

GREECE (2017-2019)
THE ELIMINATION OF ALL FORMS OF FORCED OR COMPULSORY LABOUR
Protocol of 2014 (P029) to the Forced Labour Convention

REPORTING	Fulfillment of Government's reporting obligations	Yes.
	Involvement of Employers' and Workers' organizations in the reporting process	<p>2019 AR: The report is communicated to the same organizations as in 2018, but also to the Federation of Industries of Northern Greece (SBBE).</p> <p>2017-2018 ARs: Yes, the following organizations have been consulted in the reporting process: the Hellenic Federation of Enterprises (SEV), the Hellenic Confederation of Commerce and Entrepreneurship (ESEE), the Hellenic Confederation of Professionals, Craftsmen and Merchants (GSEVEE), the Association of Greek Tourism Enterprises (SETE), and the General Confederation of Greek Workers (GSEE).</p>
OBSERVATIONS BY THE SOCIAL PARTNERS	Employers' organizations	<p>2019 AR: Observations by the SEV.</p> <p>2018 AR: Observations by the SEV: with regard to the development or the implementation of measures to achieve the effective and sustained suppression of forced or compulsory labour, there has not been an invitation for consultation. As pointed out in the relevant communication in January 2018, problems have been identified in the agriculture sector. More specifically, the ILC 129 on Labour Inspection in Agriculture has not been ratified. With regard to the ratification of the said Convention, in the framework of the ILO programme on undeclared work that is being implemented by the Greek Government with the cooperation of the Social Partners, outcome 3 has been introduced. There is already the needs assessment report on the necessary amendments of the legal framework regarding the Inspectorate in the agriculture sector and the recommendations for amendments in accordance with ILC 129. The said report was presented in the competent tripartite Division on Undeclared Work of ASE in September. SEV indicates that it received this questionnaire, but believe that the relevant report drafted by the Greek Government should be sent to it, on which constructive social dialogue will take place and both employers' and workers' organizations will be able to express their positions upon specific views.</p> <p>2017 AR: Hellenic Confederation of Enterprises (SEV)</p>
	Workers' organizations	<p>2019 AR: Observations by the General Confederation of Greek Workers (GSEE).</p> <p>2018 AR: Observations by GSEE: The GSEE has highlighted in many ways the country's obligation to comply with the judgment of the European Court for Human Rights on Manolada case (Chowdury and others v. Greece) and the recommendations of the Council of Europe's GRETA experts (February 2018). In this context, and in light of the preparation of the national report, GSEE requests to be noted that, as an update of its positions, it refers to the Recommendations of the National Committee on Human Rights dated 27.8.2018, in relation to the substantial compliance of the Greek State with the ECHR decision on Chowdury and others v. Greece. According to the GSEE, unfortunately, it is noted that till today the State's weakness to effectively control forced labour conditions is maintained, as is confirmed by the complaint lodged with GSEE on 18.9.2018 by 164 land workers in Manolada, Ilia, who were among the victims of the fire of 7th June 2018. The GSEE further reports that given the self-evident agreement of GSEE on the ratification of the Protocol to ILC 29, it would be suitable and appropriate to accept the following request made officially by GSEE during the only meeting of the Supreme Labour Council Division for the Promotion of the Application of International Labour Standards held till today on this subject:</p> <p>a) To convene a new meeting of the Division in order to discuss the shortcomings of the national institutional framework that favour forced labour conditions and will make the Protocol inapplicable in practice after its ratification and b) To ensure the participation in this meeting of all the jointly competent public authorities and services. Respective requests for tripartite</p>

		<p>social dialogue on forced labour and the measures that should be taken immediately, have been sent to the Supreme Labour Council Division for Undeclared Work, the Council for Occupational Health and Safety and the Social Inspection Council of the Labour Inspectorate. The GSEE indicates that the fact that the continued presence of the ILO through its technical assistance for undeclared work, which was an official request made by GSEE, and in particular with regard to the ratification of ILC 129 on Labour Inspection (Agriculture) can contribute to address effectively and mainly prevent forced labor and human trafficking phenomena that have reached alarming proportions in Greece, should not be overlooked. However, this important contribution too is in danger of becoming extremely weak due to the fragmentation of responsibilities in relation to the matters that can be addressed and the lack of information to the interested parties, i.e., workers and employers sides, on crucial data of the national reference framework, such as the formation and operation of the National Referral Mechanism for Victims of Human Trafficking.</p> <p>2017 AR: Observations by the General Confederation of Greek Workers (GSEE).</p>	
EFFORTS AND PROGRESS MADE IN REALIZING MEASURES TARGETED BY THE PROTOCOL	Ratification	Ratification status	<p>Greece has not yet ratified the Protocol of 2014 (P029) to the Forced Labour Convention.</p>
		Ratification intention	<p>2018 AR: The Protocol is likely to be ratified. The Government has already initiated the ratification procedure for the Protocol following the positive opinion given by the Supreme Labour Council Division for the Promotion of the Application of International Labour Standards, which is of tripartite composition, during its meeting on 29 January 2018.</p>
	Existence of a policy and / or plan of action for the suppression of forced or compulsory labour	<p>2017-2019 ARs: There is a national policy and plan of action aimed at suppressing all forms of forced or compulsory labour as well as setting out measures and specific action for combatting trafficking in persons for the purposes of forced or compulsory labour.</p>	
