The background of the cover is a photograph of a workshop. It shows a wooden workbench with various pieces of wood, a hammer with an orange handle, and some hand-drawn markings on the wood. The lighting is bright, highlighting the textures of the wood and the tool.

**D. Balourdos, M. Chrysakis
N. Sarris, A. Tramountanis
K. Tsantila**
(Eds.)

**Vulnerable
Social Groups
and discrimination
in the labour market**

VULNERABLE SOCIAL GROUPS
AND DISCRIMINATION IN THE LABOUR MARKET

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MANPOWER
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NATIONAL CONFEDERATION
OF PERSONS WITH DISABILITIES

Vulnerable Social Groups and discrimination in the labour market

D. Balourdos,
M. Chrysakis,
N. Sarris,
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“The information contained in this publication does not necessarily reflect the position or opinion of the European Commission”.

This report has been drafted in the framework of the PROGRESS Programme «Combating Discrimination in the Labour Market» which is being implemented by the National Centre for Social Research (EKKE), in collaboration with the Manpower Employment Organization (OAED), and the National Confederation of Disabled People (NCDP).

Introduction

The present volume is the result of the PROGRESS European research program “*Combating Discrimination in the Labour Market*”, which was implemented from 20.12.2011 until 20.12.2012 by the National Centre for Social Research (EKKE), in collaboration with the Manpower Employment Organization (OAED) and the National Confederation of Persons with Disabilities (NCDP). The project aimed at improving the application of the anti-discrimination national law through several actions, including field-work and focus groups research for the identification of discrimination prevailing in the Greek labour market, the training and awareness raising among a selected number of work counsellors from the Manpower Employment Organization (OAED), the dissemination of actions against discrimination in the labour market, the promotion of good practices and the upgrading of the EKKE’s Observatory on Combating Discrimination in Greece (OCD).

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- *Methodological framework of field research*

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- *Sample's basic socio-demographic characteristics*
- *Characteristics of employment – unemployment*
- *Empirical findings on discrimination in the Greek labour market: The case of Vulnerable Social Groups*

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- *The institutional framework for combating labour market discriminations: Judicial interpretation and application in practice*

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- *The state of art regarding discriminations of social vulnerable groups in the Greek labour market: results from focus group discussions*

A. Mouriki has written Chapter 9:

– *Best practices for equal access to the labour market.*



The current volume aims to present some basic dimensions of discriminations at both national and European levels, focusing on discriminations in the labour market. To this end, some special tables, models and figures are used. This book consists of 9 chapters, which form three specific sections. The first section includes the field research implemented by the National Centre for Social Research and is divided into 4 chapters. The second one consists of the next two chapters, which explain the institutional framework concerning combating discrimination in Greece and in other European countries, listing judicial decisions and legislative rules' interpretations. It mainly focuses on the application of law in the Greek labour market, i.e., if the existing institutional framework provides adequate protection measures against all kinds of discrimination and how it can be improved. The third section is divided into the last three chapters, which refer to special issues on discrimination, like econometric specification of demographic effects of vulnerable social groups in employment, results reports on focus groups in Athens and Thessaloniki in the framework of the project, and presentation of policies and best practices in the field of discriminations and for equal access in the labour market.

More specifically:

The first chapter, titled “Methodological framework of field research”, offers details of the field research carried out, as well as information about the sample of participants from Vulnerable Social Groups and the research team. In addition, there is a description of the research questionnaire and its main components. In the second chapter, the sample's socio-demographic character-

istics are presented, while in the third chapter the characteristics of employment – unemployment are examined. In the fourth chapter the empirical findings on discrimination in the Greek labour market for Vulnerable Social Groups are analyzed.

The fifth chapter, titled “The institutional framework for combating labour market discriminations: Judicial interpretation and application in practice”, presents a review and comparative analysis of the legislation and the basic institutional reforms for combating discriminations in various countries (Southern European, Scandinavian, other European, other non-European countries, and Greece), and then analyzes certain judicial decisions and relevant interpretations of the legislative rules of combating discriminations.

The sixth chapter, titled “Evaluation of the legislative framework for combating discrimination in Greece with emphasis on discriminations in the labour market”, captures the evolution of the legislative framework concerning combating discriminations in Greece, in particular following the application of law 3304/2005, which incorporated Directives 2000/43/EC and 2000/78/EC in our national legislation, and records the effectiveness of the application of the legislation’s provisions with special emphasis in the labour market and, in particular, amidst the economic crisis.

In the seventh chapter titled “Econometric specification of demographic effects of vulnerable social groups in employment” an attempt is made to evaluate the effect on the labour market of demographic characteristics of people belonging to vulnerable social groups. Specifically, appropriate econometric techniques are used, in order to evaluate as impartially as possible the effect of demographic characteristics of certain vulnerable social groups.

The eighth chapter titled “The state of art regarding discriminations of social vulnerable groups in the Greek labour market: results from focus group discussions” presents the results from

two focus groups, which took place in Thessaloniki and Athens in September and December 2012 respectively.

Finally, in the ninth chapter titled “Best practices for equal access to the labour market” a number of best practices for the protection of the Principle of Equal Treatment are listed and analyzed, mainly based on the Equal Community Initiative of the European Community Fund in the 3rd Programmatic Period and in both application cycles (2002-2005 & 2005-2008), which provided fertile soil for experimentation in the area of Employment Policy and Social Cohesion.

Athens, May 2014

The editors of the volume

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1. Vulnerable Social Groups (VSG) and discrimination in the labour market: Quantitative field survey

Dionysios Balourdos, Manolis Chrysakis



1.1 Methodology

1.1.1 General information

In order to investigate discriminations faced by members of vulnerable social groups (VSG) in the Greek labour market, a quantitative field study was carried out across the country. The survey was addressed to VSG members, who are using services from local Employment Promotion Centres (EPC) of the Manpower Employment Organization (OAED), but also to a control group, comprised of individuals who do not belong to any vulnerable population groups.

More specifically, the survey was conducted with a sample of 1280 VSG members throughout Greece, using face-to-face semi-structured interviews (for a description of the questionnaire, see section 1.4 below). Interviews were also carried out in a control group, comprising 306 individuals who live or/ and work in the Prefecture of Attica.

1.2 Sampling

1.2.1 Participants – VSG members

Following a request by the National Centre for Social Research (EKKE), OAED, as the responsible body for data collection from VSG members, sent lists of individuals – VSG members who use services from local EPC. A proportional adjustment was then carried out based on these lists and a certain number of interviews were requested from each EPC. Originally, the target-sample was 2020 participants – VSG members, proportionately distributed in

local EPC across the country. However, the number of interviews conducted amounted to 1280 in 35 Prefectures (see Tables 1.1 and 1.2 for the sample distribution by Prefecture and Region). This translated into a response rate of 63.4%, which is deemed satisfactory. It should be stressed that the highest non-response rates are found in services of the Attica Prefecture, which in some instances reached 100%.

Table 1.1 Distribution of the VSG sample by Prefecture

Prefecture	Participants	Percentage	Cumulative Percentage
Attica	288	22.5	22.5
Thessaloniki	195	15.2	37.7
Kavala	64	5.0	42.7
Cyclades	55	4.3	47.0
Imathia	50	3.9	50.9
Rodopi	50	3.9	54.8
Boeotia	46	3.6	58.4
Trikala	36	2.8	61.3
Magnisia	31	2.4	63.7
Evros	30	2.3	66.0
Achaea	30	2.3	68.4
Xanthi	30	2.3	70.7
Aetolia-Acarmania	30	2.3	73.0
Ioannina	30	2.3	75.4
Arcadia	30	2.3	77.7
Kozani	27	2.1	79.8
Pieria	25	2.0	81.8
Corinthia	25	2.0	83.8
Kilkis	23	1.8	85.5
Laconia	20	1.6	87.1
Elis	20	1.6	88.7
Drama	20	1.6	90.2
Kefalonia	20	1.6	91.8
Thesprotia	17	1.3	93.1

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Prefecture	Participants	Percentage	Cumulative Percentage
Euboea	15	1.2	94.3
Chania	11	0.9	95.2
Lefkada	10	0.8	95.9
Serres	10	0.8	96.7
Chalkidiki	10	0.8	97.5
Messinia	7	0.5	98.0
Heraklion	5	0.4	98.4
Kastoria	5	0.4	98.8
Grevena	5	0.4	99.2
Phocis	5	0.4	99.6
Lasithi	5	0.4	100.0
Total	1280	100.0	

Table 1.2 Distribution of VSG sample by Region

Region	Participants	Percentage	Cumulative Percentage
Central Macedonia	313	24.5	24.5
Attica	288	22.5	47.0
East Macedonia & Thrace	194	15.2	62.1
Peloponnese	82	6.4	68.5
West Greece	80	6.3	74.8
Thessaly	67	5.2	80.0
Central Greece (Sterea Ellada)	66	5.2	85.2
South Aegean	55	4.3	89.5
Epirus	47	3.7	93.1
West Macedonia	37	2.9	96.0
Ionian Islands	30	2.3	98.4
Crete	21	1.6	100.0
Total	1280	100.0	

1.2.2 Participants - Control group

In order to make successful comparisons, interviewing a control group was considered necessary. EKKE was responsible for data collection from the control group and monitored the whole process. The target-sample was initially determined at 300 individuals who live or/ and work in the Attica region and do not belong to any VSG. However, the target was slightly exceeded and finally the number of control group participants rose up to 306. Respondents took part in the survey on a voluntary and convenient basis, whereas the snowball sampling method was primarily used, controlling the collection of comparable data.

1.3 Samples' basic characteristics – Comparability controls

The VSG sample comprises 616 men (48.1%) and 651 women (50.9%)¹, aged between 16 and 70 ($M = 38.20$ years, $SD = 10.62^2$). The control group consists in 149 men (48.9%) and 156 women (51.1 %), with an age range of 18 – 72 years ($M = 33.30$ years, $SD = 9.97$).

From the crosstabs analysis of participants' gender by group (VSG – control group), no statistically significant differences are found between the two groups (see Table 1.3).

1. Note that respondents' gender has not been documented in 13 cases for the VSG sample and in 1 case in the control group.

2. Note that respondents' age has not been documented in 56 cases for the VSG sample and in 9 cases in the control group.

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Table 1.3 Cross-tabulation: Gender by group (VSG – control)

		GROUP		Total
		Control Group	Vulnerable Social Group (VSG)	
Gender	Male	149	616	765
	Female	156	651	807
Total		305	1267	1572

$N = 1572, \chi^2 = .005, p = .942$

Table 1.4 Cross-tabulation: Age (age groups) by group (control – VSG)

		GROUP		Total
		Control Group	Vulnerable Social Group (VSG)	
Age Groups	Up to 25 years old	52	144	196
	26-35 years old	157	411	568
	36-40 years old	27	172	199
	41-45 years old	27	168	195
	46-50 years old	14	154	168
	51 years old & over	18	175	193
Total		295	1224	1519

$N = 1519, \chi^2 = 64.85, p < .001$

In order to trace any statistically significant differences between the two groups with regard to age, an independent samples t-test was conducted. The t-test revealed that the mean age of control group participants ($M = 3.30$ years, $SD = 9.97$) was lower than that of VSG participants ($M = 38.20$ years, $SD = 10.62$) at a statistically significant level, $t(1517) = -7.20, p < .001$. For a further examination of this difference, we conducted a crosstabs analysis of group (control – VSG) with age, after having divided participants into age groups (see Table 1.4). This analysis showed that there are in fact statistically significant differences between the two groups, which could however be due to the numerical discrepancy between the two samples. The overview of Table 4

suggests that the ratio of the control group and the VSG group for each age group ranges from 1/10 to about 4/10. This fact combined with the overall ratio of the total number of participants in the control group and the total number of participants in the VSG group (2.4/10), allows us to proceed to further comparisons between the two samples.

1.4 Survey tool: Questionnaire description

The questionnaire employed for this survey (see Appendix I), which was used for conducting face-to-face semi-structured interviews, contained three types of questions: (a) closed questions, (b) questions with evaluation scales, and (c) a limited number of open questions.

The survey tool was specially designed to address the needs of the present research project and to allow for comparison between the VSG sample and the control group. In order to capture reality regarding discriminations in the Greek labour market as accurately as possible, the questionnaire was structured on the basis of the following core sections:

- A. *Demographic/ personal characteristics*
- B. *Characteristics of employment-unemployment*
- C. *Discrimination in the labour market*

More specifically, questions of Section A were separated according to the following dimensions:

- 1. *Personal characteristics:*
 - i. Vulnerable Social Group (VSG) the respondent belongs to
 - ii. Gender
 - iii. Age
 - iv. Marital status
 - v. Number of children

- vi. Sexual orientation
2. *Long-term illness (over 12 months) or disability*
3. *Information regarding respondents' household:*
 - i. Number of household members
 - ii. Number of employed housemates
4. *Information regarding education:*
 - i. Are you a student?
 - ii. If you are a student, do you also work?
 - iii. Educational level
 - iv. Attendance to training seminars.
If yes, please specify.
 - v. Fluency in Greek
 - vi. Fluency in English
 - vii. Computer literacy
5. *Other information:*
 - i. Do you hold the Greek citizenship?
 - ii. Are you a Christian?
 - iii. Do you have a driver's licence?

In Section B, respondents were asked to provide information regarding their current job. However if they identified themselves as unemployed or inactive, they were asked to respond regarding the latest job, while also asked to answer questions about their search for employment.

Questions in this section were formed as follows:

1. What is your main activity this week?
2. What exactly is your post in your current or last job?
3. Which sector of the economy do you currently work in or worked at your last job?
4. What is your current or last profession?
5. Branch of economic activity of the firm you currently or last worked at?

6. Are you insured by your current employment or were you at your last job?
7. How many hours do you work per day or per week in your current, or in your last job?
8. Are you paid overtime in your current or last job?
9. How much is your net monthly pay from your current or last job (in Euros)?
10. What type of employment relationship do you have in your current or did you have in your last job.
11. How many employers have you switched up until today?
12. How many years have you worked totally up until today?
13. Do you believe that your current or last job corresponds with your studies?
14. How do you evaluate your coworkers' behavior towards you in your current or last job?
15. If you currently have a job, are you afraid you might lose it?
16. How satisfied are you by your current or last job?
17. If you don't currently have a job and you're a jobseeker, how long are you unemployed for?
18. If you don't currently have a job, what is the reason you do not find work?

