambling and betting activities	-	-	25	28	55	41
93	Sports activities and amusement and recreation activities	-	-	20	36	75	60
94	Activities of membership organisations	24	22	12	20	65	48
95	Repair of computers and personal and household goods	-	-	2	5	22	20
96	Other personal service activities	-	-	86	78	335	247
97	Activities of households as employers of domestic personnel	2	5	3	3	10	4
98	Undifferentiated goods-and services-producing activities of private households for own use	-	-	2	3	6	1
99	Activities of extraterritorial organisations and bodies	3	-	6	19	14	15
	TOTAL/ YEAR	27895	24600	24496	25259	28150	26832

(*) The classification of sectors of economic activity for years 2009-2012 is in accordance to NACE, rev.2. This is not the case for years 2007-2008. For these years, effort has been made the sectors of economic activity to correspond to the categories of NACE, rev.2.

Strategies for inspection

Strategies for inspections are developed by the Labour Inspectorate. The Division of Planning and Coordination of the LI develops the annual operational plans which are subsequently brought before the Council for Social Control (SKEE) where the Special Secretary of the Labour Inspectorate is the Chair. The operational plan for 2013 has been approved unanimously by the participating social partners.

These operational plans set various objectives in terms of the number of inspections per regional inspectorate, the sectors of specific focus and priorities of inspections. The operational plans also lay down the LI's participation in various OSH campaigns (e.g. EU OSH campaigns) and informative activities. The operational plans are implemented by the seven regional Centres for the Prevention of Occupational Risks (KEPEK: Kentra Prolipsis Epagelmatikou Kindinou) which cover the entire country through their 52 Departments of OSH Regional Inspectorates¹⁹⁰ (38 Departments of Technical and Health Inspectorate (TTYE: Τμήμα Τεχνικής και Υγειονομικής Επιθεώρησης), 7 Departments for the Working Environment and Measurements and 7 Departments for Documentation and Administrative Support. The KEPEK are separate of the regional offices of the Social LI (*kinoniki Epitheorisi*) responsible for the implementation of other labour issues (e.g. hours of work, wages, etc).

¹⁹⁰ Labour Inspectorate, Ministry of Labour and Social Security Insurance, Hellenic Republic, Activities' Report 2007, p.3, available at <http://www.ypakp.gr/>

These plans are applicable for inspections of all employers, notwithstanding specific actions and campaigns targeting certain sectors and type of companies (such as temporary or mobile construction sites).

For the period 2010-2013, these annual operational plans were part of a larger strategy: the National OSH Strategy 2010-2013. Each year, the Labour Inspectorates' Annual Report assesses the results obtained during the implementation of the operational plan.

Additionally to the LI reporting to the ML, there is the LI in charge of the mining and quarry works reporting to the Ministry of Environment, Energy and Climate Change, operationally divided in two sections, one for northern and the other for southern Greece.

Apart from the national inspection plans of the Labour Inspectorate, the General Directorate for Working Conditions and Hygiene at Work (GDWCH) runs campaigns relevant to the promotion of OSH and well-being at work connected to the EU relevant campaigns. These promotional campaigns take into account the EU annual OSH strategies.

The box below provides a short description of the strategic documents for enforcement.

<i>Strategic documents for enforcement</i>	
<ul style="list-style-type: none"> • National OSH Strategy 2010-2013, ML. • The annual operational plan of the Labour Inspectorate, included in the Labour Inspectorate's Activities' Report for years 2007-2012 (http://www.ypakp.gr/). • Labour Inspectorate's Activities' Report for years 2007-2012, ML, (http://www.ypakp.gr/). 	

The table below presents how priorities are set within strategic documents for inspections in relation to the different topics covered by the OSH Directives.

Table 5 - 5 Data on enforcement strategy

<i>Priorities set in terms of</i>			
size of companies targeted	sectors	groups or workers	other criteria
	√	Cleaners	<ul style="list-style-type: none"> • Type of risk, type of business (e.g. seasonal), increased number of accidents, complaints made by trade unions for OSH violations in certain sectors
<i>Priorities set on the basis of</i>			
risk assessment	result of inspections	others	
	√	<ul style="list-style-type: none"> • EU campaigns • Re-inspections • Investigation of notified work accidents 	

Every year the enforcement strategy to be exercised for next year by the Labour Inspectorate (LI) is discussed at the Council for Social Control of the LI (SKEE) headed by the Secretary appointed for the Labour Inspectorate. The operational plan for inspections includes all sectors of economic activity, while at the same time focuses on particular sectors. The results of the implementation of the enforcement strategy are presented as part of the next year's LI report. Although sectors with a high percentage of micro/SMEs are included in the inspection plan (e.g. hotels and restaurants, hairdressers, construction sites) specific data of the result of inspections like "number of inspections/sanctions imposed per size of companies", the "CPMs" or "KR for each directive" are not available. A

significant improvement would be if the form filled during the inspection included indices like the aforementioned which subsequently would be entered in the LI's data base and be publicized at the authority's internet site.