	Measures taken or envisaged for systematic and coordinated action	<p>2018-2019 ARs: The National Rapporteur’s Office has submitted to the competent Parliamentary Committee the draft of the new National Action Plan on Preventing and Fighting against Human Trafficking, for the period 2018-2022. Trafficking in human beings for labour exploitation is one of the priorities of the National Action Plan. In this new National Action Plan, the Office of the National Rapporteur, taking also into consideration, inter alia, the relevant ILO Conventions that focus on workers’ protection from labour exploitation and human trafficking and with a view to maintaining a victim-centered approach of the actions on preventing human trafficking, it further supports issues such as: a) systematic and specialized training for first line professionals (e.g. the Labour Inspectorate) on matters related to human trafficking, victim rehabilitation (e.g. compensation), b) joint actions of the Labour Inspectorate and the Economic Police, and c) the promotion of legal regulations that will facilitate Labour Inspectors’ participation in identifying forced labour victims. The Government further reports that, complying with the relevant national and international legislation, Greece has put in place a formal national identification and referral system for victims and presumed victims of trafficking: the National Referral Mechanism (NRM) (Ministerial Decision 30840/20.9.2016). This Mechanism, supervised by the Office of the National Rapporteur and managed by the National Centre for Social Solidarity (EKKA), Ministry of Labour, Social Security and Welfare operates as a hub for coordinated action and partnership building, among all actors involved in combating human trafficking (state agencies, International Organizations, NGOs). It subscribes to a more inclusive identification regime that brings-in additional professionals and stakeholders into the screening and identification process including of mixed migratory/refugee flows (migration services, labour inspectors, health providers, local administration authorities). According to Law 4540/2018, all relevant authorities should report to the National Referral Mechanism all cases of human trafficking that may identify. With regard to the legal framework, the Government indicates that it has intensified efforts against THB through the introduction of four pivotal legal and political instruments: 1) the ratification of the UN Convention against Transnational Organized Crime and its Protocol/the “Palermo Protocol”</p>	

	<p>(2010), 2) the ratification of the Council of Europe Convention on Action against Trafficking in Human Beings (2013), 3) the transposition of the anti-trafficking EU Directive 2011/36/EC (2013) and 4) the establishment of the Office of the National Rapporteur on Trafficking in Human Beings, within the Ministry of Foreign Affairs (2013). According to the Government, some of the most important deliverables concerning the fight against THB is the development of a stringent legal framework regarding the criminalization of THB. The definition of THB in Greek Penal Code (art. 323A and 351) includes the following forms of exploitation: sexual exploitation, removing cells, tissues or organs of a person, exploiting the labour or begging thereof and forcing into marriage. Perpetrators are punished by a maximum penalty of 10 years' imprisonment and by a fine of ten thousand to fifty thousand Euros. In aggravating circumstances, the perpetrator shall be punished by a penalty of at least 10 years of imprisonment and a fine of fifty thousand to one hundred thousand euros. If the offense resulted in the victim's death, the perpetrator shall be punished by life imprisonment.</p> <p>2017 AR: Pursuant to Law 4198/2013, the Ministry of Foreign Affairs plays the role of the national Coordinating Body on Trafficking in Human Beings through the O.N.R. (Office of the National Rapporteur on THB). Greece is one of the few European countries that established a Coordination Office (O.N.R.) in the context of transposing the relevant European Directive into national law (Law 4198/2013). Forced labour is one of the forms of trafficking in Human Beings referred to in the legislative framework. In this way, in 2013, the Greek legislative framework itself became the new National Action Plan for preventing and combating trafficking in human beings, which replaced the Action Plan for the years 2010-2012. The O.N.R. is engaged in dialogue with the competent state bodies and partners from the civil society in order to update the National Action Plan for the period 2018- 2021. The O.N.R. is preparing an updated National Action Plan for preventing and combating trafficking in human beings for the period 2018-2021. Trafficking in human beings for forced labour is one of the priorities set in the National Action Plan. One of the most important deliverables of the O.N.R.'s legal framework for combating trafficking in human beings for the period 2013-2017 is the design and implementation of the "National Referral Mechanism for Victims Identification and Referral" (E.M.A.). By virtue of JMD No. 30840/29.6.2016 of the Ministers of Foreign Affairs and of Labour, Social Security and Social Solidarity, the establishment, operation and management of the EMA is entrusted to the National Center for Social Solidarity —EKKA, while its supervision and coordination is entrusted to the O.N.R. The E.M.A.'s implementation and operation is expected to increase significantly the number of registered presumed and officially identified victims of trafficking in human beings and strengthen the provision of assistance and protection services to them. The involvement of Labour Inspectors in the E.M.A. is particularly important. Labour Inspectors are more likely to identify victims of human trafficking while performing their duties. It is thus necessary to plan specialized training programs on the first level of identification of victims of human trafficking targeted specifically at the Labour Inspectorate. The O.N.R. in cooperation with the National Center for Public Administration and Local Government (EKDAA) and the Institute of Training is designing information and awareness raising two-day events that shall be announced and implemented in Qi of 2018. However, it is necessary to plan additional training courses for Labour Inspectors on the first level of identification of victims of human trafficking. Moreover, inspections conducted jointly by Labour Inspectors and the Financial Police in 2017 have been highly successful. Therefore, it would be useful to resume them and from now on they should be repeated at more regular intervals.</p> <p>Furthermore, with regard to preventing human trafficking for forced labour, the O.N.R. has set as priority to cooperate with private sector bodies in order to ensure that no forms of abuse and forced labour shall occur in the supply chains of private companies. An illustration of this is the signing of the Memorandum of Cooperation with the private sector (CSR Network, Corporate Social Responsibility) aiming at the certification of human rights in companies' supply chains and the culture of zero tolerance for 'supply & demand' of such 'services & goods'. Labour inspectors can contribute significantly to this end by conducting inspections at all points of supply chains, placing emphasis on sectors where incidents of human trafficking have been reported, such as farming, construction and tourism industry. Moreover,</p>