Lastly, in Section C of the questionnaire subjectively perceived discrimination was examined with respect to the labour market in general, but also regarding personally experienced discriminations. Thus, Unit C is organized along the following lines:

1. *Discrimination in the labour market in general:*
 - i. To what degree do they exist?
 - ii. How often do they take place?
2. *More specific discrimination issues regarding:*
 - Hiring,
 - the relationship, the terms and conditions of employment,
 - wages and extra pay within a firm,

- utilizing and promoting employees within a firm,
 - opportunities for lifelong education,
 - dismissals.
3. *Discrimination against members of Vulnerable Social Groups (VSG):*
- i. Which VSGs experience more problems of discrimination in the Greek labour market?
 - ii. Do VSG experience discrimination to a greater extent in comparison with the remainder population?
4. *Personal experience of discrimination:*
- i. Discrimination while job-hunting or in the workplace.
 - ii. Grounds of discrimination (gender, age, origin, etc).
 - iii. Situations of discrimination.
 - iv. Frequency of discriminations.
 - v. Persons responsible for experienced discrimination.
 - vi. Reaction to experienced discrimination.
 - vii. Reaction of co-workers to experienced discrimination.
 - viii. General evaluation of the existing discrimination in the Greek labour market today in comparison with the period before the economic crisis.

2. Vulnerable Social Groups sample: Socio-demographic characteristics

Manolis Chrysakis, Roi Kinti, Katerina Tsantila



The quantitative survey's sample comprised 1280 respondents – members of vulnerable social groups (VSG). Respondents were further grouped into eight (8) VSG categories. Table 2.1 contains frequencies for each VSG category. Immigrants, returnees and refugees make up the largest part of our sample (31.6%), followed by people with disabilities (16.2%) and long-term unemployed individuals over 45 with low qualifications (13.6%).

Both genders are represented equally, with men making up 48.1% and women 50.9% of the sample. The respondents' mean age is 38.2 years and the median is 38 years (male respondents' mean age is 38.34 years; female respondents' mean age is 38 years; see Tables 2.2 and 2.3).

Table 2.1 Distribution of Vulnerable Social Groups (VSG) sample

Vulnerable Social Groups (VSG)	Frequency	%
Long-term unemployed over 45 with low qualifications	174	13.6
People with disabilities	207	16.2
Roma	106	8.3
Greek Muslims, members of other special religious groups	69	5.4
Immigrants, returnees, refugees	404	31.6
Heads of single-parent families	51	4
Ex-convicts, juvenile offenders, ex-drug users	61	4.8
Other VSG	141	11
Unspecified VSG	67	5.2
Total	1280	100

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Table 2.2 Gender distribution

Gender	Frequency	%
Male	616	48.1
Female	651	50.9
Missing	13	1
Total	1280	100

Table 2.3 Age distribution

Age groups	Frequency	%
Up to 25 years old	144	11.3
26-35 years old	411	32.1
36-40 years old	172	13.4
41-45 years old	168	13.1
46-50 years old	154	12
Over 51 years old	175	13.7
Missing	56	4.4
Total	1280	100

$$M_{age} = 38.2, SD_{age} = 10.62$$

About one in three respondents (33.6%) is between 26-35 years old, while no significant gender differences emerge across age groups (see Tables 2.3 and 2.4).

Table 2.4 Cross-tabulation: Age by gender.

Age (%)	Gender		
	Men	Women	Total
Up to 25 years old	11.6	12	11.8
26-35 years old	34.3	32.9	33.6
36-40 years old	13.5	14.7	14.1
41-45 years old	13.3	13.9	13.6
46-50 years old	11.8	13.4	12.6
Over 51 years old	15.5	13.1	14.3
Total	100	100	100

$$N = 1220, \chi^2 = 2.49, p = .78$$

Around half of the respondents (49.9%) are married, whereas 37.7% of the sample is single. Further analysis reveals that there are gender differences in marital status, which are more evident among widowed and divorced participants. More specifically, it is mostly women who report being widowed or divorced (see Table 2.5).

Most participants report having two children (35.3%), followed by those who report not having any children (27.2%). Gender differences emerge again: most women in the sample identify themselves as mothers, while the proportion of men without children (34.2%) is larger than the respective proportion of women (see Table 2.6).

Table 2.5 Cross-tabulation: Marital status by gender

Marital status (%)	Gender		
	Men	Women	Total
Single	43.3	32.5	37.7
Married	51.6	48.2	49.9
Widowed	0.8	3.9	2.4
Divorced	4.3	15.4	10
Total	100	100	100

$N = 1253, \chi^2 = 61.57, p < .05$

Table 2.6 Cross-tabulation: Number of children by gender

Number of children (%)	Gender		
	Men	Women	Total
0	34.2	21.1	27.2
1	16.6	21.9	19.4
2	32.8	37.5	35.3
3	9	11.6	10.4
4	4.7	4.8	4.8
>4	2.7	3	2.9
Total	100	100	100

$N = 1046, \chi^2 = 23.53, p < .05$

One third of the sample (31.8%) reports living in a four-member household, followed by another 21.7% that lives in three-member households. There are marginally significant gender differences, with men having the lead in most household types (see Table 2.7).

Table 2.7 Cross-tabulation: Number of household members by gender

Number of household members (%)	Gender		
	Men	Women	Total
0	1.1	1.2	1.1
1	10.8	7.7	9.2
2	12.6	18.5	15.7
3	23.2	20.3	21.7
4	33.3	30.3	31.8
5	10.5	13.5	12
6	4.5	4.6	4.6
>6	4	4	4
Total	100	100	100

$N = 1162$, $\chi^2 = 13.57$, $p = .059$

Notably, the vast majority of respondents are equally divided between having only one employed housemate (43.5%) and having no employed housemates (43.5%). There are marginally significant gender differences, while men seem to be more likely to financially support their household (see Table 2.8).

Table 2.8 Cross-tabulation: Number of employed household members by gender

How many of your housemates work? (%)	Gender		
	Men	Women	Total
0	46.2	39.7	42.8
1	39	47.6	43.5
2	11.9	10.9	11.4
>2	2.9	1.9	2.4
Total	100	100	100

$N = 925$, $\chi^2 = 7.47$, $p = .058$

The sample's great majority report holding the Greek citizenship (74%), while, compared to men, a larger proportion of women identify themselves as Greek citizens (80.3%; see Table 2.9).

Table 2.9 Cross-tabulation: Greek citizenship by gender

Do you hold the Greek citizenship? (%)	Gender		
	Men	Women	Total
Yes	67.4	80.3	74
No	32.6	19.7	26
Total	100	100	100

$N = 1253$, $\chi^2 = 26.89$, $p < .05$

Only a small proportion of respondents are students in school or university (3.2%; Table 2.10), of whom only 0.7% works in parallel with studies (see Table 2.11).

Table 2.10 Cross-tabulation: Being a student (in school or university) by gender

Are you a student (in school or university)? (%)	Gender		
	Men	Women	Total
Yes	2.6	3.7	3.2
No	97.4	96.3	96.8
Total	100	100	100

$N = 1203$, $\chi^2 = 1.34$, $p = .25$

Table 2.11 Cross-tabulation: Working in parallel with studies by gender

If a student. do you also work? (%)	Gender		
	Men	Women	Total
Yes	0.5	1	0.7
No	2	2.8	2.4
N/A	97.4	96.3	96.8
Total	100	100	100

$N = 1203$, $\chi^2 = 1.52$, $p = .47$

As Table 2.12 suggests, 33.2% of the respondents are (general or occupational) high school graduates, 21.3% report having some kind of higher education/training, whereas 14.4% have completed compulsory education. Gender differences are found when it comes to highest level of education completed, as larger proportions of men are low-educated (up to compulsory education, and more specifically: 18.3% completed Primary school; 22.2% completed secondary school), whereas larger proportions of women have completed high school education (26.7%) and university education (12%).

Table 2.12 Cross-tabulation: Highest level of education completed by gender

Highest level of education completed (%)	Gender		
	Men	Women	Total
Never went to school	6.3	8.1	7.2
Few years in primary school	3.5	3.8	3.6
Primary school	18.3	10.8	14.4
Secondary school	22.2	16.1	19.1
High school	19.8	26.7	23.3
Occupational high school	10.9	8.9	9.9
Occupational training centre (IEK)	4	4.8	4.4
Higher education	1.8	1.7	1.8
Technical higher education (TEI)	4.9	5.5	5.2
Academic higher education (AEI)	7.7	12	9.9
Postgraduate studies	0.7	1.6	1.1
Total	100	100	100

$N = 1247$, $\chi^2 = 36.33$, $p < .05$

According to Table 2.13 most respondents (69.2%) report never having attended any training seminars, and only 30.8% respond positively to this question. The cross-tabulations analysis reveals that women are twice as much as men more involved in attending training seminars (40.1% versus 21%, respectively).

Table 2.13 Cross-tabulation: Training seminars by gender

Have you ever attended any training seminars of any other kind of training? (%)	Gender		
	Men	Women	Total
Yes	21	40.1	30.8
No	79	59.9	69.2
Total	100	100	100

$N = 1214$, $\chi^2 = 51.61$, $p < .05$

Most respondents (49.2%) report having good or very good knowledge of the Greek language, 33.9% reports being fluent in Greek, whereas 15% has a moderate knowledge of Greek (see Table 2.14). More than half the sample (56.7%) report having none or limited knowledge of the English language, while 19% speaks it moderately (see Table 2.15). About half of the respondents (47.4%) report they have none or limited knowledge in using computers, followed by a 23% reporting having moderate computer fluency (see Table 2.16). Crosstabs analyses reveal that men generally report having limited knowledge of Greek, English and computers, whereas women generally report being more fluent in all three skills (see Tables 2.15 and 2.16).

Table 2.14 Cross-tabulation: Fluency in Greek by gender

Fluency in Greek (%)	Gender		
	Men	Women	Total
Not at all or a little	2.3	1.4	1.9
Moderately	15.1	14.8	15
Good	29.4	21	25.1
Very good	26.6	21.6	24.1
Excellent	26.5	41.1	33.9
Total	100	100	100

$N = 1241$, $\chi^2 = 32.77$, $p < .05$

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Table 2.15 Cross-tabulation: Fluency in English by gender

Fluency in English (%)	Gender		
	Men	Women	Total
Not at all or a little	62.5	51.1	56.7
Moderately	17.7	20.1	19
Good	10.8	12.1	11.5
Very good	6.1	11.9	9.1
Excellent	2.8	4.7	3.8
Total	100	100	100

$N = 1239, \chi^2 = 22.94, p < .05$

Table 2.16 Cross-tabulation: Computer fluency by gender

Computer fluency (%)	Gender		
	Men	Women	Total
Not at all or a little	53	42.2	47.4
Moderately	21.7	24.3	23
Good	13.5	13.7	13.6
Very good	7.2	14.5	11
Excellent	4.6	5.3	5
Total	100	100	100

$N = 1250, \chi^2 = 23.80, p < .05$

The sample's majority answers positively when it comes to having a driver's license (62.2%), although a greater proportion of men is licensed to drive (76.2% versus 28.4% of women; See Table 2.17).

Table 2.17 Cross-tabulation: Having a driver's license by gender

Do you have a driver's license? (%)	Gender		
	Men	Women	Total
Yes	76.7	48.4	62.2
No	23.3	51.6	37.8
Total	100	100	100

$N = 1253, \chi^2 = 107.01, p < .05$

The sample's overarching majority gives a positive answer to the question "are you a Christian" (78.8%). A significant proportion of men answers negatively (26.5% versus 11.2% of women) or refuses to provide such information (3.5% versus 1.7 of women; see Table 2.18).

Table 2.18 Cross-tabulation: Being a Christian by gender

Are you a Christian? (%)	Gender		
	Men	Women	Total
Yes	70.1	87.1	78.8
No	26.5	11.2	18.6
Refuse to answer	3.5	1.7	2.6
Total	100	100	100

$N = 1244, \chi^2 = 54.15, p < .05$

Most respondents identify themselves as straight (76%), while another 20.9% refuses to respond (Table 2.19). No significant gender differences are found in this analysis.

Table 2.19 Cross-tabulation: Sexual orientation by gender

Sexual orientation (%)	Gender		
	Men	Women	Total
Straight	76.2	75.9	76
Gay / Lesbian	1.4	3.4	2.4
Bisexual	0.9	0.3	0.6
Refuse to answer	21.4	20.4	20.9
Total	100	100	100

$N = 1143, \chi^2 = 6.10, p < .05$

According to Table 2.20, 77.8% of the sample report having no long-term illness or disability, while 20.8% of the respondents answer positively. Again, no significant gender differences are found in this question.

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Table 2.20 Cross-tabulation: Long-term illness of disability by gender

Do you suffer from a long-term illness (over 12 months) or disability? (%)	Gender		
	Men	Women	Total
Yes	21	20.7	20.8
No	77.6	77.9	77.8
Refuse to answer	1.3	1.4	1.4
Total	100	100	100

$N = 1228$, $\chi^2 = 0.04$, $p = .98$

3. Characteristics of employment – unemployment

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In order to evaluate gender differences – if any – in employment – unemployment characteristics, we conducted cross-tabulations of all the variables by gender. It should be noted that questions on employment characteristics concern either respondents’ activity when they took part in the survey (if they were employed at the time) or (if they were unemployed and/ or inactive) their last job.

The vast majority of the VSG sample identify themselves as unemployed and seeking employment, while only 6% are in work, and just below 1% of the sample is in school or higher education (see Table 3.1). Table 3.1 further shows that there are significant gender differences, traced mainly among the “not active workers”. More specifically more women declare to be inactive (i.e., absent from the labour market) compared to men; no further major differentiations are found between men and women.

Table 3.1 Cross-tabulation: Main activity (in current week) by gender

What is your current main activity (this week)? (%)	Men	Women	Total
Employed	6.9	5.3	6.1
Unemployed (jobseeker)	90.8	87.7	89.2
Not active	1.8	6.1	4
Student (in school or higher education)	0.5	0.9	0.7
Total	100	100	100

$N = 1254$. $\chi^2 = 16.86$. $p = .001$

Most participants (87%) declare to be salaried workers, or on a daily or hourly wage, in their current or latest job (see Table 3.2). A smaller proportion declares to be self-employed without

salary employees (5.5%), while an even smaller proportion (3%) works or worked in family business. There is also a proportion of 3.9% which declares to be a paid trainee, whereas 1.1% is or was self-employed with salaried employees. Note that no significant gender differences are found in employment post.

Table 3.2 Cross-tabulation: Post in current or last job by gender

What is your post in your current or last job? (%)	Men	Women	Total
Salaried worker/ on a daily or hourly wage	88.2	86.6	87.4
Self-employed without salary employees	5.4	5.6	5.5
Self-employed with salary employees	1.5	.6	1.1
Works in family business	3	3.3	3.1
Paid trainee	2	3.9	2.9
Total	100	100	100

$N = 1027$. $\chi^2 = 5.08$. $p = .280$

Most respondents are (or were in their last job) private sector workers (82.3%). A quite small proportion work or worked in the public (15.5%) or non-profit sector (2.2%). As Table 3.3 suggests, there are no significant gender differences in sector of employment.

