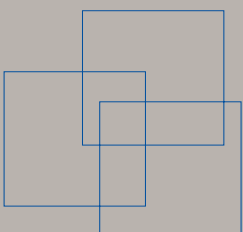




International
Labour
Organization



Strengthening the Labour Administration System and Improving Delivery Capacity in Greece



Project Results
September 2016 – February 2018

Context

The Greek labour market has been exposed to the effects of a structural financial and economic crisis in recent years. As of mid-2016, the unemployment rate was still over 23 per cent, while the country was also hit by the refugee crisis. In addition, human resources in labour administration are limited, having been reduced considerably during the crisis. Public budget cuts have also resulted in fewer training opportunities for civil servants.

In accordance with ILO Convention No. 150 on labour administration, ratified by Greece, effective labour administration is vital for good governance and economic progress particularly in a crisis context. It contributes to improving working conditions and making decent work a reality while at the same time enhances employment and productivity, contributing to sustainable economic development.

In June 2016, a Supplemental Memorandum of Understanding (MoU) between the European Commission, the Hellenic Republic and the Bank of Greece detailed requirements for the Greek Government to strengthen the capacity of its labour administration.

At the Greek Government's request, the European Commission sought ILO's expertise to review the current labour administration institutional framework, roles, responsibilities and duties of the Ministry of Labour, Social Security and Social Solidarity (MLSSSS), to better develop and implement policies and programmes responsive to the new economic and social context. Assistance was also requested to develop human resource capacities for enacting necessary reforms, through an ILO inspired tripartite process.

Key results of the project

- ✓ An **Assessment of the Greek Labour Administration System**, including recommendations for improvement, was produced and endorsed by the tripartite constituents;
- ✓ Following these recommendations, a **new Organizational Chart of the MLSSSS** was officially adopted through Presidential Decree in November 2017;
- ✓ An **Action Plan** to strengthen data collection and support evidence based policies in the field of collective agreements/wages and non-standard forms of employment was adopted by the MLSSSS;
- ✓ At the request of MLSSSS, **two key activities of the Action Plan** were implemented with direct project support. One of these activities was the preparation of a template bulletin, highlighting the trends in Non-Standard Employment. Thanks to this activity, the **first bulletin containing information on the minimum salary in the country** was produced in March 2018 by MLSSSS;
- ✓ **25 MLSSSS staff were trained** to enhance their capacities to analyze labour market information and support evidence-based policy decision making;
- ✓ **EU expertise and good practices on Labour Administration systems were shared** with the Ministry of Labour and Social Partners in a two-day seminar organized in Athens on 18-19 October 2016.



Highlights of the Project

Labour Administration Assessment and new MLSSSS

Organizational Chart

The project started with an assessment of the Greek Labour Administration system. The aim of this exercise was to help the Government improve its application of labour laws and policies and to inform structural reforms to assist the MLSSSS towards better alignment and execution of its functions in line with the provisions of the June 2016 MoU between the European Commission and the Hellenic Republic.

Based on information gathered through desk review and interviews with the MLSSSS, the EU and social partners, the assessment provided a series of recommendations regarding institutional reorganization, including a revised distribution of functions and measures to improve business processes.

The draft conclusions of the Assessment were discussed with the MLSSSS and the EU followed by a tripartite workshop on 19 May 2017 where the findings and recommendations were presented to social partners.


Using information provided in the report, the MLSSSS finalized its proposal for a revised Organizational Chart of the MLSSSS and

submitted it to the Ministry of Interior and Administrative Reconstruction. The new Organizational Chart was then adopted and announced by Presidential Decree on 6 November 2017 (PD 134/2017).

This new organizational chart is an important step towards a more efficient Labour Administration System.



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Highlights of the Project

Support for better data collection and evidence based policy decision making

One of the gaps identified in the Labour Administration Assessment was the lack of data and analysis to estimate the impact of labour policies.

Based on this finding, the Greek Ministry of Labour requested ILO's support to strengthen the methodology for data collection and its effective use for better designing MLSSSS policies, within the recently restructured Directorate for Collective Regulations.

The project supported the Ministry in developing an Action Plan to strengthen the functioning of the Directorate for Collective Regulation and to review processes for evidence based policy making on collective agreements, minimum wages and the future of work, from a protection of work perspective.

The project directly supported two activities of the Action Plan at the request of MLSSSS:

The removal of the seasonal component of indicators on Non-Standard Employment, using JDemetra+ software;

The preparation of a template bulletin, highlighting the trends in Non-Standard Forms of Employment. As a result of the pilot project, the first bulletin containing information on the minimum salary in the country was produced in March 2018.

In addition, the project delivered two trainings to reinforce the capacity of the MLSSSS to analyze labour market information and support evidence-based policy making.

The first training was designed to strengthen the capacity of the Ministry on understanding the scope of labour statistics (key concepts, definitions and data collection tools, with emphasis on the 19th resolution of the International Conference of Labour Statisticians).

The second training aimed to strengthen the capacity of the Ministry to analyze labour data, and using decent work indicators to monitor employment and labour market conditions and assess progress towards decent work in the context of the Sustainable Development Goals.

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