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		<p>efforts are made towards instilling greater accountability in industrial relations through a synergy between public and private bodies, in particular through learning partnerships with great operators, including private bodies, such as public transport (Airports, Ports, Railways, Metro, Urban Transport, etc.), public and private hospitals, education, art and cultural institutions and the Media, in order to raise awareness among workers and employers with a view to extending the network of professionals who contribute to the identification and assistance of potential victims of trafficking. Moreover, the O.N.R. launches the cooperation of its partners with companies that promote social entrepreneurship in order to demonstrate best practice initiatives of the private sector relating to production chain transparency, consumer awareness on labour exploitation and reintegration of trafficked victims into the society and the labour market. Finally, the O.N.R. aims at exploring possibilities for cooperation with International Organisations and other partners that focus on labour exploitation phenomena through employment agencies. <i>Social awareness campaigns:</i> The O.N.R. plays a leading role in undertaking information and awareness raising initiatives and actions among the public with a view to reducing demand for services and goods from victims of trafficking in human beings. The social awareness multi-thematic campaign “Break the Chain”, which was organized in the form of a Festival in October 2015 for the first time, on the occasion of the EU Anti-Trafficking Day, is now established and is driven by the idea of combining art and culture with social awareness and action, with a view to shedding light on the various perspectives of trafficking. The second “Break the Chain” festival (October 2016), that attracted the interest of the public, the media and the social media, was held with the participation of artists, universities, academics, European and international organizations, jointly competent state actors and humanitarian organisations. The third “Break the Chain” festival (December 2017) which focused on the fight against forced labour was held with the participation of state actors, private sector bodies and the civil society as well as representatives of arts and sciences. Similar cooperation also exists with the Ministry of Education on the design of interventions at schools with a view to educating and raising awareness among pupils and parents on human rights. The O.N.R. also participates in the National Council against Racism and Intolerance of the General Secretariat for Human Rights of the Ministry of Justice. Recently a Special Committee was established by the General Secretariat for Gender Equality in order to explore the connection between prostitution and trafficking, in cooperation with the O.N.R. This Committee is responsible for the development of a national strategy and the elaboration of a specific legislative proposal that will protect women against violence and exploitation of prostitution. Finally, a Parliamentary Sub Committee on combating trafficking and exploitation of human beings that operates in the context of the Special Permanent Committee on Gender Equality, Youth and Human Rights has been established.</p>
	<p>Measures taken or envisaged to prevent forms of forced labour</p>	<p>2019 AR: The measures taken include: a) Information, education and awareness raising targeting especially people in vulnerable situation and employers; b) Strengthening and broadening of the coverage of legislation, particularly labour law; c) Supporting due diligence by the public and private sectors; d) Education/vocational training; e) Capacity building for the competent authorities; and f) Promotion of freedom of association and collective bargaining to enable at-risk workers to join workers’ organizations.</p> <p>2018 AR: The Government indicates that the following measures have been taken or envisaged: a) <i>Information, education and awareness raising targeting especially people in vulnerable situation and employers;</i> b) <i>Strengthening and broadening of the coverage of legislation, particularly labour law;</i> c) <i>Supporting due diligence by the public and private sectors;</i> d) <i>Education/vocational training:</i> the Government states that continuing-updated training of the Hellenic Police personnel that will investigate cases of trafficking in human beings and/or may most probably contact (presumed) victims is essential to the effective fight against trafficking in human beings. In light of the above, officers of the Hellenic Police have participated in the following training activities both in Greece and abroad (a non-exhaustive list of them is presented below for the period 2015, 2016, 2017 and 5 months in 2018): i) Participation of Hellenic Police officers in seminar on “Addressing modern slavery and trafficking in human beings” (London, 05-09/03/2018); ii) Participation of Hellenic Police officers in training seminar entitled “Aspects</p>

	<p>Of Gender-Based Violence: The Phenomenon Of Trafficking In Women And International Trafficking”, organized by the National Center for Public Administration and local Self-Government.; iii) Participation of a Hellenic Police officer, as expert, in meeting - training for the development of the “European ‘train the trainers’ Program in the area of trafficking carried out by Frontex”, 11-17/03/2018 Warsaw Poland; iv) Participation of a Hellenic Police officer in training carried out by the OSCE regarding the fight against trafficking in human beings in irregular migration flows (Italy, 5-9 June 2017); v) Organization of a meeting/training on 16/05/2017 by the Athens Airport Police Division on how to identify victims of trafficking in human beings at the International Athens Airport. The said training was attended by fifty (50) persons in total who were members of the Athens Airport personnel, airline employees and employees of suppliers that provide ground handling services as well as police officers of the above mentioned Division; vi) Organisation of a one-day seminar on trafficking in human beings by the Hellenic Police Public Security Division, with a view to optimizing identification, investigation of recruitment cases, trafficking for exploitation. The National Rapporteur on Trafficking in Human Beings, a representative of the EKKA, the Romania Liaison Officer as well as the Counselor of the Embassy of Russia in Athens participated in the seminar; vii) Participation of a Hellenic Police officer in a conference on the “Exploring the links between trafficking in human beings and sham marriages” at Riga, Latvia on 14-15 November 2016; viii) Participation of a Hellenic Police officer in a training organized by the OSCE on “Combating trafficking in human beings along migration routes”, on 14-18 November 2016 in Italy; ix) Participation of police personnel in trainings organized by the Child Health Institute in Orestiada, Alexandroupoli and Athens in the context of the “Southeast Safenet: preventing child trafficking and protecting accompanied minors in the Greek - Turkish borders – SESN” program, and in particular on the “identification of unaccompanied minors, possible victims of trafficking in human beings”; and x) Participation of police personnel in one-day seminars organized by the NGO “A21”, on “awareness raising — identifying victims of trafficking in human beings, providing assistance and protection (in Larissa and Chios)”. The said training was attended by forty four (44) officers of the Hellenic Police in total. The Government further reports that the Public Security Division of the Hellenic Police Headquarters prepared two (2) “Analysis — Assessment reports”, concerning trafficking in human beings in our country, for the years 2013 - 2015 and for 2016, where the extent of trafficking in human beings (forms of exploitation, methodology used, nationality of victims - perpetrators, forms of action, etc.) is presented in detail. Based on the above mentioned Reports, the personnel of front-line services was trained accordingly since it is most likely to contact presumed victims, with a view to address effectively the phenomenon of recruitment of and trafficking in human beings for exploitation. Finally, the subject “Trafficking in Human beings” is included in the curriculum of Police Academies of the country; and e) <i>Capacity building for the competent authorities</i>: the Government indicates that for the effective investigation of cases of trafficking in human beings, the Hellenic Police has established Divisions and Teams for Fighting Trafficking in Human Beings. At Headquarters level, since September 2002, the Public Security Division of the Hellenic Police Headquarters has been handling issues relating to trafficking in human beings and offering guidance to regional Units. At operational level, twelve (12) Teams for Fighting Trafficking in Human Beings (throughout the country) and two (2) Departments for Fighting Trafficking in Human Beings are established and operate at the Sub-directorates for Organized Crime and Trafficking in Human Beings of Attica and Thessaloniki Security Divisions respectively. Their personnel have received specialized training on how to approach (presumed) victims - investigate cases of human trafficking. The Government further reports that tackling trafficking in human beings effectively is the main priority of the “Anti-crime policy program 2015-2019” of the Hellenic Police Headquarters, which constitutes the reference point of initiatives taken by each and every Hellenic Police Unit. This program aims at i) identifying all aspects of the problem at the region of each General Regional Police Division; ii) raising awareness among the personnel in order to have in-depth knowledge and understanding of the phenomenon and consolidate that trafficking in human beings is a modern form of slave trade that constitutes clear violation of fundamental human rights; iii) conducting inspections and investigations to identify all forms of trafficking in human beings (sexual exploitation, labour</p>
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		<p>exploitation, trafficking in the form of illegal adoption, forced begging, trafficking in human organs, etc.) with a view to arresting perpetrators, tracing and assisting (presumed) victims; iv) establishing mixed inspection teams composed of policemen and labour inspectors in regions and periods of the year where a large number of foreign farm workers are concentrated; v) informing, raising awareness and activating Points of Entry and Border Crossing Points for the identification of potential victims of trafficking in human beings; vi) establishing contacts with jointly competent governmental and non- governmental bodies (Prosecution authorities, Office of the National Rapporteur, National Center for Social Solidarity (EKKA), IOM, NGOs etc.); and vii) participating in training programs, one-day seminars in Greece and abroad.</p> <p>2017 AR: According to the Government, the O.N.R., in accordance with its duties, assists in the implementation of the law on the combat of trafficking in human beings and protection of victims through synergies with state bodies, bodies of the civil society and representatives of the private sector. Moreover, it designs and coordinates the national strategy on the prevention and combat of trafficking in human beings. The Greek Government favours synergies among bodies for the effective prevention and fight against trafficking in human beings. In the context of such synergies, the Hellenic Police assisted by the Labour Inspectorate participated in a joint operation in order to dismantle organized criminal networks related to cases of trafficking in human beings for labour exploitation. The operation was conducted in the context of the Operational Action Plan of the Europol “EM PACTTrafficking in Human Beings (THB)” priority. In Greece, it lasted from 15 to 19 of May 2017. During the operation, in which twenty six countries participated, joint action days were organized and more than 22.193 persons and 6.056 vehicles were checked. 133 individuals were arrested in total for crimes relating to trafficking in human beings and irregular migration and 221 possible victims of trafficking were identified. The O.N.R., according to its Statutes, plays the role of the national coordinating authority on Trafficking in Human Beings and therefore, plans actions on the prevention and combat of trafficking in human beings and protection of victims in cooperation with state bodies, bodies of the civil society and the private sector. Then it supports and/or coordinates and/or participates in these actions for which it is not the coordinating competent body. Awareness-raising initiatives: The Office of the National Rapporteur, in accordance with its mandate, aims at stepping up efforts to reduce demand through awareness raising initiatives. In this framework, “Break the Chain”, an ongoing public initiative was launched in 2015, on the occasion of the EU Anti-Trafficking Day. Based on a transmedia concept that combines art and culture, this two-day festival aimed at educating the public about the reality of human trafficking, in an attempt to reduce demand for products or services extracted from exploitative, slave-like conditions. This was the first time that an international, multidisciplinary festival against human trafficking was organized, with the joint participation of state authorities, civil society organizations, international partners, corporate social responsibility actors and cultural stakeholders. The 3rd Break the Chain was organized on the 2nd of December 2017 and focused on Human Trafficking for Forced Labour. “Break the Chain” festival seems to have a significant impact, as the Hellenic Police reports an increase of the number of calls received by citizens wishing to report cases of potential THB victims that were brought to their attention during or after the implementation of the festival. Partnerships with the Private Sector: The Office of the National Rapporteur, in accordance with international standards and best practices, works towards engaging key private stakeholders for the promotion and establishment of “slave-free” supply chains. Upon a National Rapporteur's initiative, a Memorandum of Cooperation has been signed with the Corporate Social Responsibility Hellas Network, aiming at raising awareness among businesses, consumers and employees by conducting trainings, organizing workshops and events and by engaging social media tools in order to reach out to broader audiences. A positive example has been set by Delhaize Group, represented by AB Vassilopoulos in Greece, a major super-market chain that decided to commit resources to combating trafficking among other human rights violations. The Office of the National Rapporteur aims at establishing an expanded Corporate Social Responsibility (CSR) Platform of zero tolerance towards trafficking by building additional public-private partnerships, by promoting the established good practices and by coordinating all relevant activities. Trainings and education: The Office of the National</p>