Table 3.3 Cross-tabulation: Sector of employment by gender

Which sector of the economy do you currently work in or worked at your last job? (%)	Men	Women	Total
Public sector	14	17.1	15.5
Private sector	84.3	80.2	82.3
Non-profit sector	1.6	2.8	2.2
Total	100	100	100

$N = 1058$, $\chi^2 = 3.66$, $p = .160$

About 50% of the VSG sample is concentrated in five professional groups: Workers in mining, construction, manufacturing and transport (10.4%); Sales workers (10.2%); Building and relat-

ed trades workers, excluding electricians (10.1%); Cleaners and helpers (10.1%); and personal service workers (7.1%). In other words, VSG members are highly concentrated in low-skill professions, a fact that possibly indicates their social exclusion not only from the labour market, but also from education and training. We should also note that there is a higher concentration of women in traditionally female professions (mainly provision of services), while men are highly concentrated in technical professions (for more details, see Table 3.4).

Table 3.4 Cross-tabulation: Profession by gender

What is your profession currently or at your last job? (%)	Men	Women	Total
Workers in mining, construction, manufacturing and transport	12.4	8.1	10.4
Sales workers	8	12.7	10.2
Building and related trades workers, excluding electricians	19.1	0.5	10.1
Cleaners and helpers	3.3	17.5	10.1
Personal service workers	4	10.5	7.1
General and keyboard clerks	3.5	9.6	6.4
Refuse workers and other elementary workers	5.8	3.3	4.6
Customer services clerks	1.6	6.7	4
Other clerical support workers	3.1	5.3	4.1
Metal, machinery and related trades workers	6.2	0.2	3.3
Teaching professionals	2	4.3	3.1
Food processing, wood working, garment and other craft and related trades workers	2.9	2.2	2.5
Drivers and mobile plant operators	4.7	0.2	2.5
Food preparation assistants	2.7	2.4	2.5
Agricultural, forestry and fishery labourers	2.9	1.7	2.3
Numerical and material recording clerks	3.1	0.5	1.8
Protective services workers	2	1.4	1.7
Legal, social and cultural professionals	1.1	1.7	1.4
Business and administration associate professionals	0.2	2.4	1.3
Science and engineering professionals	1.6	0.7	1.2

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What is your profession currently or at your last job? (%)	Men	Women	Total
Science and engineering associate professionals	1.8	0.2	1
Health associate professionals	0.7	1	0.8
Electrical and electronic trades workers	1.6	0.2	0.9
Other professions ³	6	6.7	6.3
Total	100	100	100

$N = 869$, $\chi^2 = 243.33$, $p < .001$

A similar picture emerges from the sample's distribution across branches of economic activity they work or worked in their last job. More specifically, more than 50% of the VSG respondents are concentrated in the following five branches of economic activity: Construction (13.3%); Retail trade, except for motor vehicles and motorcycles (12.5%); Public administration and defence - Compulsory social security (11%); Food service activities (8.5%); and wholesale trade except for motor vehicles and motorcycles (5.4%). The aforementioned branches are among the ones most severely affected by the crisis, and, taken that the sample's vast majority declared to be unemployed at the time of the survey's completion, we could argue that they might had lost their jobs due to the recession. Significant gender differences are also found here. Women are mostly concentrated in branches, such as education (4.8% versus 2.4% of men), accommodation (4% versus 1.4%), and activities of households as employers (4.3% versus 0.5%). Correspondingly, men are mostly concentrated in branch-

3. Professions with frequencies under 8, e.g. Health professionals ($N = 7$); Business and administration professionals ($N = 7$); Handicraft and printing workers ($N = 7$); Legal, social, cultural and related associate professionals ($N = 6$); Personal care workers ($N = 6$); Assemblers ($N = 4$); Hospitality, retail and other services managers ($N = 3$); Information and communications technicians ($N = 3$); Skilled agricultural and livestock workers ($N = 3$); Stationary plant and machine operators ($N = 3$); Administrative and commercial managers ($N = 3$); Street and related sales and service workers ($N = 2$); Armed forces occupations, other ranks ($N = 1$); Subsistence farmers, fishers, hunters and gatherers ($N = 1$).

es, such as construction (23.7% versus 1.6% of women), manufacture of fabricates metal products (2.4% versus 0.3% of women) and land transport and transport via pipelines (2.4% versus 0.3% of women; see Table 3.5).

Table 3.5 Cross-tabulation: Branch of economic activity by gender

Branch of economic activity	Men	Women	Total
Construction	23.7	1.6	13.3
Retail trade, except for motor vehicles and motorcycles	11.2	13.9	12.5
Public administration and defence; Compulsory social security	9.8	12.3	11
Food service activities	7.7	9.4	8.5
Wholesale trade except for motor vehicles and motorcycles	5.3	5.6	5.4
Manufacture of food products	3.6	5.6	4.5
Agriculture and animal husbandry, hunting and similar activities	3.3	3.7	3.5
Education	2.4	4.8	3.5
Accommodation	1.4	4	2.7
Legal and accounting activities	1.4	3.2	2.3
Activities of households as employers	0.5	4.3	2.3
Service provision in buildings and outdoor spaces	0.5	4	2.1
Social work activities without accommodation	0.2	3.2	1.6
Administrative office activities, secretarial assistance and other support service activities	0.2	2.7	1.4
Manufacture of fabricates metal products, except machinery and equipment	2.4	0.3	1.4
Land transport and transport via pipelines	2.4	0.3	1.4
Human health activities	0.5	2.4	1.4
Specialized construction activities	2.4	0	1.3
Manufacture of wearing apparel	0.5	1.9	1.1
Storage and auxiliary transport activities	1.4	0.5	1
Other personal service activities	0.5	1.6	1

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Branch of economic activity	Men	Women	Total
Manufacture of other non-metallic mineral products	1.2	0.5	0.9
Wholesale and retail trade; Repair of motor vehicles and motorcycles	1.7	0	0.9
Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials	1.2	0.3	0.8
Investigation and security activities	0.7	0.8	0.8
Manufacture of basic metals	1.2	0	0.6
Financial intermediation, except insurance and pension funding	0	1.3	0.6
Extraction supportive activities	0.7	0.3	0.5
Manufacture of textile and textile products	0.2	0.8	0.5
Manufacture of other transport equipment	1	0	0.5
Electricity, gas, steam and hot water supply	0.2	0.8	0.5
Telecommunications	0.5	0.5	0.5
Architectural and engineering activities; Technical tests and analyses	0.2	0.8	0.5
Scientific research and development	0	1.1	0.5
Advertising and market research	0	1.1	0.5
Other branch ⁴	9.8	6.4	8.2
Total	100	100	100

$N = 792$, $\chi^2 = 205.26$, $p < .001$

As Table 3.6 suggests, most participants stated they had insurance from their employment (78%). Note that this concerns either their job at the time of the survey's completion or their last job. However, a significant proportion (22%) stated they were working uninsured and had no health coverage from their employment. Also note that no significant gender differences are found.

4. Branches of economic activity with a frequency under 4, e.g. Manufacture of paper and paper products ($N = 3$); manufacture of electrical equipment ($N = 2$), etc.

Table 3.6 Cross-tabulation: Insurance (yes/no) by gender

Do you have insurance in your current job or did you at your last job? (%)	Men	Women	Total
Yes	78.9	77	78
No	21.1	23	22
Total	100	100	100

$N = 1130, \chi^2 = .57, p = .450$

The sample's distribution when it comes to hours spent working per day (Table 3.7.1) and per week (Table 3.7.2) is rather interesting. As expected, the vast majority declared to work 5-8 hours per day (about 67%) and 21-40 hours per week (around 54%). Women stated working part-time to a higher extent (up to 4 hours per day: 12.5% versus 5% of men; up to 20 hours per week: 15.5% versus 7.4% of men), but they also stated working over 61 hours per week to a greater extent than men (21% and 10%, respectively). We could argue that these findings are the two sides of the same coin: Women are even today responsible for childrearing and of the household in general, which probably drives them to seek part-time employment solutions more often than men. On the other hand, they are often forced to work many more hours outside the statutory 8-hour work day, in order to cope with their elevated obligations. This is probably more so when it comes to women who are the sole provider of their households (e.g. female heads of single-parent families).

Table 3.7.1 Cross-tabulation: Hours of work per day by gender

How many hours per day do you work in your current job or did at your last job? (%)	Men	Women	Total
Up to 4 hours	5	12.5	8.7
5-8 hours	71.6	61.6	66.6
9-12 hours	17.5	9.9	13.7
Over 13 hours	6	8	11
Total	100	100	100

$N = 1001, \chi^2 = 54.05, p < .001$

Table 3.7.2 Cross-tabulation: Hours of work per week by gender

How many hours per week do you work in your current job or did at your last job? (%)	Men	Women	Total
Up to 20 hours	7.4	15.5	11.5
21-40 hours	58.2	49.1	53.5
41-60 hours	23.4	14	18.6
Over 61 hours	11.1	21.4	16.4
Total	100	100	100

$N = 781, \chi^2 = 36.32, p < .001$

According to the data presented in Table 3.8, a very large proportion of VSG members stated they did not get any overtime pay (75%). This is higher among women (80%) compared to men (71%).

Table 3.8 Cross-tabulation: Overtime pay (yes/no) by gender

Do you receive overtime pay in your current job or did you at your last job? (%)	Men	Women	Total
Yes	29.2	19.8	24.8
No	70.8	80.2	75.2
Total	100	100	100

$N = 1009, \chi^2 = 11.98, p = .001$

Regarding the amount of monthly pay earned, 37% of the VSG sample stated they earned between 701 and 1000 Euros per month, while an equally significant proportion (around 34%) declared monthly salaries between 401 and 700 Euros (see Table 3.9). About 2 in 10 respondents stated earning salaries that did not exceed 400 Euros and 1 in 10 stated earning salaries over 1000 Euros per month. A cross tabulation of net monthly wages by gender shows there are significant gender differences. Characteristically, there is a higher concentration of women in the lowest wage strata (up to 400 Euros and between 401 and 700 Euros), a finding that is reversed in higher strata (over 700 Euros), where

men are more concentrated compared to women. This finding comes to supplement the data presented in Tables 3.7.1 and 3.7.2 discussed above, according to which women are more likely to work part-time than men are.

Table 3.9 Cross-tabulation: Net monthly pay by gender

How much is your net monthly pay in your current job or was in your last job? (%)	Men	Women	Total
Up to 400 Euros	10.5	28.5	19
401-700 Euros	30.7	36.9	33.6
701-1000 Euros	44.8	28.5	37.1
Over 1000 Euros	14.1	6	10.2
Total	100	100	100

$N = 957, \chi^2 = 75.74, p < .001$

The vast majority of the sample stated they were working in full-time contracts, i.e. permanent/ for indefinite time (around 33%), seasonal (around 19%) or for works (9%; see Table 3.10). Part-time contracts range in lower levels (permanent/ for indefinite time: 4.4%; seasonal: 8%; for works: 6%). The concentration of women in part-time contracts is higher than that of men, which is expected drawing from what we have already discussed above. A significant proportion of the VSG sample, which amounts to 12%, stated they had no contract of employment; this rate shows no significant differentiations between genders. It should be noted that 9.4% of the respondents have never worked in the past, which is higher among women (15% versus 4% in men).

Table 3.11 shows that almost 1 in 2 respondents (48%) have switched more than two employers in their working lives, which is more frequent among men (55%) rather than women (40%). About 19% of the respondents have switched two employers, while 16% have switched one. Women are more highly concen-

trated in both these cases compared to men (19% versus 18% and 18% versus 13%, respectively). A smaller proportion stated they have been with the same employer (5%) and an additional 4% stated they are self-employed (which is more frequent among men: 4% versus 3%). There is also a rate of 9% which states they have never worked in the past, which is more frequent among women (15% versus 4%; see also Table 3.10).

Table 3.10 Cross-tabulation: Employment relationship by gender

Type of employment relationship in current or last job (%)	Men	Women	Total
Permanent or for indefinite time (full-time)	38.7	26.8	32.7
Permanent or for indefinite time (part-time)	2.1	6.7	4.4
Contract for works (full-time)	10.8	7.2	9
Contract for works (part-time)	4.5	7.2	5.8
Seasonal full-time	22	15.8	18.9
Seasonal part-time	6.4	9.8	8.1
No contract	11.9	11.5	11.7
I have never worked up to today	3.8	15.1	9.4
Total	100	100	100

$N = 1165$, $\chi^2 = 84.53$, $p < .00$

Table 3.11 Cross-tabulation: Number of employers by gender

How many employers have you switched up to today? (%)	Men	Women	Total
I am with the same employer	5.4	5.1	5.3
One employer	13.2	18.2	15.7
Two employers	17.9	19.3	18.6
More than two employers	55.4	39.9	47.6
I am self-employed	4.2	3	3.6
I have never worked up to today	3.9	14.5	9.3
Total	100	100	100

$N = 1198$, $\chi^2 = 58.03$, $p < .001$

Table 3.12 shows that 33% of the sample has worked for up to 5 years in total, which is more frequent among women compared to men (43% versus 24%). 24% of the sample has worked between 6 and 10 years in total, while another 32% states 11-20 years of work experience. This is more frequent in men (38% versus 25% of women). A quite small proportion of the sample stated having over 20 years of work experience (more frequent among men; 14% versus 7% of women). Note that the sample's mean age is 38 years, ($M = 38.2$, $SD = 10.62$), which is probably why only a small proportion (10%) stated more than 20 years of work.

Table 3.12 Cross-tabulation: Years of work by gender

How many years have you worked thus far? (%)	Men	Women	Total
Up to 5 years	24.3	43.3	33.3
6-10 years	23.9	24.8	24.3
11-20 years	37.8	25.4	31.9
More than 20 years	14.1	6.5	10.5
Total	100	100	100

$N = 1032$, $\chi^2 = 54.52$, $p < .001$

Both men and women in the VSG sample stated, by majority, that their job corresponds with their studies (about 55%). As discussed above, VSG members who took part in this survey are mostly concentrated in professions that require relatively low qualifications (see Table 3.4). These findings together highlight the social exclusion VSG members face in education, but also in occupational specialization and training, which adds to the vicious circle of marginalization and retention of certain social groups in the lowest social and economic strata. However, an equally significant proportion (36%) responded negatively when asked if their job corresponded with their studies. This propor-

tion possibly comprises individuals of high qualifications that probably face discriminations in the labour market due to their particular characteristics or are affected by the ongoing economic recession and cannot find a job that matches to their skills and qualifications.