Sanctions

Article 71 of the Code of OSH Laws (L. 3850/2010) sets the administrative sanctions to be imposed to the employer, manufacturer, producer, importer or supplier in cases of violation of OSH legislation. These administrative sanctions consist of fines (from €500 to €50.000 for each violation) and/or temporary cessation of activity for a time period up to six days. The Minister of Labour may decide to exceed the 6 days of cessation of activity or even permanently close down the unit or undertaking. Moreover, the level of the fine escalates within the abovementioned sums, according to the provisions of MD 2063/Δ1 632/2011, that sets a point system by taking into account 4 criteria: (a) the number of workers affected, (b) the severity of the consequences of the infringement, (c) the risk level of the sector the enterprise belongs to and (d) the recidivism of the specific employer. There is an additional sub-criterion; the degree of collaboration that the employer demonstrates. Specific levels are defined for each one of the four criteria as well as the sub-criterion, corresponding to points which are entered into a formula for the calculation of the fine.

All violations concerning PD 407/2001 (transposing 94/33/EC concerning the protection of young workers in shipping and fisheries sectors) are punished according to the provisions of art. 45 of LD 187/73 ratifying the Code of Public Maritime Law, setting a fine up to €450 for each one of the violations.

Violations concerning the laws transposing 92/104/EEC concerning surface and underground mineral extracting industries are punished according to the provisions of art. 15 of Law 669/1977 as modified by Ministerial Decision Δ7/A/Φ1/21802/2001, setting a fine of €3,000.00. Additionally, the mines inspector may impose temporary work cessation or propose a permanent one to his Minister resulting to the withdrawal of the establishment's operational licence.

In addition to that, article 72 of the Code of OSH Laws lays down the criminal sanctions that penal courts impose in cases of violation of OSH legislation. The employer who intentionally violates OSH legislative provisions is punished with imprisonment of at least 6 months and/or a fine of at least €900. Penal sanctions are also provided for manufacturers, importers or suppliers that intentionally violate OSH legislation. In that case, the penalties consist of imprisonment or/and a fine of at least €293. If the violation is committed due to negligence, the maximum sentence is one year of imprisonment or a fine. As this offence is a misdemeanor, the maximum penalties that can be imposed are those provided in the general provisions of the Greek Penal Code, i.e. imprisonment up to five years, or a monetary penalty up to €15,000¹⁹¹. The general provisions of the Penal Code on homicide and bodily injury by negligence apply as well (articles 302, 315, 314 Penal Code), in cases of occupational accidents, where the total penalty is determined through a case by case combination of the penalties imposed for each offence.

Specifically for the ship-repair industry, MD 27397/122/19-8-2013 sets administrative sanctions against the employers that do not present the gas-free certificate during the inspection, if such a requirement applies. Three levels of fines are established: €7.200, €10.000 and €15.000 for each one of the three risk levels defined taking into account the type of the ship, the part/location of the ship under repair and the type of repair works to be carried out.

The following table includes data for enforcement actions (administrative sanctions: fines & work cessations as well as criminal sanctions: prosecutions) imposed (initiated) by inspectors, immediately

¹⁹¹ Greek Penal Code, Articles 53 and 57.

following an inspection of an establishment. Employers have the right to appeal for the administrative sanctions to the Head of the Labour Inspectorate and/or to the Minister of Labour or to the administrative courts. For the criminal sanctions the labour inspector files a report. Therefore these figures for enforcement actions do not represent final decisions imposed by the courts. For the latter data do not exist.

These data are the only ones existing for individual directives and are not published¹⁹². They were provided officially by the Labour Inspectorate following specific request during the interview on 30.06.2014.

The figures confirm the LI's strategy which focuses on high risk sectors like the construction (directive 92/57/EEC), the implementation of the CPMs (directive 89/391/EEC, e.g. risk assessment and the provision of preventive services) and finally on the work equipment (directive 2009/104/EEC) and workplaces (directive 89/654/EEC) minimum OSH requirements.