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	<p>Rapporteur gives special attention to the trainings of professionals on first level identification of potential victims. Following the "train the trainers" educational model the Office is working with the National Centre of Public Administration & Local Government (State Institute of Training) to carry out anti-trafficking training seminars offered by the anti-trafficking unit of the Hellenic Police and the National Centre for Social Solidarity (EKKA). These seminars (March-December 2016) are specifically designed to train civil servants and front line professionals and took place in Athens and Thessaloniki. In addition, the Office in cooperation with leading international organizations (IOM, UNCHR) has organized trainings for specialized professionals to support with the identification of potential victims of trafficking among refugees and migrants (e.g. Autumn 2016). On November 2017, the Office in collaboration with the British Embassy, organized a specialized training on THB carried out by Greek and English experts who addressed an audience of public employees, NGOs and private companies. Additionally, the Office of the National Rapporteur aims at promoting human rights education at schools, in collaboration with state partners and local authorities, such as the Ministry of Education and the "Open Schools" project of the Municipality of Athens. The objective is to educate students at a young age about fundamental rights, sexual and reproductive health and the fact that the human body is not for sale. In the same context, the Office participates in the National Dialogue for Education and in the national campaign of No Hate Speech Movement, while the National Rapporteur has been appointed as a permanent member in the newly established National Council against Racism and Intolerance. Apart from the Ministry of Foreign Affairs, the Ministry of Labour, Social Security and Social Solidarity has also appointed permanent members to the abovementioned National Council. Various stakeholders from the civil society are also very active at schools and universities and use performance art, dramas, dances and media as an awareness raising medium. A basic aim is to address the "demand side" and the role of the client before it is "too late" and the commodification of sexuality has affected gender norms. Since 2012, over 6.000 pupils and students have been engaged on the issue of human trafficking through these initiatives and projects. Furthermore, with regard to employment in agricultural activities where absconding is a possibility, the Ministry of Labour, Social Security and Social Solidarity established the daily fact sheets of staff employed in agriculture and fishing (article log of Law 4485/17) with a view to identifying undeclared work and exploitation of workers.</p>
<p>Measures taken or envisaged to protect victims of forced labour</p>	<p>2019 AR: The following measure has been taken: Training of relevant actors for identification of forced labour practices.</p> <p>2018 AR: The following measures have been taken or envisaged: a) <i>Legal protection of victims</i>: according to the Government, so far, a variety of legal provisions have been introduced, fostering a victim-centered and more inclusive identification regime that protects the human rights and the provision of comprehensive assistance to victims, such as: granting a residence permit for victims formally identified by the Prosecutor either when they cooperate in the investigations or for humanitarian reasons, non-punishment provision for victims involvement in unlawful actions to the extent they were compelled to do so, the right to claim a compensation, free access to public health services, witness protection, providing the option of voluntary return to the countries of origin assisting the victim during the repatriation process, protection of unaccompanied and separated minors of migration; b) <i>Material assistance for victims</i>; and c) <i>Appropriate accommodation</i>: a significant number of shelters specifically for victims of gender-based violence, and victims of human trafficking have been secured, run by public sector and NGOs.</p> <p>2017 AR: The O.N.R has already established the National Referral Mechanism (NRM), a platform for inter-agency cooperation, managed by the National Centre for Social Solidarity (EKKA), on issues such as the first level identification and support of victims of trafficking. The O.N.R. plays the role of the national coordinating authority on Trafficking in Human Beings and therefore, plans actions on the prevention and combat of trafficking in human beings and protection of victims in cooperation with state bodies, bodies of the civil society and the private sector. Types of Assistance provided to victims of trafficking: The types of assistance include: Shelter; Counselling/</p>

	<p>Psychotherapy; Social Support; Material assistance; Health care; Legal Counselling; Legal representation; Issue of residence permit; Repatriation procedure; and Translation services. 1. Shelter: for women victims of violence (incl. victims of THB), the General Secretariat for Gender Equality (GSCE), Ministry of Interior coordinates the provision of various services to victims of gender-based violence including victims of THB in 62 State structures. This network of State structures runs the SOS telephone helpline 1590o, as well as 4o Counselling Centres and 21 Shelters throughout the country. For the same population as well as girls, the National Centre for Social Solidarity (EKKA) operates two emergency shelters in Attiki and in North Greece as well as two short — term shelters. NGO A21 operates an emergency shelter in Attiki and a short-term shelter in North Greece. Children — victims are hosted in Child Care Centres (run by the State, the Church, NGO's) or in shelters for unaccompanied minors run by NGO's, after evaluation of their individualized situation (under the coordination of the National Centre for Social Solidarity). For men - victims, the NGO Praxis provides a limited number of safe apartments, while men victims of THB are also sheltered in structures for asylum seekers or homeless people. 