Table 3.13 Cross-tabulation: Job corresponding with studies by gender

Do you believe your current or last job corresponds with your studies? (%)	Men	Women	Total
Yes	55.9	53.7	54.8
No	35.1	37.3	36.2
Don't know/ Refuse to answer	9	9	9
Total	100	100	100

$N = 1056$, $\chi^2 = .58$, $p = .749$

The vast majority of the sample thinks their colleagues' attitude towards them is (or was) very good (40%) or good (37%; see Table 3.14). An additional 18% thinks their colleagues' attitude is neither good nor bad, while over 5% evaluate their colleagues' attitude as bad or very bad. No significant gender differences are found.

Table 3.14 Cross-tabulation: Evaluation of colleague's attitude towards oneself by gender

How do you evaluate your colleagues' attitude towards you in your current or last job? (%)	Men	Women	Total
Very good	39	40.8	39.9
Good	39.9	33.3	36.7
Neither good nor bad	16.1	20.5	18.2
Bad	3.2	2.6	2.9
Very bad	1.8	2.8	2.3
Total	100	100	100

$N = 1056$, $\chi^2 = 7.76$, $p = .101$

A proportion of over 80% answers “yes” when asked “are you afraid you might lose your job”. It should be noted that this question is addressed only to participants who stated they were employed during the survey’s completion. This extremely high rate, which does not show any significant gender differentiations, is evidently linked with the economic recession and the rapid increase of unemployment. Fear of being fired and unemployed is great, even among individuals who do work, since the unstable economic environment intensifies job insecurity.

Table 3.15 Cross-tabulation: Fear of losing one’s job by gender

If you currently work, are you afraid you might lose your job? (%)	Men	Women	Total
Yes	81.6	84.4	82.9
No	18.4	15.6	17.1
Total	100	100	100

$N = 70, \chi^2 = .10, p = .757$

The majority of the sample exhibits high levels of job satisfaction (very much satisfied: 22%; very satisfied: 31%). One in three (35%) states “moderately satisfied”, while a cumulative 12% shows limited or no job satisfaction. There are no significant gender differences in job satisfaction, as can be seen in Table 3.16.

Table 3.16 Cross-tabulation: Job satisfaction by gender

How satisfied are you by your current job or were you at your latest job? (%)	Men	Women	Total
Very much	22.6	21.1	21.9
Very	32	30.4	31.2
Moderately	34.1	35.3	34.7
A little	6	6.7	6.4
Not at all	5.3	6.5	5.9
Total	100	100	100

$N = 1070, \chi^2 = 1.41, p = .843$

As discussed above, the greater part of our sample declared to be unemployed and seeking for work during the completion of the survey (see Table 3.1). According to the data presented in Table 3.17, 58% of the unemployed VSG members who took part in this survey were jobseekers for over 12 months; the proportion of unemployed women over 12 months exceeds 65% (versus 51% of men). Smaller proportions stated they are unemployed for 7 to 12 months (total: 14%; 16% of men; 13% of women) and between 4 and 6 months (total: 12%; 16% of men; 8% of women). In addition, 15% of the unemployed stated they are seeking jobs for 1 to 3 months, which is more common for men compared with women (17% versus 13%).

Table 3.17 Cross-tabulation: Length of unemployment by gender

If you don't currently have a job and you're a jobseeker, for how long now are you unemployed? (%)	Men	Women	Total
1-3 months	17	13.2	15.1
4-6 months	16.1	8.1	12.1
7-12 months	15.6	13.2	14.4
More than 12 months	51.4	65.6	58.4
Total	100	100	100

$N = 1099$, $\chi^2 = 27.87$, $p < .001$

Respondents, who identified themselves as unemployed and in search for work during the implementation of the survey, were asked to rank the reasons they cannot find a job. As can be seen in Table 3.18.1 participants rated as the primary reason for not finding work the fact that there are no jobs in the Greek labour market (82%). Both women (79%) and men (85%) ranked the scarcity of job posts as the primary reason for not finding a job.

Table 3.18.1 Cross-tabulation: Primary reason for not finding a job by gender

If you are unemployed, what is the reason you cannot find a job? Primary reason (%)	Men	Women	Total
There are no jobs	84.5	78.6	81.5
I am victim of discrimination	5.3	7.2	6.3
My specialty is not in demand	4.8	3.4	4.1
I am currently attending a training seminar	0	0.5	0.3
There is no sufficient help from OAED	0.4	1.1	0.7
Other reason	5	9.2	7.1
Total	100	100	100

$N = 1127, \chi^2 = 16.19, p = .006$

According to the data presented in Table 3.18.2 the most frequently stated reason for not finding a job is being the subject of discrimination. More specifically, 34,4% of the respondents stated that they are unable to find work because they are victims of discriminatory treatment, while this rate amounts to 39% for women and touches 30% among men.

Table 3.18.2 Cross-tabulation: Secondary reason for not finding a job by gender

If you are unemployed, what is the reason you cannot find a job? Secondary reason (%)	Men	Women	Total
There are no jobs	10.8	10.9	10.8
I am victim of discrimination	29.7	39.1	34.4
My specialty is not in demand	31	21.2	26.1
I am currently attending a training seminar	1.9	2.6	2.2
There is no sufficient help from OAED	12.7	9.6	11.1
Other reason	13.9	16.7	15.3
Total	100	100	100

$N = 314, \chi^2 = 6.12, p = .295$

Lastly, about 33% more frequently stated insufficient help from OAED services as the tertiary reason for not finding a job (see Table 3.18.3).

Table 3.18.3 Cross-tabulation: Tertiary reason for not finding a job by gender

If you are unemployed, what is the reason you cannot find a job? Tertiary reason (%)	Men	Women	Total
There are no jobs	10.5	17	14.1
I am victim of discrimination	15.8	6.4	10.6
My specialty is not in demand	21.1	17	18.8
I am currently attending a training seminar	2.6	4.3	3.5
There is no sufficient help from OAED	31.6	34	32.9
Other reason	18.4	21.3	20
Total	100	100	100

$N = 85$, $\chi^2 = 2.85$, $p = .724$

4. Empirical findings on discrimination in the Greek labour market: The case of Vulnerable Social Groups

Manolis Chrysakis, Roi Kinti, Katerina Tsantila



4.1 Introduction

The present chapter presents the main empirical findings of the sample survey conducted by the National Centre for Social Research (EKKE) and Manpower Employment Organisation (OAED) concerning discrimination in the Greek labour market, as they are being perceived and/ or experienced by members of vulnerable social groups. More specifically, the first part of the present chapter is particularly concerned with the severity and frequency of discrimination in the Greek labour market, according to perceptions of members of vulnerable social groups (VSG) who took part in this survey. The second part attempts to cohesively present the sample survey's findings, covering different dimensions of discriminations in the Greek labour market, as they are being perceived by members of vulnerable social groups; note however that these perceptions concern the total labour force (employed and unemployed), regardless of whether they belong to a VSG or not. A detailed analysis of findings follows in the third part of the chapter, particularly focusing in discrimination faced by VSG members in the Greek labour market, as they themselves experience and report (subjective perceptions). Lastly, the fourth part is particularly concerned with inappropriate behaviours in the workplace, experienced and reported by the survey's respondents. It should be noted that the analysis of empirical findings involves cross-tabulations by gender, age groups and individual vulnerable social groups. Additionally, data from the control group (see chapter 1 of the present report) are compared with those from the VSG sample.

4.2 Severity and frequency of discrimination in the Greek labour market

Discrimination in the labour market concerns the infringement of the principle of equal opportunities and equal access to choosing professions, hiring, promotion to any job post and hierarchical level, professional information and counselling, lifelong learning and vocational training, decent terms of employment, safe working condition, and equal pay for equal work.

For the purposes of the present sample survey, we employed the following operational definition: “Discrimination in the labour market is defined as discriminatory treatment of members of group X – employed or unemployed – in comparison with individuals of equal professional qualifications and/ or equal professional specialization, regardless of productivity”.

The survey’s target group comprised individuals registered in the unemployment records of OAED as members of vulnerable social groups (VSG). These individuals were asked to report their perceptions regarding: a) the severity, and b) the frequency of discriminations in the Greek labour market. Evidently, responses are individual perceptions and not objective measures of the severity and frequency of discriminatory treatment in the Greek labour market. In other words, responses reflect participants’ own knowledge and experiences, as well as their perceptions of the surrounding atmosphere and their wider social circles.

In this regard, our findings suggest that 44.9% of the VSG sample believe that discrimination in the Greek labour market exists to a high or very high extent. Another 21.2% of respondents believe that discriminations exist to a moderate degree, suggesting that generally VSG members believe that discrimination is a phenomenon of high severity. In other words, 75% of VSG respondents think that discriminations in the Greek labour market exist to a moderate, high or very high extent. It should be noted that

66% of control group respondents think that discriminations in the Greek labour market exist to a high or very high extent, and an additional 25.4% think they exist to a moderate extent (see Table 4.1.)⁵

Table 4.1 Cross-tabulation: Perceptions of discrimination by gender

To what extent do you think there are discrimination problems in the Greek labour market today? (%)			
	Men	Women	Total
Not at all	14	7.1	10.5
To a small extent	17.6	11.2	14.4
To a moderate extent	22.7	19.7	21.2
To a high extent	28.3	36.9	32.7
To a very high extent	8.1	16.2	12.2
Don't know/ Refuse to answer	9.2	8.8	9
Total	100	100	100

$N = 1230$, $\chi^2 = 47.83$, $p < .05$

Table 4.2 Crosstabulation: Perceptions of discrimination by age

To what extent do you think there are discrimination problems in the Greek labour market today? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Not at all	7.2	10.2	13.8	9.8	9.3	12.4	10.5
To a small extent	15.8	14.5	13.8	15.2	14	15.3	14.7
To a moderate extent	23	22.2	19.8	24.4	18	18.8	21.2
To a high extent	24.5	33.4	32.9	31.1	40	31.2	32.5

5. This could be due to the fact that control group respondents lived and/ or worked in Attica, a region severely affected by the crisis.

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To a very high extent	11.5	13.5	12	11	10.7	11.8	12.1
Don't know/ Refuse to answer	18	6.2	7.8	8.5	8	10.6	9
Total	100	100	100	100	100	100	100

$N = 1191$, $\chi^2 = 30.53$, $p = .205$

However, no significant differences in perceptions of discrimination severity were found across different age groups (see Table 4.2). More specifically, almost across all age groups, the proportion of VSG members who believe that discrimination exists to a high or very high extent, range (with relatively small differences) around the respective average of the VSG sample. When individual vulnerable social groups are taken into account, significant differences emerge (see Table 4.1.3). More specifically, relatively small proportions of immigrants-returnees-refugees and Greek Muslims and members of other special religious groups (about 27%) believe that discrimination in the Greek labour market exist to a high or very high extent. On the other hand, the respective proportions of ex-convicts – juvenile offenders – ex-drug users are particularly high (65%), followed by heads of single-parent families (59.2%), people with disabilities (57.8%), long-term unemployed persons over 45 with low qualifications (55.6%) and the Roma (52%). These rates are possibly related with the problems these groups face within the Greek labour market, which probably have shaped their perceptions (see Table 4.3).

Table 4.3 Crosstabulation: Perceptions of discrimination by VSG category

To what extent do you think there are discrimination problems in the Greek labour market today? (%)							
	Not at all	To a small extent	To a moderate extent	To a high extent	To a very high extent	Don't know/ Refuse to answer	Total
Long-term unemployed over 45 years old with low qualifications	6.5	13	18.3	43.8	11.8	6.5	100
People with disabilities	2.5	11.8	24	43.6	14.2	3.9	100
Roma	12.5	6.7	10.6	34.6	17.3	18.3	100
Greek Muslims or other special religious groups	8.8	30.9	25	22.1	4.4	8.8	100
Immigrants, returnees, refugees	21.6	18.5	24.1	20.8	6.6	8.4	100
Heads of single-parent families	4.1	6.1	24.5	44.9	14.3	6.7	100
Ex-convicts, juvenile offenders, ex-drug users	1.7	10	16.7	36.7	28.3	6.7	100
Other VSG	3.6	13.1	19.7	35	13.1	15.3	100
Not member of VSG	0.8	2	25.4	53.3	17.6	0.8	100
Total	9.1	12.5	22	36.2	12.7	7.5	100

$N = 1429$, $\chi^2 = 311.02$, $p < .05$

The survey's findings regarding the frequency of discrimination problems in the Greek labour market are also quite interesting. A large proportion of the VSG sample (46.3%) believe that discriminations occur often or very often; an additional 17.6% think they occur moderately often. In other words, according to the vast majority of the VSG sample (around 64%), discriminatory behaviours occur quite often within the Greek labour market (see Table 4.4).

We should note that women believe that discriminations in the Greek labour market occur more frequently (often – very often: 52.2%) than men do (40.1%, respectively; see Table 4.4). Furthermore, relatively small differences are found among different age groups. Respondents under 25 report to a lower extent that discriminations in the Greek labour market occur often or very often (37.5%), whereas over 1 in 2 respondents between 45 and 50 years old (52%) think they occur frequently. Rates of the remainder age groups range around the average.

Table 4.4 Cross-tabulation: Frequency of discrimination by gender

In your opinion, how often do phenomena of discrimination take place in the Greek labour market today? (%)			
	Men	Women	Total
Never or hardly ever	14.7	7.9	11.2
Less often	17.6	11	14.2
Moderately often	16.9	18.2	17.6
Often	24.7	28.2	26.5
Very often	15.4	24	19.8
Don't know/ Refuse to answer	10.7	10.6	10.7
Total	100	100	100

$N = 1211$, $\chi^2 = 34.98$, $p < .05$

Table 4.5 Cross-tabulation: Frequency of discrimination by age

In your opinion, how often do phenomena of discrimination take place in the Greek labour market today? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Never or hardly ever	8.8	11.6	15.7	11	8.9	10.7	11.3
Less often	21.3	13.6	13.9	14	9.6	14.2	14.2
Moderately often	13.2	18.7	19.3	19.5	16.4	17.8	17.8
Often	19.1	26.3	24.1	28.7	30.1	29	26.3

Very often	18.4	22	17.5	17.1	22.6	18.3	19.8
Don't know/ Refuse to answer	19.1	7.8	9.6	9.8	12.3	10.1	10.5
Total	100	100	100	100	100	100	100

$N = 1177$, $\chi^2 = 34.41$, $p = .099$

Differences in frequency perceptions are quite larger among the VSG categories. More specifically, as shown in Table 4.6 relatively small proportions of immigrants – returnees – refugees and Greek Muslims believe that discriminations occur often or very often in the Greek labour market (around 30%). On the contrary, quite large proportions of the remainder VSG categories think they occur often – very often in Greek society (ex-convicts, juvenile offenders, ex-drug users: 70.7%; people with disabilities: 58.6%; long-term unemployed: 57.8%; Roma: 53%; heads of single-parent families: 52%).