Table 5 - 6 Criminal and administrative sanctions per EU Directive

Offence under national legislation – EU Directive	Criminal sanctions (Prosecutions) – Types and levels of penalties				Administrative sanctions (fines & work cessations) – Types and levels of penalties			
	2009	2010	2011	2012	2009	2010	2011	2012
89/391	338	290	362	368	269	303	239	245
89/654	135	152	119	85	87	83	46	58
89/656	86	69	59	70	42	29	13	11
90/269	15	12	10	17	3	1	1	1
90/270	1	-	-	-	0	4	0	1
92/57	152	127	166	112	970	896	865	634
92/58	11	8	6	12	10	5	3	1
92/91	1	-	-	-	0	2	0	0
98/24	-	-	3	1	0	0	0	1
99/92	-	-	7	2	0	0	0	1
2000/54	3	3	2	2	0	5	0	2
2003/10	1	-	2	-	3	3	3	1
2004/37	1	-	0	1	2	0	0	1
2009/104	354	285	291	243	238	228	123	173
2009/148	-	2	2	-	5	3	1	1
Non specified	-	-	51	37	157	163	102	105
Other ¹⁹³	-	-	-	-	830	654	-	-

Enforcement actions

The following table demonstrates a clear decrease of the number of sanctions imposed by the Labour Inspectorate. According to the Ministry of Labour report¹⁹⁴ on the practical implementation of the EU OSH directives for years 2007-2012, the reason is the decrease of employment and the financial problems the enterprises are faced with.

¹⁹² The total sanctions per year are higher than those published and included both in the NIR as well as in the LI's activities annual reports. The explanation is that the above figures refer to specific breaches of legislative acts which are more than the sanctions imposed by the Inspectorate, since several legislative violations may be grouped into one sanction act.

¹⁹³ These figures refer to work cessations mostly related to legislation existing in parallel with the legislation transposing directive 92/57/EEC

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Table 5 - 7 Number of infringements and court cases, 2007-2009¹⁹⁵

Years	2007	2008	2009	2010	2011	2012
Total number of infringement which resulted in legal action	4.648	4.047	3714	3327	2.476	2.186
Other data on the number of court cases specific to OSH issues in the period 2007-2012	Data not available ¹⁹⁶					

¹⁹⁵ The Desk Study guidelines (p.29) instruct us to refer to the figures included in the NIR (Part A, section 1, Data Table 1.1). However these figures refer only to Criminal Sanctions (prosecutions) without including the Administrative Sanctions (fines and work cessations). The figures presented in this table refer to the total number of infringements, i.e. the sum of Criminal Sanctions and Administrative Sanctions. For years 2007-2008 the data used are the ones included in the corresponding LI's activities annual reports, whereas for years 2009-2012 the data used are the ones presented in previous table 5-4.

¹⁹⁶ Data on the number of final decisions imposed by the courts do not exist.

6 MAPPING QUESTION 6: SPECIFIC GROUPS OF WORKERS

No specific approaches to vulnerable groups are taken in Greece beyond the requirements set out in the transposed Directives. Some awareness-campaigns on dangerous substances have been provided in a multitude of languages, in order to reach as much migrant workers as possible.

The table 6-1 below provides an overview of the documents, including legislation, strategies, guidelines, roadmaps or plans, as well as other documents addressing the question of vulnerable groups.

Table 6- 1 Tools addressing risk factors for all vulnerable groups

Document	Target group (if any)	Pregnancy; Breastfeeding	Menstrual disorders; Menopause	Reduced physical capabilities	Additional non-work activities	Part-time jobs; Precarious contract	Natural deterioration of physical and mental capacities	Longer recovery time	Longer exposure to occupational hazards	Increased risk of developing long-term or chronic illnesses or disabilities	Different risks faced by disabled workers	Combined risks of occupational risk factors	Less awareness of the risks amongst new workers	Lack of awareness of long-latency occupational diseases	Work arrangements	Language barriers	Fear of authorities	Lack of OSH training	Lack of familiarity with the working environment
Safety Signs at the workplace, Ministry of Labour, 2009, multilingual																√			
Dangerous substances in dry cleaning and cleaning works. Awareness – prevention – protection. Multilingual. Ministry of Labour –																√			