2. Counselling/ Psychotherapy: For women - victims the General Secretariat for Gender Equality operate 4o counselling centres which offer psychosocial support and legal advice (not all have this possibility) to women - victims of violence. In addition, EKKA runs support programmes to its Social Support Centres in Attiki and Thessaloniki. NGOs, such as A21, Greek Council for Refugees, Day Care Centre “Babel”, Solidarity Now. 3. Social Support: Social Services which offer specialized support to women victims of trafficking are the Social Support Centres of EKKA, the Counselling Centres of the General Secretariat for Gender Equality (in cooperation with the municipalities) and NGOs: A21, HopeSpot. To children - victims social support services are offered by all childcare services in Greece, especially those specialized in child abuse/neglect, such as: NGOs “The smile of the Child”, “Arsis”, as well as those who protect unaccompanied minors. To men victims, social support is offered by services that specialize with asylum seekers, migrants, torture victims, that is the Day Care Centre “Babel”, “Doctors Without Borders”, “Doctors of the World”, “Praksis”, “Solidarity Now”. 4. Health Care: The victims of THB are entitled to free health care in the National Health System. There are also NGOs which run day clinics for the uninsured citizens: “Doctors of the World”, “Praksis”, Solidarity Now 5. Legal counselling/ Legal Representation: For women - victims the General Secretary of Equality of Sexes operate 4o counselling centres which offer legal advice (not all have this possibility) to women - victims of violence. In addition, NGOs, such as A21, HopeSpot, Greek Council for Refugees, Centre of Women Studies and Research “Diotima” offer legal advice and representation for all victims. The victims can also benefit from the legal aid programme of the Prosecution Office. 6. Residence Permit: The residence permit of a recognized victim of THB is issued solely by the Ministry of Interior. 7. Repatriation procedure: The repatriation procedure is usually run by the Social Service, which manages the case of the victim, with the cooperation of the corresponding Embassy or Consul in Greece. IOM Greece also runs funded repatriation programmes for victims of THB. 8. Translation services are offered either on a voluntary basis or with a fee, by the NGO “METADRASI”, Greek Council for Refugees (GCR), “Praksis” etc. For the penal procedures translators are appointed by the Court. (EKKA). Moreover, the SG for Gender Equality, through its structures and their qualified staff (Counselling Centres and Shelters), provides psychosocial support, legal counselling as well as counselling in labour issues, emergency shelter and, where necessary, legal aid in cooperation with local Bar Associations, to all women victims of violence. Recently (Autumn 2017) KEELPNO employed cultural mediators/interpreters supporting the provision of medical care to Arabic-speaking individuals who are currently hosted in structures situated on a number of Aegean Islands. 9. Referral Hotlines: The National Centre for Social Solidarity /EKKA operates the “197” helpline and is the responsible authority receiving requests for victim assistance from all existing referral hotlines. Concerning children at risk, the existing Help lines that operate on a 24hour basis include: the EKKA National Helpline for Children “1107” and the “1506” and the European Hotline for Missing Children “116000” operated by the NGO “The Smile of the Child” combined with the National Child Alert Automated System AMBER ALERT HELLAS. Finally, there is a referral helpline, the “1109” (operated by the organization A21). The helpline operates around the clock with the capacity of communicating in 186 different</p>
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		<p>languages. It is a victim-assistance and referral hotline, but provides also real time online information to potential victims and the general public.</p>
	<p>Measures taken or envisaged to facilitate access to remedies</p>	<p>2018 AR: The following measures have been taken or envisaged: a) <i>Free legal assistance:</i> the Government indicates that victims of certain crimes (domestic violence, slavery, trafficking in human beings, kidnapping and other serious crimes, children victims of rape, sexual exploitation, etc.) are provided with free legal aid irrespective of their income. In such cases, a lawyer is appointed by the State to represent the victim. Victims of human trafficking are exempted from the obligation to pay a fee for the initiation of criminal proceedings; and b) <i>Access to remedies and compensation:</i> the Government reiterates that Law 3811/2009) recognizes to victims of human trafficking the right to apply for compensation from the Greek State. The compensation claim arises: a) if the offender does not have the necessary resources for that purpose, from the adoption of an irrevocable convicting judgment, b) if the offender cannot be identified, and c) if the offender cannot be prosecuted or sentenced due to closure of the case by an act of the competent public prosecutor, or the adoption of an irrevocable dismissing decree, or from the adoption of an irrevocable acquittal judgment, or from the final closure of the case by any other means. The decision on the claim for damages is taken by the Greek Compensation Authority.</p> <p>2017 AR: Various measures have been taken or are envisaged. The victim’s right to compensation: The victim may file an application to the Compensation Authority which is established and operates under the auspices of the Ministry of Justice in the context of Law 3811/2009 for the transposition of EU Council Directive 2004/80 relating to compensation to crime victims. Law 4198/2013 transposing Directive 2011/36/EE on preventing and combating trafficking in human beings and protecting the victims establishes compensation to the victims of trafficking. Law 4198/2013 amended the relevant provisions of Law 3811/2009. This was deemed necessary, since the use of or threat to use physical violence leading to the victim's death or physical or mental harm were considered necessary for the enforcement of the law, while human trafficking does not imply use of violence but only the exploitation of the victim's vulnerability. The victims of human trafficking have also access to free legal assistance provided by the State. The same applies to prisoners who do not have the financial capacity to afford legal assistance. Moreover, the victims of human trafficking are exempt from the payment of the cost relating to the initiation of judicial proceedings. Moreover, under Law 4251/2014, “third country nationals who are declared as victims of human trafficking or smuggling of migrants under the provisions of cases l’ and m’, article 1 of the present Code, provided that they do not fall under the provisions of article 1 para. 2 of P.D. 233/ 2003, shall be offered a reflection period of three months, by act of the competent Public Prosecutor, in order to escape from their traffickers, recover and take decisions concerning their cooperation with the prosecution authorities. Especially for minors who are victims of