Table 4.6 Cross-tabulation: Frequency of discrimination by VSG category

In your opinion, how often do phenomena of discrimination take place in the Greek labor market today? (%)							
	Never or hardly ever	Less often	Moderately often	Often	Very often	Don't know/ Refuse to answer	Total
Long-term unemployed over 45 years old with low qualifications	5.4	10.8	16.3	34.9	22.9	9.6	100
People with disabilities	4.9	11.8	18.7	32	26.6	5.9	100
Roma	12.7	3.9	9.8	26.5	26.5	20.6	100
Greek Muslims or other special religious groups	16.2	35.3	13.2	25	5.9	4.4	100

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Immigrants, returnees, refugees	21.9	19.1	19.6	18	10.7	10.7	100
Heads of single-parent families	4	8	26	26	26	100	100
Ex-convicts, juvenile offenders, ex-drug users	1.7	10.3	10.3	36.2	34.5	6.9	100
Other VSG	2.2	12.6	19.3	28.9	20	17	100
Not member of VSG	1.6	4.9	24.5	32.2	34.7	2	100
Total	9.7	12.9	18.7	27.5	21.9	9.2	100

$N = 1410$, $\chi^2 = 292.39$, $p < .05$

4.3 Forms of discrimination in the Greek labour market

A rather interesting picture of the Greek labour market emerges from further analyzing the sample survey's findings regarding different forms and aspects of discrimination.

More specifically, our research findings suggest that about 1 in 2 women in the VSG sample believe that discrimination in hiring occurs to a high or very high extent. The respective proportion of men is quite smaller, only reaching 35.7% (see Table 4.3.1). Note that the respective VSG sample average, that is the proportion of the VSG sample that believes discriminations in hiring occurs to a high or very high extent, amounts to 42.6%. However, an additional 23.2% thinks they occur to a moderate extent; in other words the vast majority of the VSG sample (65% in total) thinks that experiencing discrimination is a common reality when job-hunting in the Greek labour market.

Table 4.7 Cross-tabulation: Discriminations in hiring by gender

To what extent are there discriminations in hiring? (%)			
	Men	Women	Total
Not at all	11.9	5.4	8.6
To a small extent	17	9.5	13.2
To a moderate extent	22.1	24.2	23.2

To a high extent	25.1	35.9	30.6
To a very high extent	10.6	13.1	11.9
Don't know/ Refuse to answer	13.4	11.9	12.6
Total	100	100	100

$N = 1230, \chi^2 = 42.66, p < .05$

The cross-tabulation by age shows that there are certain differences in perceptions across age groups. More specifically, relatively small proportions of respondents under 25 and between 36 and 40 years old believe that discriminations in hiring exist to a high or very high extent (33.6% and 37.7%, respectively), whereas the respective proportions of the remainder age groups range around the sample's average (see Table 4.8).

Table 4.8 Cross-tabulation: Discriminations in hiring by age

To what extent are there discriminations in hiring? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Not at all	8	8	9	9.7	8.1	9.9	8.6
To a small extent	19.7	13.2	13.2	12.1	7.4	14	13.2
To a moderate extent	20.4	22.4	29.3	25.5	26.8	16.9	23.3
To a high extent	26.3	29.4	25.7	32.1	35.6	34.3	30.4
To a very high extent	7.3	14.9	12	10.9	8.7	12.2	11.9
Don't know/ Refuse to answer	18.2	12.2	10.8	9.7	13.4	12.8	12.6
Total	100	100	100	100	100	100	100

$N = 1192, \chi^2 = 33.29, p = .124$

Furthermore, significant differences are found across different categories of vulnerable social groups. The responses of ex-convicts, juvenile offenders and ex-drug users are the most pessimistic, since the vast majority (71.6%) believes that discriminations in hiring exist to a high or very high extent, followed by the long-term unemployed over 45 (55.9%), people with disabilities (50.4%), heads of single-parent families (50%) and the Roma (48.6%). On the other hand, immigrants, returned and refugees, as well as Greek Muslims and members of other special religious groups tend to be more optimistic when assessing discriminations in hiring (see Table 4.9).

Table 4.9 Cross-tabulation: Discriminations in hiring by VSG category

To what extent are there discriminations in hiring? (%)							
	Not at all	To a small extent	To a moderate extent	To a high extent	To a very high extent	Don't know/ Refuse to answer	Total
Long-term unemployed over 45 years old with low qualifications	2.4	7.7	22.6	45.2	10.7	11.3	100
People with disabilities	2	9.3	26.5	37.3	19.1	5.9	100
Roma	10.9	7.9	13.9	34.7	13.9	18.8	100
Greek Muslims or other special religious groups	17.6	30.9	22.1	16.2	5.9	7.4	100
Immigrants, returnees, refugees	17.3	19.6	23.9	17.6	5.8	15.8	100

Heads of single-parent families	6	6	34	44	6	4	100
Ex-convicts, juvenile offenders, ex-drug users	0	3.3	15	38.3	33.3	10	100
Other VSG	1.5	11.1	22.2	34.8	13.3	17	100
Not member of VSG	1.6	4.5	16	48.8	26.2	2.9	100
Total	7.6	11.9	21.8	33.5	14.2	10.9	100

$N = 1428$, $\chi^2 = 348.34$, $p < .05$

Another important aspect of discriminatory treatment in the labour market concerns the relationship, terms and conditions of employment, which are often framed differently and unequally after hiring. According to the responses of members of vulnerable social groups, who took part in this survey, discriminations regarding the relationship, terms and conditions of employment exist in the Greek labour market to a high or very high extent (38.8% of the responses). Adding an additional 28.8%, which believes that such discriminations exist to a moderate degree, the proportion of respondents who think discrimination regarding the relationship, terms and conditions of employment amounts to 62.3% of the respondents (see Table 4.10). There are significant differences between men and women, as the proportion of the latter who believe this form of discrimination exists to a high or very high extent is larger than that of the former (43.3% versus 34.2%, respectively). On the other hand, no significant differences in perceptions of discriminations in terms and conditions of employment in the Greek labour market are found when examining different age groups (see Table 4.11).

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Table 4.10 Cross-tabulation: Discriminations regarding the relationship, the terms and conditions of employment by gender

To what extent are there discriminations regarding the relationship, the terms and conditions of employment? (%)			
	Men	Women	Total
Not at all	14.2	8	11
To a small extent	13.5	10.1	11.8
To a moderate extent	23.7	23.4	23.5
To a high extent	25.7	31.8	28.8
To a very high extent	8.5	11.5	10
Don't know/ Refuse to answer	14.4	15.3	14.8
Total	100	100	100

$N = 1215$, $\chi^2 = 20.65$, $p = .01$

Table 4.11 Cross-tabulation: Discriminations regarding the relationship, the terms and conditions of employment by age

To what extent are there discriminations regarding the relationship, the terms and conditions of employment? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Not at all	11.8	10.8	10.4	12.2	8.1	13.7	11.1
To a small extent	16.2	12.6	14	11	7.4	9.5	11.9
To a moderate extent	25	21.4	28	26.8	25.7	19	23.7
To a high extent	22.8	27.4	29.3	27.4	34.5	32.7	18.8
To a very high extent	6.6	12.6	4.9	11.6	9.5	10.7	10
Don't know/ Refuse to answer	17.6	15.3	13.4	11	14.9	14.3	14.5
Total	100	100	100	100	100	100	100

$N = 1178$, $\chi^2 = 29.92$, $p = .027$

Notable differences are found when analysing the responses of each VSG category. Again, ex-convicts, juvenile offenders and ex-drug users generally believe discriminations in employment terms and conditions exist to a high or very high extent (70.5%),

followed by heads of single-parent families (56%), long-term unemployed persons over with low qualifications (48.8%), people with disabilities (46.3%) and the Roma (40.4%). It should be noted that the control group also tends to believe that this particular form of discrimination exists to a high or very high extent in the Greek labour market, at a rate that is similar to the VSG sample's rate (63.7%, see Table 4.12).

Table 4.12 Cross-tabulation: Discriminations regarding the relationship, the terms and conditions of employment by VSG category

To what extent are there discriminations regarding the relationship, the terms and conditions of employment? (%)							
	Not at all	To a small extent	To a moderate extent	To a high extent	To a very high extent	Don't know/ Refuse to answer	Total
Long-term unemployed over 45 years old with low qualifications	4.3	6.1	26.2	41.5	7.3	14.6	100
People with disabilities	3.4	12.8	27.6	31	15.3	9.9	100
Roma	9.1	8.1	14.1	30.3	10.1	28.3	100
Greek Muslims or other special religious groups	20.6	25	23.5	20.6	4.4	5.9	100
Immigrants, returnees, refugees	21.4	15.5	20.9	21.4	5.3	15.5	100
Heads of single-parent families	10	4	22	42	14	8	100
Ex-convicts, juvenile offenders, ex-drug users	0	3.3	18	50.8	19.7	8.2	100
Other VSG	3	12.1	29.5	22	12.9	20.5	100
Not member of VSG	3.3	4.5	25.3	38.8	24.9	3.3	100
Total	9.8	10.8	23.6	30.7	12.3	12.8	100

$N = 1415, \chi^2 = 29.98, p < .05$

Wages and extra earnings are often the subject of discrimination in the Greek labour market, as they constitute a clearly defined form of discriminatory treatment of employers within enterprises. According to our findings, 36.6% of VSG respondents think that such discriminations exist to a high or very high extent. An additional 21.9% thinks they exist to a moderate degree; thus, 58.5% of VSG respondents think that discriminations in wages and extra earnings are quite common in the Greek labour market (see Table 4.13).

Table 4.13 Cross-tabulation: Discriminations in wages by gender

To what extent are there discriminations in wages and extra pay? (%)			
	Men	Women	Total
Not at all	16.8	9.7	13.2
To a small extent	14.1	11.3	12.7
To a moderate extent	21.1	22.7	21.9
To a high extent	24.3	30.3	27.3
To a very high extent	8.6	9.9	9.3
Don't know/ Refuse to answer	15.1	16	15.6
Total	100	100	100

$N = 1219$, $\chi^2 = 18.45$, $p = .02$

Our data suggest that women generally tend to think such discriminations are common to a greater extent than men do (to a high or very high extent: 40.2% versus 32.9%, respectively; see Table 4.13). Drawing from that, we could argue that gender emerges as one of the determinants in income differentiations in our country. On the contrary, age does not seem to have a significant effect in perceptions regarding the extent to which discriminations in wages and extra pay occur in the Greek labour market. Responses tend to range around the sample's average across all age groups, with the sole exception of participants under 25, who express more positive views on this matter (see Table 4.14).

Table 4.14 Cross-tabulation: Discriminations in wages by age

To what extent are there discriminations in wages and extra pay? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Not at all	12.6	13.1	15.1	12.7	12.2	14.1	13.3
To a small extent	17.8	12.9	12.7	10.8	12.2	9.4	12.5
To a moderate extent	20.7	21	25.3	24.7	19.6	23.5	22.3
To a high extent	23	26.3	27.1	32.5	29.7	26.5	27.3
To a very high extent	7.4	12.1	4.2	7.2	8.1	11.2	9.1
Don't know/ Refuse to answer	18.5	14.6	15.7	12	18.2	15.3	15.4
Total	100	100	100	100	100	100	100

$N = 1181, \chi^2 = 24.01, p = .52$

Responses range according to VSG category. Ex-convicts, juvenile offenders and ex-drug users express more negative views on the matter, arguing by 65.5% that discriminations in wages and extra earnings occur to a high or very high extent in the Greek labour market. Heads of single-parent families agree with a rate of 46%, followed by long-term unemployed persons over with low qualifications (43.6%) and the Roma (42.3%). The remaining VSG categories exhibit lower rates in negative evaluations (see Table 4.5.3). It should be noted that the control group estimations on that matter range around the most “pessimistic” evaluations of the individual VSG categories, as 63.6% of respondents in the control group believe that discriminatory treatment in wages and extra earnings occurs to a high or very high extent within enterprises in the Greek labour market (see Table 4.15).

Table 4.15 Cross-tabulation: Discriminations in wages by VSG category

To what extent are there discriminations in wages and extra pay? (%)							
	Not at all	To a small extent	To a moderate extent	To a high extent	To a very high extent	Don't know/ Refuse to answer	Total
Long-term unemployed over 45 years old with low qualifications	6.7	11.5	23	34.5	9.1	15.2	100
People with disabilities	9.4	10.3	27.6	30.5	11.8	10.3	100
Roma	11.5	8.3	12.5	28.1	7.3	32.3	100
Greek Muslims or other special religious groups	19.1	27.9	23.5	20.6	1.5	7.4	100
Immigrants, returnees, refugees	24.2	15.7	18.7	18.9	5.6	16.9	100
Heads of single-parent families	10	6	26	32	14	12	100
Ex-convicts, juvenile offenders, ex-drug users	0	4.9	19.7	47.5	18	9.8	100
Other VSG	2.2	12.6	25.9	27.4	14.1	17.8	100
Not member of VSG	3.3	8.6	19.6	42.4	21.2	4.9	100
Total	11.7	12.2	21.4	29.7	11.1	13.9	100

$N = 1419$, $\chi^2 = 262.05$, $p < .05$

Utilizing and promoting employees within an enterprise also often constitutes the subject of discrimination, as the survey's findings suggest. The majority of the VSG sample (57.5%) thinks that such discriminations exist to some extent (moderate, high or very high) in the Greek labour market. Significant gender differences are found again, with a larger proportion of female VSG members (62.5% versus 52.3% of males) reporting that such discriminations exist to some degree (see Table 4.16).

Table 4.16 Cross-tabulation: Discriminations in utilizing and promoting workers within an enterprise by gender

To what extent are there discriminations in utilizing and promoting workers within an enterprise? (%)			
	Men	Women	Total
Not at all	13.9	8.1	11
To a small extent	15.2	9.4	12.3
To a moderate extent	21.9	24.3	23.1
To a high extent	19.7	29	24.4
To a very high extent	10.7	9.2	10
Don't know/ Refuse to answer	18.7	20	19.3
Total	100	100	100

$N = 1205$, $\chi^2 = 29.77$, $p < .05$

On the contrary, no significant variations are found when respondents' age is taken into account (see Table 4.17). However, there are significant differentiations in responses across individual VSG categories. As previously, ex-convicts, juvenile offenders and ex-drug users exhibit the highest rates of perceived discrimination in this respect (by 65.6%). Smaller, but equally important, are the rates of the long-term unemployed (44.5%), people with disabilities (42.2%) and the Roma (33%), who think that discriminations in terms of utilizing and promoting workers within an enterprise occur to a high or very high extent in Greece (see Table 4.18).