Document	Target group (if any)	Pregnancy; Breastfeeding	Menstrual disorders; Menopause	Reduced physical capabilities	Additional non-work activities	Part-time jobs; Precarious contract	Natural deterioration of physical and mental capacities	Longer recovery time	Longer exposure to occupational hazards	Increased risk of developing long-term or chronic illnesses or disabilities	Different risks faced by disabled workers	Combined risks of occupational risk factors	Less awareness of the risks amongst new workers	Lack of awareness of long-latency occupational diseases	Work arrangements	Language barriers	Fear of authorities	Lack of OSH training	Lack of familiarity with the working environment
Labour Inspectorate, 2011																			
Dangerous substances in wood working and furniture manufacture. Awareness – prevention – protection. Multilingual. Ministry of Labour – Labour Inspectorate, 2011																√			
Dangerous substances in car repair shops. Awareness – prevention – protection. Multilingual. Ministry of Labour – Labour Inspectorate, 2011																√			
Dangerous substances in																√			

Document	Target group (if any)	Pregnancy; Breastfeeding	Menstrual disorders; Menopause	Reduced physical capabilities	Additional non-work activities	Part-time jobs; Precarious contract	Natural deterioration of physical and mental capacities	Longer recovery time	Longer exposure to occupational hazards	Increased risk of developing long-term or chronic illnesses or disabilities	Different risks faced by disabled workers	Combined risks of occupational risk factors	Less awareness of the risks amongst new workers	Lack of awareness of long-latency occupational diseases	Work arrangements	Language barriers	Fear of authorities	Lack of OSH training	Lack of familiarity with the working environment
bakeries. Awareness prevention protection. Multilingual. Ministry of Labour – Labour Inspectorate, 2011																			
National Strategy for Safety and Health at Work 2010-2013, specific target on integrating OSH in education to promote preventive culture	Young people at work																	√	
Workers who have recently given birth are entitled to a special paid leave of 6 months following the end of the 3 months breastfeeding period. This cost is		√																	

Document	Target group (if any)	Pregnancy; Breastfeeding	Menstrual disorders; Menopause	Reduced physical capabilities	Additional non-work activities	Part-time jobs; Precarious contract	Natural deterioration of physical and mental capacities	Longer recovery time	Longer exposure to occupational hazards	Increased risk of developing long-term or chronic illnesses or disabilities	Different risks faced by disabled workers	Combined risks of occupational risk factors	Less awareness of the risks amongst new workers	Lack of awareness of long-latency occupational diseases	Work arrangements	Language barriers	Fear of authorities	Lack of OSH training	Lack of familiarity with the working environment
undertaken by the Manpower Employment Organisation (OAED)																			
Reduction by 50% of the insurance contribution for the women engineers insured at Engineers Insurance Fund (TSMEDE) for the year following the date of birth.		√																	

7 MAPPING QUESTION 7: SMEs AND MICRO-ENTERPRISES

This question focuses on the identification of measures adopted by Member States in order to assist SMEs and micro-enterprises in the implementation of OSH requirements. Measures provided by other actors, such as social partners, are not included. The concept of ‘measures’ is considered as covering national legislation and soft measures, i.e. incentives. Other measures such as guidance are included in section 4.

Three elements should be checked for each Directive:

- Exemptions: are there thresholds of number of workers to be exempted from certain key requirements? If so, what are the thresholds? To what requirements does it apply?
- Lighter regime: are certain norms/ regulatory standards provided by law differentiated for SMEs?
- Incentives: have financial measures/tax reductions been adopted to support SMEs?

The results are summarised in Table 7-1 and then detailed in Table 7-2. It should be taken into account that the SME measures laid down in the national legislation transposing the Framework Directive are equally applicable to all of the transpositions of the other OSH individual Directives.

Greece has set up different actions to support SMEs in implementing the OSH directives. These range from various information days to the publication of information leaflets. It is also one of the key roles of the inspectors to support the SMEs, through provision of advice on legislation and improvement of working conditions during the inspections¹⁹⁷. However, there are very few financial incentives (and no lighter regulatory regime, nor regulatory exemptions) directed to SMEs. The LAEK fund for training of workers aims at reaching SMEs and there is some financial aid available to SMEs in the manufacturing, tourism, trade and services sectors in accordance with Commission Recommendation 2003/361/EC.

Table 7- 1 Overview of measures targeting SMEs and micro-enterprises

	Exemptions	Lighter regime	Incentives
Directive 89/391/EEC (FW)	-	-	✓
Directive 89/654/EEC (workplace)	-	-	-
Directive 2009/104/EC (work equipment)	-	-	-
Council Directive 89/656/EEC (PPE)	-	-	-
Council Directive 92/58/EEC (OSH signs)	-	-	-
Directive 1999/92/EC (ATEX)	-	-	-
Council Directive 90/269/EEC (manual handling of loads)	-	-	-
Council Directive 90/270/EEC (display screen equipment)	-	-	-
Directive 2002/44/EC (vibration)	-	-	-

¹⁹⁷ Greek report on the practical implementation of the EU OSH directives in the period 2007-2012, Ministry of Labour, 2014. Information on support to SMEs is spread through the report. Data on information days can be found in particular in Part II, Section II.1.