human trafficking or smuggling of migrants, the reflection period may be extended for two more months, by decision of the competent Public Prosecutor taking into account the best interest of the minor. During the reflection period these persons are not moved out of the country. Any return decision issued but not yet enforced, shall be suspended”. Under article 52 of the same law, “during reflection period, the victims of human trafficking or smuggling of migrants are entitled to health care and access to psychological aid services provided by the NHS, Protection and Assistance Units, and bodies that cooperate with the abovementioned units in accordance with articles 2, 3 and 4 of P.D. 233/2003, as in force, as well as the Initial Reception Services”. Moreover, article 53 stipulates that “Third-country nationals, who are declared as victims of human trafficking or smuggling of migrants by Act of the competent public prosecutor of a Court of First Instance, under article 49, are granted or renewed their residence permit, following an application made by the victims themselves or via the competent Public Prosecutor, without any fee. The victims of human trafficking are offered safe accommodation by the State ensuring good living conditions”.</p> <p>The following two bodies are entrusted with the task of caring for the victims: a) the National Center for Social Solidarity (EKKA) and b) the General Secretariat for Gender Equality. Safe accommodation to male victims of human trafficking is offered also by the NGO Praxis and the EKKA. Children who are victims of human trafficking are sent at child protection units through the mediation of the EKKA and NGOs active in combating human trafficking.</p>

		<p>In addition to the above, the main principle of the national immigration policy is to ensure the respect of all fundamental rights of migrants, without discrimination on the grounds of nationality or their cultural or religious beliefs while placing emphasis on the rights of children and groups in need of protection. In particular, with regard to labour, the existing legal framework formulated by the Code of Migration and Social Integration and the Community acquis for legal migration, guarantees full protection of migrant workers without discrimination on the grounds of race or ethnic origin. More specifically, the Code establishes equal treatment for foreign and Greek nationals, maintaining however derogations or reservations to specific national legislation. Equal treatment is linked to the purpose of residence and refers to working terms and conditions, social protection, the right to strike and trade union action, education and vocational training, recognition of degrees, certificates and other evidence of vocational qualifications, social security, tax benefits, access to and acquisition of goods and services. The Code establishes a special protective framework for vulnerable categories of migrants and provides for a special residence permit for humanitarian reasons (article 19 of the Code, as in force), which is granted, inter alia, to victims of trafficking in human beings, victims of smuggling of migrants, victims of labour exploitation as well as third country nationals who were employed as minors (article 89 of Law 4052/2012) Article 323A - Trafficking in human beings: 1. Whoever, by using violence, threats or other coercive means, with the exercise or abuse of power, hires, transfers, promotes inside or outside the country, withholds, fosters, delivers with or without consideration to another person or receives from another person an individual in order to take “cells”, tissues or organs of his body or to exploit the labour or begging carried out by this individual either for himself or for another person, shall be punished by imprisonment of up to ten years and a fine of ten to fifty thousand euros. 2. The culprit shall be punished by the penalty provided for in para. 1 if, in order to achieve this purpose, elicits the concurrence of the individual by using deceptive means or taking advantage of his vulnerable state, with promises, gifts, payments or other benefits. 3. Whoever, knowingly accepts the services of an individual, who is under the situation described in paras. 1 and 2, or the proceeds earned by the individual's begging, shall be punished by imprisonment of at least six months. 4. The culprit in accordance with the previous paragraphs shall be punished by imprisonment of at least ten years and a fine of 50 to 100 thousand euros, if the act: a) is committed as an occupation, b) is committed by an employee who, during the exercise of his/her duties or taking advantage of his/her capacity as an employee, commits or participates in any manner in the act or c) resulted in seriously damaging the victim's health. 5. Whoever uses the means mentioned in paragraphs 1 and 2 to recruit minors with the purpose of using them in armed conflicts shall be punished by imprisonment of at least 10 years and a fine of 50 to 100 thousand Euros. 6. The culprit shall be punished by life imprisonment, if the act resulted in the death of the victim.</p>
	<p>Non-prosecution of victims for unlawful acts that they would have been forced to carry out</p>	
	<p>Cooperation with other Member States, international / regional organizations or NGOs</p>	<p>2017-2019 ARs: The Government recognized that trafficking in human beings is a multidimensional phenomenon that requires extended and multisectoral cooperation in order to effectively address the problem. Accordingly, the O.N.R fosters synergies and actions among bodies in an attempt to improve the detection and identification of victims and also present best practices through its experience in this area. The O.N.R. represents the country in a Network of EU National Rapporteurs and International Organisations active in combating trafficking in human beings (OSCE/Council of Europe/UN) and is responsible for the preparation of national reports and questionnaires for those organisations. It also collects data for reports of third countries such as the annual “Trafficking in Persons (TIP) Report of the State Department”. Moreover, the Office participates as associate partner in European and co-financed projects for the promotion of its objectives and the presentation of its priorities in the prevention and combat of this phenomenon. As an example we could mention the following programs in which we have participated and have already been completed: the “Southeast Safe Net/ Preventing child trafficking and protecting unaccompanied minors in GreekTurkish Borders” of the Child</p>

		Health Institute concerning the identification and protection of minors who are victims of trafficking in human beings on Greek-Turkish borders, as well as the program TACT (“Transnational Action/ Safe and Sustainable Return and Reintegration for Victims of Trafficking”) which was implemented by the International Organisation for Migration (IOM) and offered specialized assistance to victims of trafficking in human beings (adults and minors) in Greece, Italy, Spain, France and Poland.	