Table 4.17 Cross-tabulation: Discriminations in utilizing and promoting workers within an enterprise by age

To what extent are there discriminations in utilizing and promoting workers within an enterprise? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Not at all	13.2	10.5	12.1	10.4	11.7	9.5	11.1
To a small extent	16.9	11	15.2	10.4	10.3	11.3	12.2

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To a moderate extent	19.1	24.4	26.1	28.2	21.4	20.2	23.6
To a high extent	19.1	20.5	22.4	27.6	27.6	30.4	23.9
To a very high extent	10.3	13.3	6.7	8	9.7	8.3	10.1
Don't know/ Refuse to answer	21.3	20.3	17.6	15.3	19.3	20.2	19.2
Total	100	100	100	100	100	100	100

$N = 1167$, $\chi^2 = 28.02$, $p < .307$

Note that control group rates are equally high in this measure (56.5%), suggesting that more than 1 in 2 control group respondents believe discriminations in utilizing and promoting workers within an enterprise occur to a high or very high extent (see Table 4.18).

Table 4.18 Cross-tabulation: Discriminations in utilizing and promoting workers within an enterprise by VSG category

To what extent are there discriminations in utilizing and promoting workers within an enterprise? (%)							
	Not at all	To a small extent	To a moderate extent	To a high extent	To a very high extent	Don't know/ Refuse to answer	Total
Long-term unemployed over 45 years old with low qualifications	5.5	9.8	23.8	35.4	9.1	16.5	100
People with disabilities	4	10.9	29.4	31.3	10.9	13.4	100
Roma	6.4	8.5	10.6	18.1	14.9	41.5	100
Greek Muslims or other special religious groups	19.4	20.9	14.9	22.4	7.5	14.9	100
Immigrants, returnees, refugees	21	16.7	19.5	15.6	6.2	21	100

Heads of single-parent families	12	6	30	28	4	20	100
Ex-convicts, juvenile offenders, ex-drug users	0	6.6	19.7	32.8	32.8	8.2	100
Other VSG	3.8	8.3	31.6	24.1	11.3	21.1	100
Not member of VSG	2.9	5.8	19.3	36.6	28	7.4	100
Total	9.7	11.2	22.1	26.3	13.2	17.5	100

$N = 1403$, $\chi^2 = 312.60$, $p < .05$

Perceived discriminations appear to be less severe when it comes to opportunities of access to lifelong learning. The survey's findings suggest that only 19.5% of respondents believe these occur to a high or very high extent, while gender differentiations seem quite limited (see Table 4.19). Furthermore, as is shown in Table 4.20, respondents' age does not have a significant impact in perceptions of discrimination in opportunities for lifelong learning. Similarly, no significant variations appear when each individual VSG category is taken into account (see Table 4.21). Also note that respondents from both the VSG sample and the control group generally believe that this form of discrimination is not very common.

Table 4.19 Cross-tabulation: Discriminations regarding opportunities for lifelong learning by gender

To what extent are there discriminations regarding opportunities for lifelong learning? (%)			
	Men	Women	Total
Not at all	20.1	17	18.6
To a small extent	15.1	13.7	14.4
To a moderate extent	17.1	22.4	19.8
To a high extent	13.1	15.7	14.4
To a very high extent	4.2	5.9	5.1
Don't know/ Refuse to answer	30.4	25.2	27.8
Total	100	100	100

$N = 1207$, $\chi^2 = 12.31$, $p = .031$

Table 4.20 Cross-tabulation: Discriminations regarding opportunities for lifelong learning by age

To what extent are there discriminations regarding opportunities for lifelong learning? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Not at all	23.2	20.3	19.1	16.8	13.5	17.5	18.7
To a small extent	17.4	11.6	17.9	18	12.2	12.7	14.3
To a moderate extent	18.1	20	22.2	22.4	18.2	19.9	20.2
To a high extent	10.9	13.7	14.2	13.7	19.6	13.3	14.1
To a very high extent	2.2	6.6	4.9	5	4.7	5.4	5.2
Don't know/ Refuse to answer	28.3	27.8	21.6	24.2	31.8	31.3	27.5
Total	100	100	100	100	100	100	100

$N = 1170$, $\chi^2 = 25.49$, $p = .435$

Table 4.21 Cross-tabulation: Discriminations regarding opportunities for lifelong learning by VSG category

To what extent are there discriminations regarding opportunities for lifelong learning? (%)							
	Not at all	To a small extent	To a moderate extent	To a high extent	To a very high extent	Don't know/ Refuse to answer	Total
Long-term unemployed over 45 with low qualifications	9.8	16	20.9	18.4	5.5	29.4	100
People with disabilities	15.1	14.6	25.9	17.6	7.3	19.5	100
Roma	16	8	12	19	4	41	100
Greek Muslims or other special religious groups	38.8	22.4	10.4	3	1.5	23.9	100

Immigrants, returnees, refugees	28.8	14	14.3	9.7	2.8	30.4	100
Heads of single-parent families	14.3	22.4	24.5	18.4	0	20.4	100
Ex-convicts, juvenile offenders, ex-drug users	8.3	16.7	31.7	6.7	11.7	25	100
Other VSG	6.9	10	24.6	23.1	9.2	26.2	100
Not member of VSG	9.8	18.4	20.4	24.5	11.4	15.5	100
Total	17.5	15.1	19.5	16.2	6.2	25.6	100

$N = 1411, \chi^2 = 199.99, p < .05$

A very different picture emerges when we examine perceptions of discrimination in layoffs. Our data suggest that respondents generally think workers are not treated equally when it comes to risk of dismissal or actual removal from work. Responses vary according to respondents' gender; 45.3% of women and 34.8% of men believe this form of discrimination occurs to a high or very high extent (see Table 4.22).

Table 4.22 Cross-tabulation: Discriminations regarding layoffs by gender

To what extent are there discriminations regarding Layoffs? (%)			
	Men	Women	Total
Not at all	14.9	8.6	11.7
To a small extent	12.7	8.9	10.8
To a moderate extent	20.8	17.3	19
To a high extent	24.6	34.3	29.5
To a very high extent	10.2	11	10.6
Don't know/ Refuse to answer	16.8	19.9	18.4
Total	100	100	100

$N = 1204, \chi^2 = 27.69, p < .05$

Perceptions of discrimination in layoffs seem more adverse among respondents over 40, a large proportion of whom (39.7%)

thinks that such discrimination occurs to a high or very high extent in the Greek labour market. On the opposite end, younger respondents' rates range around the VSG sample mean (see Table 4.23).

Table 4.23 Cross-tabulation: Discriminations regarding layoffs by age

To what extent are there discriminations regarding layoffs? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Not at all	9	13.8	14.1	9.9	9.6	11.7	11.9
To a small extent	11.3	11.2	11.7	12.3	8.9	8.8	10.8
To a moderate extent	22.6	19.6	16	17.9	20.5	19.9	19.4
To a high extent	24.1	26.5	34.4	35.8	30.1	26.3	29
To a very high extent	6	11	8	9.9	12.3	15.8	10.7
Don't know/ Refuse to answer	27.1	17.9	16	14.2	18.5	17.5	18.2
Total	100	100	100	100	100	100	100

$N=1167$, $\chi^2=30.48$, $p=.207$

Lastly, a further analysis of the survey's data by respondents' membership to each particular VSG category, revealed a similar picture as in the discrimination dimensions discussed earlier (with the sole exception of access to lifelong learning). More specifically, again ex-convicts, juvenile offenders and ex-drug addicts, the long-term unemployed, people with disabilities and the Roma, systematically and in larger proportions believe that discriminations in layoffs exist to a high or very high extent in Greece. Similarly, the control group also highly endorses that statement, whereas the remainder VSG categories express more moderate views on this matter (see Table 4.24).

**Table 4.24 Cross-tabulation: Discriminations regarding dismissals
by VSG category**

To what extent are there discriminations regarding dismissals? (%)							
	Not at all	To a small extent	To a moderate extent	To a high extent	To a very high extent	Don't know/ Refuse to answer	Total
Long-term unemployed over 45 years old with low qualifications	5.5	8	22.1	35.6	14.1	14.7	100
People with disabilities	5	10	22	33	13.5	16.5	100
Roma	9.5	7.4	9.5	24.2	10.5	38.9	100
Greek Muslims or other special religious groups	17.9	25.4	17.6	25.4	4.5	9	100
Immigrants, returnees, refugees	21.4	14.3	16.8	21.2	6.6	19.6	100
Heads of single-parent families	12.2	6.1	22.4	44.9	6.1	8.2	100
Ex-convicts, juvenile offenders, ex-drug users	5.1	3.4	18.6	40.7	22	10.2	100
Other VSG	4.5	7.5	20.1	35.1	11.9	20.9	100
Not member of VSG	6.9	6.9	22.8	32.9	23.6	6.9	100
Total							100

$N = 1405$, $\chi^2 = 220.85$, $p < .05$

4.4 Vulnerable Social Groups and discrimination in the labour market

Members of vulnerable social groups (VSG) are to a greater extent subject to discrimination in the Greek labour market, according to the responses of VSG members themselves, who took part in our survey (perceptions of discrimination). However, control group participants also tend to believe that VSG members are more frequently victims of discrimination in comparison with the rest of the population.

Interestingly, VSG participants differentiate among the vulnerable social groups and believe that certain groups experience more discrimination than others within the Greek labour market. According to their responses, ex-drug users are mostly subject to discrimination (see Table 4.25). They are followed by ex-convicts and juvenile offenders (41.6%), people with disabilities (40.3%), the Roma (38.5%), the long-term unemployed over 45 years old with low qualifications (36.6%) and immigrants and returnees (26%).

Certain groups, which are relatively underrepresented in the VSG population, seem to accumulate rather low rates in this question, suggesting that our sample does not perceive them as groups which are often subject to discrimination in the labour market. These groups include HIV positive individuals (19.7% of responses), homeless (13.1%), refugees and asylum seekers (9.1%), male and female victims of trafficking (8.9%), Greek Muslims and members of other special religious groups (7.8%), people experiencing discrimination on the grounds of sexual orientation (7.2%), people living below the poverty threshold (6.5%), heads of single-parent families (6.1%), and people subject to discrimination due to social gender identity (5.8%).

The aforementioned findings are generally in line with the findings discussed previously, in sections 4.2 and 4.3, which

capture the perceptions of various VSG categories regarding the severity of discriminations experienced by the general population in the Greek labour market. The sole exception apparently is single-parent families, which even though are among the VSG that believe discriminations are quite frequent in the Greek labour market, they are not perceived as a group that is highly discriminated against. This could possibly be due to the fact that this certain group has a relatively limited participation in the general VSG population and is therefore not very “visible”; thus, having to choose from a long list of vulnerable social groups, VSG respondents did not indicate heads of single-parent families as a group subject to severe discrimination.

A cross-tabulation analysis by gender revealed no significant differences in this respect; equal proportions of both men and women indicate certain vulnerable social groups as particularly facing discrimination in the Greek labour market (see Table 4.25).

Similarly, no significant differences are found among different age groups. Age groups 46-50 and over 51 constitute the sole exceptions, as they indicate long-term unemployed individuals over 45 as a group facing severe discrimination problems to a higher extent than the overall sample (sample average: 36.6%; 46-50: 50.3%; over 51: 59.4%). Participants’ responses, regardless of age, do not diverge from the respective sample’s averages (see Table 4.26).

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Table 4.25 Cross-tabulation: Vulnerable Social Groups (VSG) mostly subject to discrimination in the Greek labour market by gender

Which of the following Vulnerable Social Groups (VSG) are mostly subject to discrimination in the Greek labour market? (%)			
	Men	Women	Total
Long-term unemployed over 45 years old with low qualifications	34.4	38.8	36.6
People with disabilities	40.6	40.1	40.3
Roma or other special cultural groups	33.9	42.9	38.5
Greek Muslims or other special religious groups	7.1	8.4	7.8
Immigrants, returnees	28.3	23.8	26
Refugees, asylum seekers	9.4	8.9	9.1
Women, victims of domestic violence	3.3	7.2	5.3
Women – Men victims of trafficking	8.2	9.5	8.9
Heads of single-parent families	3	9	6.1
Ex-convicts, juvenile offenders	41.3	41.9	41.6
Ex-drug users	43.1	47.5	45.3
HIV positive people	18.8	20.7	19.7
Homeless	11.1	14.9	13.1
People living below poverty line/ facing poverty	6.6	6.4	6.5
People subject to discrimination due to sexual orientation	8.5	5.9	7.2
People subject to discrimination due to social gender identity	4.9	6.7	5.8
Total	48.6	51.4	100

N = 1185

Table 4.26 Cross-tabulation: Vulnerable Social Groups (VSG) mostly subject to discrimination in the Greek labour market by age

Which of the following Vulnerable Social Groups (VSG) are mostly subject to discrimination in the Greek labour market? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Long-term un-employed over 45 years old with low qualifications	20.7	29.5	29.4	38.7	50.3	59.4	36.6
People with disabilities	32.6	46.1	44.8	36.8	30.8	41.8	40.5
Roma or other special cultural groups	15.8	40.4	35.6	37.4	32.2	33.3	38.6
Greek Muslims or other special religious groups	14.8	6.5	5.5	8.4	8.4	6.7	7.8
Immigrants, returnees	28.9	24.4	25.8	32.9	23.8	24.2	26.2
Refugees, asylum seekers	6.7	8.5	6.7	12.3	10.5	20.9	9.2
Women, victims of domestic violence	4.4	3.6	5.5	4.5	9.1	6.7	5.2
Women – Men victims of trafficking	9.6	10.1	6.7	9	7.7	9.7	9.1
Heads of single-parent families	4.4	4.9	5.5	7.1	7.7	7.9	6
Ex-convicts, juvenile offenders	40	46.9	39.9	39.4	40.6	37	41.8
Ex-drug users	44.4	49.5	46	43.9	44.8	37.6	45.3

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HIV positive people	20	19.9	25.8	18.7	18.2	15.2	19.7
Homeless	13.3	14.8	12.3	10.3	14	13.9	13.4
People living below poverty line/ facing poverty	8.9	6	4.3	3.9	9.8	6.7	6.4
People subject to discrimination due to sexual orientation	9.6	9.3	6.1	7.1	4.2	4.2	7.2
People subject to discrimination due to social gender identity	6.7	5.7	4.3	5.2	5.6	6.7	5.7
Total	11.8	33.7	14.2	13.5	12.5	14.4	100

N = 1147

Rather interesting outcomes are produced from the cross-tabulation analysis of participants' perceptions about the groups that are most severely affected by discriminations in the Greek labour market with the particular VSG category they belong to. With the only exception of heads of single-parent families, each VSG category indicates itself as one of the groups that are highly subject to discrimination in the Greek labour market (see Table 4.27). Evidently, each individual VSG category experiences and copes with rather severe discrimination problems in everyday life.