	Exemptions	Lighter regime	Incentives
	-	-	-
Directive 2003/10/EC (noise)			
	-	-	-
Directive 2004/40/EC (electromagnetic fields)			
N/A	N/A	N/A	N/A
Directive 2006/25/EC (artificial optical radiation)			
	-	-	-
Directive 2004/37/EC (carcinogens or mutagens)			
	-	-	-
Directive 2009/148/EC (asbestos)			
	-	-	-
Directive 2000/54/EC (biological agents)			
	-	-	-
Council Directive 92/57/EEC (temporary or mobile construction sites)			
	-	-	-
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)			
	-	-	-
Council Directive 92/91/EEC (mineral-extracting industries through drilling)			
	-	-	-
Council Directive 92/29/EEC (medical treatment on board vessels)			
	-	-	-
Council Directive 93/103/EC (work on board fishing vessels)			
	-	-	-
Council Directive 92/85/EEC (pregnant/breastfeeding workers)			
	-	-	-
Council Directive 91/383/EEC (temporary workers)			
	-	-	-
Council Directive 94/33/EC (young people at work)			
	-	-	-
Council Directive 98/24/EC (chemical agents at work)			
	-	-	-

Table 7- 2 Description of measures targeting SMEs and micro-enterprises

	Exemptions	Lighter regime	Incentives
Directive 89/391/EEC (FW)			
-	-	-	Financial aid to small and micro enterprises active in Manufacturing-Tourism-Trade-Services under the Regional Operational Programs of the National Strategic Reference Framework (PEP-ESPA) 2007-2013 ¹⁹⁸ . These incentives concern SMEs as defined in Commission Recommendation 2003/361/EC
Directive 89/654/EEC (workplace)			
	-	-	-
Directive 2009/104/EC (work equipment)			

¹⁹⁸ Ministry of Finance/General Secretariat for Investment and Development/General Directorate for Planning of Development, Regional Policy and Public Investments/Joint Decision A.Π. 40844/EYΣ6681/21-8-2009

	Exemptions	Lighter regime	Incentives
	-	-	-
Council Directive 89/656/EEC (PPE)			
	-	-	-
Council Directive 92/58/EEC (OSH signs)			
	-	-	-
Directive 1999/92/EC (ATEX)			
	-	-	-
Council Directive 90/269/EEC (manual handling of loads)			
	-	-	-
Council Directive 90/270/EEC (display screen equipment)			
	-	-	-
Directive 2002/44/EC (vibration)			
	-	-	-
Directive 2003/10/EC (noise)			
	-	-	-
Directive 2004/40/EC (electromagnetic fields)			
N/A	N/A	N/A	N/A
Directive 2006/25/EC (artificial optical radiation)			
	-	-	-
Directive 2004/37/EC (carcinogens or mutagens)			
	-	-	-
Directive 2009/148/EC (asbestos)			
	-	-	-
Directive 2000/54/EC (biological agents)			
	-	-	-
Council Directive 92/57/EEC (temporary or mobile construction sites)			
	-	-	-
Council Directive 92/104/EEC (surface and underground mineral-extracting industries)			
	-	-	-
Council Directive 92/91/EEC (mineral-extracting industries through drilling)			
	-	-	-
Council Directive 92/29/EEC (medical treatment on board vessels)			
	-	-	-
Council Directive 93/103/EC (work on board fishing vessels)			
	-	-	-
Council Directive 92/85/EEC (pregnant/breastfeeding workers)			
	-	-	-
Council Directive 91/383/EEC (temporary workers)			
	-	-	-
Council Directive 94/33/EC (young people at work)			
	-	-	-
Council Directive 98/24/EC (chemical agents at work)			
	-	-	-

ANNEX I- BIBLIOGRAPHY

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ANNEX II – INTERVIEWS

How many interviews...	... in total		... with national authorities		... with labour inspectorates		... with workers' representatives		... with employers' representatives		... with research institutes, academia, OSH professional bodies, etc.	
	Contacted	Completed	Contacted	Completed	Contacted	Completed	Contacted	Completed	Contacted	Completed	Contacted	Completed
EL	37	29	10	9	5	5	8	4	9	7	5	4

This table details all the interviews that were completed with Greek stakeholders, and includes as well the number of stakeholders contacted for these interviews. A further distinction is made on the basis of the category of stakeholders.