	Promotional activities		
	Special initiatives/Progress		
CHALLENGES IN REALIZING MEASURES TARGETED BY THE PROTOCOL	According to the social partners	Employers’ organizations	
		Workers’ organizations	
	According to the Government	<p>2019 AR: Challenges linked to migration policies are the main obstacle.</p> <p>2018 AR: The main difficulties are: a) <i>Lack of awareness:</i> a significant number of awareness raising campaigns has been organized to promote the prevention and combating of human trafficking. However, more work towards that direction is needed. For example, more information and awareness raising campaigns should address vulnerable groups insufficiently reached, such as agriculture workers, construction workers, tourism workers, migrants and asylum seekers; b) <i>Lack of information and data:</i> the Government is in the process of defining common procedures for all National Authorities, NGOs and European Agencies acting at the hot spots to register not only officially identified, but also presumed victims of trafficking. In that way, it is expected to obtain better statistics for the phenomenon of THB in Greece, and explore innovative ways of collaboration between all actors acting at the hot spots; c) <i>Social and economic circumstances:</i> more people in Greece face socioeconomic difficulties due to the austerity measures. Thus, the Government considers that currently more people are vulnerable to exploitation, both Greek people and migrants and refugees; and d) <i>Lack of resources in the institutional framework:</i> due to limited financial and human resources, there are general shortcomings in the implementation of the legal framework that requires training for the competent authorities that are mandated to implement it. The mandate of the National Rapporteur Office is to increase accountability and to facilitate a platform of synergy that will take collective action to implement and enforce the legal provisions. To that end, the existing financial and human resources restraints are addressed by ensuring funding through EU structural funds and through private foundations.</p> <p>2017 AR: In relation to anti-trafficking policy in Greece, new legislative measures have been introduced and the implementation process has been initiated. It is widely acknowledged that the successful transposition of the EC Directive, along with the other two legal instruments of the UN and the CoE, provide a legal arsenal to combat THB in Greece. However, due to limited financial and human resources, there are general shortcomings in the implementation of the new legal framework, as it includes many path-breaking administrative changes in victim-support & identification that require an adjustment period and training for the competent authorities that are mandated to implement them. The mandate of the rapporteurs is to increase accountability and to facilitate others to take action and implement the legal prerogatives. Some of the specific challenges identified include: a) lack of awareness: A significant number of awareness raising campaigns has been organized to promote the prevention and combating of human trafficking. However, more work towards that direction is needed. For example, more information and awareness raising campaigns should address vulnerable groups insufficiently reached, such as agriculture workers, construction workers, tourism workers, migrants and asylum seekers; b) lack of information and data: Greece is in the process of defining common procedures for all National Authorities, NGOs and European Agencies acting at the hot spots to register not only officially identified, but also presumed victims of trafficking. In that way, it is expected to obtain better statistics for the phenomenon of THB in Greece, and explore innovative ways of collaboration between all actors acting at the hot spots; c) social values, cultural traditions: The O.N.R. systematically organizes and supports actions to decrease the demand for</p>	

		<p>services offered by THB victims. More awareness raising campaigns are needed towards that direction, as well as more preventive work is also needed. For example, the Office systematically advocates for the inclusion of Human Rights and Reproductive Health as a course in schools. In that way, the Government believes that a new social consciousness will be built and the demand will be more effectively decrease over time. It is among our future priority plans to support information campaigns to decrease demand for undocumented labour, which subjects many workers to the risk of human trafficking for the purpose of forced labour; d) social and economic circumstances: More people in Greece face socioeconomic difficulties due to the austerity measures. Thus, we consider that currently more people are vulnerable to exploitation, both Greek people and migrants and refugees; and e) political situation: The prevention and combating of THB has been included strongly in the agenda of the current Greek government, as well as of the European Commission. It is necessary both for the Greek Government and for the European Commission to hold high THB in the political agenda, so that more actions towards its eradication are planned and carried out. In this context, the Government is attempting to overcome the existing financial and human resources restraints by ensuring funding through structural funds and through private foundations.</p>
<p>TECHNICAL COOPERATION NEEDS</p>	<p>Request</p>	<p>No.</p>
	<p>Offer</p>	