It should be noted that responses of control group participants appear to be in line with the ones of the VSG sample. They are generally consistent with the findings presented above, concerning gender and age differences in perceptions of groups that are mostly subject to discrimination in the Greek labour market (see Table 4.27).

Table 4.27 Cross-tabulation: Vulnerable Social Groups (VSG) mostly subject to discrimination in the Greek labor market by VSG category

Which of the following Vulnerable Social Groups (VSG) are mostly subject to discrimination in the Greek labor market? (%)	Total	12	14.8	6.8	4.8	26.9	3.5	4.2	79.4	17.6	100
	People subject to discrimination due to social gender identity	5.4	6.8	5.3	7.5	3.2	2.1	5.1	10	9.4	6.2
People subject to discrimination due to sexual orientation	4.2	6.8	6.3	11.9	6.7	12.5	8.5	9.2	14.7	8.6	
People living below the poverty line/ facing poverty	6.6	5.4	5.3	1.5	4.6	6.3	8.5	15.3	8.6	6.8	
Homeless	15.1	14.1	11.6	11.9	10.5	22.9	15.3	15.3	26.5	15.6	
HIV positive	14.5	24.4	18.9	19.4	18.8	25	18.6	22.1	34.7	22.5	
Ex-drug users	39.2	54.6	17.9	46.3	42.1	43.8	66.1	45.8	61.2	48.3	
Ex-convicts, juvenile offenders	32.5	50.7	35.8	50.7	38.9	52.1	71.2	33.6	49.8	43.5	
Heads of single-parent families	8.4	4.9	3.2	4.5	3.2	31.3	3.4	7.6	6.5	6.1	
Women – Men victims of trafficking	4.8	9.3	8.4	29.9	9.1	2.1	5.1	7.6	11	9.4	
Women, victims of domestic violence	8.4	8.3	1.1	6	3.2	6.3	6.8	5.3	8.2	5.9	
Refugees, asylum seekers	8.4	5.4	6.3	7.5	13.1	6.3	11.9	8.4	10.6	9.5	
Immigrants, returnees	16.3	11.7	17.9	26.9	44	25	16.9	20.6	26.1	26.1	
Greek Muslims or other special religious groups	5.4	5.9	11.6	26.9	4.6	8.3	3.4	10.7	4.5	7.1	
Roma or other special cultural groups	28.3	40.5	81.1	47.8	31.9	41.7	40.7	33.6	35.9	38.4	
People with disabilities	29.5	67.8	31.6	34.3	36.7	39.6	39	33.6	47.3	41.8	
Long-term unemployed over 45 with low qualifications	68.7	34.6	14.7	11.9	30	50	28.8	40.5	56.7	39.7	
	Long-term unemployed over 45 with low qualifications		People with disabilities	Roma	Greek Muslims or other special religious groups	Immigrants, returnees, refugees	Heads of single-parent families	Ex-convicts, juvenile offenders, ex-drug users	Other VSG	Not member of VSG	Total

N = 1389 (within VSG)

Our survey's participants were further asked to indicate whether they believed that members of VSG are currently facing more discrimination problems in the Greek labour market in comparison with the rest of the population or not. Responses of both the VSG sample and the control group were majorly positive (VSG sample: 81.8%; control group: 89.8%), while no significant differences were found by gender (see Table 4.28) or age (see Table 4.29) or VSG category (see Table 4.30). Drawing from the above, we conclude that, regardless of gender, age or VSG category, respondents-VSG members believe (by vast majority) that vulnerable social groups face discrimination in the Greek labour market to a higher extent than the general population. Control group participants also strongly endorse this view (see Table 4.30).

Table 4.28 Cross-tabulation: Vulnerable Social Groups (VSG) members face more discrimination than the rest of the population in the Greek labour market by gender

In your opinion, do members of vulnerable social groups currently face more discrimination problems in the Greek labour market in comparison with the rest of the population? (%)			
	Men	Women	Total
Yes	79	84.4	81.8
No	11.4	7.5	7.5
Don't know/ Refuse to answer	9.6	8.2	8.8
Total	100	100	100

$N = 1212$, $\chi^2 = 7.94$, $p = .047$

Table 4.29 Cross-tabulation: Vulnerable Social Groups (VSG) members face more discrimination than the rest of the population in the Greek labour market by age

In your opinion, do members of vulnerable social groups currently face more discrimination problems in the Greek labour market in comparison with the rest of the population? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Yes	81.2	85.2	79.3	75.8	84.1	81.2	81.9
No	8	7.9	10.4	14.5	10.3	7.6	9.5
Don't know/ Refuse to answer	10.1	6.9	10.4	9.7	5.5	11.2	8.6
N/A	0.7	0	0	0	0	0	0.1
Total	100	100	100	100	100	100	100

$N = 1174$, $\chi^2 = 21.18$, $p = .131$

Table 4.30 Cross-tabulation: Vulnerable Social Groups (VSG) members face more discrimination than the rest of the population in the Greek labour market by VSG category

In your opinion, do members of vulnerable social groups currently face more discrimination problems in the Greek labour market in comparison with the rest of the population? (%)					
	Yes	No	Don't know/ Refuse to answer	N/A	Total
Long-term unemployed over 45 with low qualifications	85.3	4.9	9.8	0	100
People with disabilities	86.4	7.3	4.6	0	100
Roma	85.1	8.9	5	1	100
Greek Muslims or other special religious groups	82.6	11.6	5.8	0	100
Immigrants, returnees, refugees	76.6	12.3	11.1	0	100

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Heads of single-parent families	89.6	6.3	4.2	0	100
Ex-convicts, juvenile offenders, ex-drug users	86.9	8.2	4.9	0	100
Other VSG	82.7	9	8.3	0	100
Not member of VSG	89.8	4.5	5.3	0.4	100
Total	83.7	8.4	7.8	0.1	100

$N = 1416$, $\chi^2 = 39.12$, $p < .05$

Characteristically, when asked to state whether participants have themselves, at least once, been subject to discrimination while job-hunting, 56.2% of the VSG sample responds positively (men: 50.2%; women: 62.1%), which is surely a quite large proportion (see Table 4.31). Some minor differences are found among different age groups: younger participants (up to 25) are less inclined to answer positively (lower than the sample's average), whereas a larger than average proportion of participants over 51 state they have at least once experienced discrimination when seeking employment (see Table 4.32).

Table 4.31 Cross-tabulation: Experienced discrimination while job-hunting by gender

Have you personally, at least once, been subject to discrimination when seeking employment? (%)			
	Men	Women	Total
Yes	50.2	62.1	56.2
No	43.1	30.7	36.9
Don't know/ Refuse to answer	6.3	5.4	5.9
N/A	0.3	1.8	1.1
Total	100	100	100

$N = 1213$, $\chi^2 = 26.93$, $p < .05$

Table 4.32 Cross-tabulation: Experienced discrimination while seeking employment by age

Have you personally, at least once, been subject to discrimination when seeking employment? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Yes	42.6	56.9	54.9	62.6	52.7	62	56
No	42.6	36.5	40.2	31.9	42.5	30.4	36.9
Don't know/ Refuse to answer	12.5	6.1	4.3	3.7	3.4	6.4	6
N/A	2.2	0.5	0.6	1.8	1.4	1.2	1.1
Total	100	100	100	100	100	100	100

$N = 1172$, $\chi^2 = 30.65$, $p = .01$

A further analysis of findings on the basis of respondents' membership to particular VSG categories produces quite interesting outcomes. More specifically, the vast majority of people with disabilities (68.1%) state they have experienced discrimination at least once when trying to get a job, followed by ex-convicts, juvenile offenders, ex-drug addicts (67.2%), the long-term unemployed over 45 (65.3%), heads of single-parent families (63.3%), the Roma (62%), immigrants, returnees, refugees (48.7%) and Greek Muslims and members of other special religious groups (33.3%). On the other hand, a relatively small proportion (and in any case lower than the respective VSG rates) of the control group stated having at least once been subject to discriminatory treatment while seeking employment (see Table 4.33).

Table 4.33 Cross-tabulation: Experienced discrimination while seeking employment by VSG category

Have you personally, at least once, been victim of discrimination when seeking employment? (%)					
	Yes	No	Don't know/ Refuse to answer	N/A	Total
Long-term unemployed over 45 with low qualifications	65.3	30.5	4.2	0	100
People with disabilities	68.1	24	6.9	1	100
Roma	62	21.7	10.9	5.4	100
Greek Muslims or other special religious groups	33.3	62.3	4.3	0	100
Immigrants, returnees, refugees	48.7	44.9	5.4	1	100
Heads of single-parent families	63.3	32.7	4.1	0	100
Ex-convicts, juvenile offenders, ex-drug users	67.2	26.2	6.6	0	100
Other VSG	44.8	48.5	5.2	1.5	100
Not member of VSG	31.8	64.1	2.4	1.6	100
Total	51.6	42	5.2	1.2	100

$N = 1413$, $\chi^2 = 149.31$, $p < .05$

Among control group participants who state they have been victim of discrimination while seeking employment, 46.69% think this was due to their age, 33% believe they were discriminated against on the grounds of gender, while 13.6% think they were treated unfavourably due to their physical appearance (see Table 4.36). The VSG sample rank grounds of experienced discrimination differently: they think they were discriminated against due to their ethnic identity (18.6%), some form of disability or long-term condition (15.6%), their place of origin (15.4%), their gender (14.7%), their physical appearance (11.6%) and their religious beliefs (5.1%; see Table 4.34).

Women believe they have been discriminated against on the grounds of age (38.3%) and gender (31%), as well as their ethnic identity (16.2%), their place of origin (14.6%), some type of disability or long-term condition and their physical appearance (14.4%). On the contrary, men state age as the primary ground of experienced discrimination while seeking employment (26.2%), followed by ethnic identity (21.6%), place of origin (16.7%) and a form of disability or long-term condition (also 16.7%; see Table 4.34).

Table 4.34 Cross-tabulation: Grounds of experienced discrimination while job-hunting by gender

If you have been personally subject to discrimination when seeking employment, on what grounds were you discriminated against? (%)			
	Men	Women	Total
Gender	6.9	21	14.7
Religious beliefs	6.6	4	5.1
National identity	21.6	16.2	18.6
Age	26.2	38.3	32.9
Place of origin	16.7	14.4	15.4
Sexual orientation	0.3	0.3	0.3
Physical appearance	8.2	14.4	11.6
Long-term illness of disability	16.7	14.6	15.6
Other grounds	16.1	16.2	16.2
Total	44.8	55.2	100

N = 681

Responses regarding the grounds on which one has experienced discrimination while seeking employment vary according to age. More specifically, younger participants (up to 25) state physical appearance, place of origin, gender and ethnic identity as grounds of experienced discrimination, whereas the vast majority of respondents over 45 state age as the primary reason of unfavourable treatment when seeking employment (see Table 4.35).

Table 4.35 Cross-tabulation: Grounds of experienced discrimination while seeking employment by age

If you have been personally subject to discrimination when seeking employment, on what grounds were you discriminated against? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Gender	18.8	17.3	11.2	13.9	22.4	6.5	14.9
Religious beliefs	15.6	5	2.2	4	3.9	3.7	5.2
National identity	17.2	23.2	25.8	24.8	6.6	8.3	18.8
Age	15.6	13.6	19.1	36.6	60.5	63.9	31.8
Place of origin	29.7	13.2	15.7	15.8	11.8	13	15.3
Sexual orientation	0	0.5	0	0	1.3	0	0.3
Physical appearance	28.1	14.5	13.5	6.9	3.9	5.6	11.9
Long-term illness or disability	6.3	22.3	23.6	11.9	9.2	10.2	15.8
Other grounds	10.9	20	16.9	13.9	17.1	11.1	16
Total	9.7	33.4	13.5	15.3	11.6	16.4	100

N = 658

Furthermore, there are significant differences according to VSG category membership. More specifically, the long-term unemployed over 45 years old state age as the primary ground of experienced discrimination while seeking employment (76.9%). Similarly, other VSG categories state their particular characteristics as the main ground of experienced discrimination. For example, the vast majority of people with disability believe they have been subject to discrimination due to their disability or long-term condition (64.4%), while the Roma highlight their ethnic identity (35.7%), place of origin (30.4%) and physical appearance (30.4%) as grounds of discrimination. Similarly, Greek Muslims reference their religious beliefs as the primary ground of experienced discrimination (76%), whereas immigrants, returnees and refugees mention their ethnic identity (46.2%) and place of ori-

gin (32.3%). Lastly, heads of single-parent families state they have experienced discrimination primarily due to their age (47.1%) and gender (29.4%), while ex-convicts, juvenile offenders and ex-drug users state other reasons, which are probably related to the particular characteristics of their respective groups (see Table 4.36).

Table 4.36 Cross-tabulation: Grounds of experienced discrimination while seeking employment by VSG category

If you have been personally subject to discrimination when seeking employment, on what grounds were you discriminated against? (%)										
	Gender	Religious beliefs	National identity	Age	Place of origin	Sexual orientation	Physical appearance	Long-term illness or disability	Other grounds	Total
Long-term unemployed over 45 years old with low qualifications	15.7	1.9	2.8	76.9	8.3	0	3.7	0	11.1	14.7
People with disabilities	13.6	0	3	22	3	0	12.1	67.4	12.9	18
Roma	10.7	5.4	35.7	7.1	30.4	0	30.4	5.4	28.6	7.6
Greek Muslims or other special religious groups	8	76	12	8	16	0	28	0	4	3.4
Immigrants, returnees, refugees	8.7	3.1	46.2	18.5	32.3	0	4.6	1.5	9.2	26.6
Heads of single-parent families	29.4	0	2.9	47.1	8.8	0	5.9	0	32.4	4.6
Ex-convicts, juvenile offenders, ex-drug users	16.7	2.4	0	16.7	2.4	0	19	14.3	57.1	5.7
Other VSG	27.9	3.3	4.9	50.8	4.9	3.3	24.6	4.9	13.1	8.3
Not member of VSG	33.3	1.2	3.7	46.9	7.4	2.5	13.6	1.2	17.3	11
Total	16.5	4.6	17.3	33.5	15	0.5	12.1	14.3	16.5	100

N = 734 (within VSG)

We further attempted to investigate the types of discrimination women face when seeking employment. As Table 4.37 suggests, 1 in 2 women of our sample state they were asked if they wanted to have a baby in the future, which is considered a characteristic example of gender discrimination. On the contrary, other, more condemnable forms of discrimination were experienced less frequently by our sample (more specifically, “Asked to declare that I will not get pregnant in the near future before hiring me”: 7.8%); “Got fired during pregnancy”: 6%; “Got fired after returning to work right or a while after my maternity leave”: 5.2%; “Got fired during maternity leave or because she is a mother”: 2.2%; “Asked to take a pregnancy test before hiring me”: 2.6%; see Table 4.37). As expected, responses vary according to age. Evidently, such types of discrimination mostly concern younger, rather than older women (see Table 4.38).

Table 4.37 Types of experienced discrimination while seeking employment (women only)

If a woman, which of the following types of discrimination have you faced while job-seeking until today? (%)	
	Women
Asked if i wanted to have a baby in the near future	50
Asked to take a pregnancy test before hiring me	2.6
Asked to declare i won't get pregnant in the near future before hiring me	7.8
Got fired while pregnant	6
Got fired during maternity leave	2.2
Got fired when I returned to work right or a while after my maternity leave	5.2
Other	37.1
Total	100

N = 232

Responses according to VSG category are similar to the ones discussed above. However, women who are long-term unem-

ployed and over 45 state to a lesser extent that they have been subject to discrimination due to probable or actual pregnancy, possibly because they are beyond the reproductive age. Similarly, female ex-convicts, juvenile offenders and ex-drug addicts state they have experienced other forms of discrimination, which are probably related to their particular characteristics (see Table 4.39).

Lastly, the vast majority of female control-group respondents (62.5%) state they were asked if they were planning on having a baby in the near future, while a smaller proportion stated they were fired after returning to work after maternity leave (10.4%; see Table 4.39).

Table 4.38 Types of experienced discrimination while job-hunting by age (women only)

If a woman, which of the following types of discrimination have you faced while job-seeking until today (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Asked if i wanted to have a baby in the near future	63.6	58.4	48.6	37.5	39.1	31	49.1
Asked to take a pregnancy test before hiring me	4.5	2.2	0	6.3	8.7	0	3
Asked to declare i won't get pregnant in the near future before hiring me	4.5	9	13.5	3.1	4.3	6.9	7.8
Got fired while pregnant	0	9	8.1	6.3	0	3.4	6
Got fired during maternity leave	0	1.1	0	6.3	4.3	3.4	2.2
Got fired when I returned to work right or a while after my maternity leave	0	4.5	5.4	0	21.7	3.4	5.2
Other	36.4	32.6	29.7	40.6	34.8	62.1	37.5
Total	9.5	38.4	15.9	13.8	9.9	12.5	100

N = 232

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Table 4.39 Types of experienced discrimination while job-hunting by VSg category (women only)

If a woman, which of the following types of discrimination have you faced while job-seeking until today (%)								
	Asked if i wanted to have a baby in the near future	Asked to take a pregnancy test before hiring me	Asked to declare i won't get pregnant in the near future before hiring me	Got fired while pregnant	Got fired during maternity leave	Got fired when I returned to work right or a while after my maternity leave	Other	Total
Long-term unemployed over 45 with low qualifications	32.5	0	5	0	5	15	52.5	14.7
People with disabilities	50	5	5	5	0	5	47.5	14.7
Roma	43.8	0	12.5	0	6.3	0	37.5	5.9
Greek Muslims or other special religious groups	50	25	0	0	0	0	25	1.5
Immigrants, returnees, refugees	54.8	3.2	4.8	12.9	1.6	1.6	29	22.7
Heads of single-parent families	53.8	0	3.8	7.7	3.8	0	38.5	9.5
Ex-convicts, juvenile offenders, ex-drug users	20	0	0	20	0	0	80	1.8
Other VSG							25	11.7
Not member of VSG	62.5	4.2	0	6.3	2.1	10.4	22.9	17.6
Total	51.6	2.9	6.2	6.2	2.2	5.5	35.9	100

N = 273 (within VSG)

Respondents were further asked to indicate whether they have personally experienced discrimination in their current job. However, it should be noted that respondents comprising the VSG sample were drawn from OAED's unemployment records and only a small proportion was working at the time of the survey's

completion. Thus, responses from this small subgroup are not statistically significant (see Tables 4.40, 4.41 and 4.42).

Table 4.40 Crosstabulation: Experienced discrimination in current job by gender

Have you personally been subject to discrimination in your current job? (%)			
	Men	Women	Total
Yes	1.9	2.3	2.1
No	5.1	5.5	5.3
Don't know/ Refuse to answer	0.5	0.2	0.3
N/A	92.5	92.1	92.3
Total	100	100	100

$N = 1195$, $\chi^2 = 1.42$, $p = .700$

Table 4.41 Crosstabulation: Experienced discrimination in current job by age

Have you personally been subject to discrimination in your current job? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Yes	2.2	1.8	4.3	1.9	1.4	0.6	2
No	8.1	6.5	4.3	6.2	3.4	2.4	5.4
Don't know/ Refuse to answer	0	0.5	0.6	0	0.7	0	0.3
N/A	89.6	91.2	90.7	91.9	94.5	97	92.3
Total	100	100	100	100	100	100	100

$N = 1156$, $\chi^2 = 16.90$, $p = .325$

Table 4.42 Crosstabulation: Experienced discrimination in current job by VSG category

Have you personally been subject to discrimination in your current job? (%)					
	Yes	No	Don't know/ Refuse to answer	N/A	Total
Long-term unemployed over 45 with low qualifications	0	3.7	0	96.3	100
People with disabilities	1.5	8	0	90.5	100

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Roma	1.1	3.3	1.1	94.4	100
Greek Muslims or other special religious groups	0	0	0	100	100
Immigrants, returnees, refugees	2.6	5.5	0	91.9	100
Heads of single-parent families	6	8	0	86	100
Ex-convicts, juvenile offenders, ex-drug users	6.8	3.4	0	89.8	100
Other VSG	2.2	4.4	0.7	92.6	100
Not member of VSG	22.1	58.3	2.5	17.1	100
Total	5.5	14.3	0.6	79.6	100

$N = 1389$, $\chi^2 = 713.09$, $p < .05$

In order to overcome this barrier, participants were also asked to indicate if they had been subject to discrimination in previous jobs. A relatively large proportion of VSG members answered positively (41.4%), while no major gender differences were documented. More specifically, 43.7% of women and 38.9% of men stated they had experienced discriminatory treatment in previous employment posts (see Table 4.43).

Table 4.43 Crosstabulation: Experienced discrimination in previous jobs by gender

Have you personally been subject to discrimination in previous jobs? (%)			
	Men	Women	Total
Yes	38.9	43.7	41.4
No	48.2	37.6	42.8
Don't know/ Refuse to answer	7.3	5.4	6.3
N/A	5.7	13.2	9.5
Total	100	100	100

$N = 1122$, $\chi^2 = 27.39$, $p < .05$

Significant age differences are documented in this respect. Younger individuals report lower levels of experienced discrimination in previous jobs, whereas older participants report more. More specifically, only 25.8% of participants under 25 states they

were subject to discrimination in previous work posts, while the respective proportion of respondents over 45 amounts to 47% (see Table 4.44).

Table 4.44 Crosstabulation: Experienced discrimination in previous jobs by age

Have you personally been subject to discrimination in previous jobs? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Yes	25.8	42.3	41.7	44.4	47.1	47	41.8
No	40.6	40.7	44.9	46.4	41.9	41.1	42.3
Don't know/ Refuse to answer	7	6.3	6.4	3.3	5.9	9.3	6.3
N/A	26.6	10.7	7.1	5.9	5.1	2.6	9.5
Total	100	100	100	100	100	100	100

$N = 1090, \chi^2 = 68.48, p < .05$

Ex-convicts, juvenile offenders and ex-drug users report to a great extent having had experienced discrimination in previous jobs (55.8%), followed by heads of single-parent families (54%), long-term unemployed over 45 (51%) and people with disabilities (50.5%). On the other hand, small proportions of immigrants, returnees and refugees (36.2%), Roma (26.5%) and of Greek Muslims (24.2%) report having been victims of discrimination in previous jobs (see Table 4.45).

Table 4.45 Crosstabulation: Experienced discrimination in previous jobs by VSG category

Have you personally been subject to discrimination in previous jobs? (%)					
	Yes	No	Don't know/ Refuse to answer	N/A	Total
Long-term unemployed over 45 with low qualifications	51	40.3	6.7	2	100
People with disabilities	50.5	34.4	5.9	9.1	100
Roma	26.5	24.1	7.2	42.2	100

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Greek Muslims or other special religious groups	24.2	50	4.5	21.2	100
Immigrants, returnees, refugees	36.2	51.5	6	6.3	100
Heads of single-parent families	54	40	2	4	100
Ex-convicts, juvenile offenders, ex-drug users	55.8	32.7	3.8	7.7	100
Other VSG	41.1	46	8.1	4.8	100
Not member of VSG	35	59.6	2.9	2.5	100
Total	40.4	45.8	5.5	8.4	100

$N = 1317$, $\chi^2 = 211.45$, $p < .05$

Further investigating the particular forms of discrimination respondents have experienced in the workplace or the labour market, we find that most discriminations concern the relationship, terms and conditions of employment (50.3%), which are followed by discriminations in wages and extra payment (43%). More than 20% report having experienced unfavourable treatment regarding dismissals (23.4%), while 15.3% have been subject to discrimination regarding utilization and promotion and 7.8% regarding access to lifelong learning (see Table 4.46). No significant differences are found according to respondents' gender (Table 4.46) or age (Table 4.47).

Table 4.46 Crosstabulation: Type of experienced discrimination in current or previous jobs by gender

If subject to discrimination in current or previous jobs, what type of discrimination have you experienced? (%)			
	Men	Women	Total
Regarding the relationship, terms and conditions of employment	49.4	50.9	50.3
Regarding wages and extra pay	43.9	42.2	43
Regarding utilization and promotion	18.9	12.4	15.3
Regarding opportunities for life-long learning	5.6	9.6	7.8
Regarding dismissals	26.1	21.1	23.4
Other	7.8	9.2	8.5
Total	45.2	54.8	100

$N = 398$

Table 4.47 Crosstabulation: Type of experienced discrimination in current or previous jobs by age

If subject to discrimination in current or previous jobs, what type of discrimination have you experienced? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Regarding the relationship, terms and conditions of employment	40.7	51.5	45.5	63.9	45.1	46.8	50.3
Regarding wages and extra pay	40.7	43.2	49.1	39.3	41.2	38.7	42.3
Regarding utilization and promotion	7.4	10.6	23.6	14.8	21.6	14.5	14.9
Regarding opportunities for life-long learning	7.4	10.6	7.3	1.6	5.9	6.5	7.2
Regarding dismissals	22.2	23.5	21.8	21.3	29.4	27.4	24.2
Other	14.8	9.8	10.9	4.9	3.9	8.1	8.5
Total	7	34	14.2	15.7	13.1	16	100

N = 388

When it comes to variations among VSG categories, only small differentiations are noticed. More specifically, the long-term unemployed over 45, people with disabilities and the Roma report having had experienced discriminations regarding the relationship, terms and conditions of employment to an equal extent as discriminations regarding wages and extra pay. About 50% of heads of single-parent families and ex-convicts, juvenile offenders and ex-drug users also report having been subject to discrimination concerning the relationship, terms and conditions of employment, and – to a greater extent – discriminations concerning wages and extra payment. Lastly, the vast majority of immigrants, returnees and refugees (65.8%) and a large proportion of Greek Muslims (45.5%) have experienced discriminatory treatment

with respect to the relationship, terms and conditions of employment (see Table 4.48).

As far as control group respondents are concerned, their vast majority reports having experienced discrimination related to the relationship, terms and conditions of employment (55.4%), wages and extra payment (43.4%), and also related to their utilization and promotion within the enterprise (31.3%; see Table 4.48).

Table 4.48 Crosstabulation: Type of experienced discrimination in current or previous jobs by VSG category

If subject to discrimination in current or previous jobs, what type of discrimination have you experienced? (%)							
	Regarding the relationship, terms and conditions of employment	Regarding wages and extra pay	Regarding utilization and promotion	Regarding opportunities for life-long learning	Regarding dismissals	Other	Total
Long-term unemployed over 45 with low qualifications	40.9	40.9	15.2	1.5	34.8	9.1	14
People with disabilities	44.2	44.2	26	7.8	13	13	16.4
Roma	40.9	40.9	9.1	13.6	31.8	18.2	4.7
Greek Muslims or other special religious groups	45.5	27.3	9.1	9.1	18.2	18.2	2.3
Immigrants, returnees, refugees	65.8	39.5	6.1	5.3	24.6	4.4	24.3
Heads of single-parent families	47.8	52.2	4.3	4.3	21.7	8.7	4.9
Ex-convicts, juvenile offenders, ex-drug users	50	53.6	25	10.7	35.7	10.7	6
Other VSG	45.7	45.7	23.9	15.2	15.2	4.3	9.8
Not member of VSG	55.4	43.4	31.3	15.7	12	2.4	17.7
Total	51.5	43	18.1	8.7	21.7	7.7	100

N = 470 (within VSG)

4.5 Vulnerable Social Groups and inappropriate or unequal treatment in the workplace

Workers of vulnerable social groups (VSG) are often subject to inappropriate behaviors and unequal treatment in the workplace. Such behaviors or treatment, which are manifested in the workplace and are expressed by employers, managers, coworkers or even third parties, constitute forms of discrimination in the labour market.

As our survey's data suggest, a significant proportion of the VSG sample (43.9%) state they have been subject to inappropriate or unequal treatment in the workplace. A cross-tabulation analysis of responses by gender reveals that no significant differences between men and women exist (see Table 4.49). However, such behaviors occur in varying frequency; 20.8% of the sample states they have been subject to such discriminations only once, 19.7% more than once, whereas 3.4% argues experiencing inappropriate or unequal treatment almost always (see Table 4.49).

Table 4.49 Crosstabulation: Frequency of experienced discrimination in current or previous jobs by gender

In current or previous jobs, how many times have you been subject to unfair or unequal treatment and inappropriate behavior in comparison with your colleagues? (%)			
	Men	Women	Total
Never	39.9	29.2	34.5
Only once	21.1	20.6	20.8
More than once	19.9	19.6	19.7
Almost always	3.2	3.6	3.4
Don't know/ Refuse to answer	11.8	13.3	12.6
N/A	4.1	13.7	9
Total	100	100	100

$N = 1137$, $\chi^2 = 38.98$, $p < .05$

Small variations are found according to age (see Table 4.50). More specifically, frequency of such behaviors is smaller among younger respondents (up to 25: 28.7%; 26-35: 44.4%), whereas older respondents state that such discriminations occur more often against them in the workplace (36-40: 47.8%; 41-45: 47.3%; 46-50: 46.4%; over 50: 49.3%).

Certain significant differences emerge from a cross-tabulation analysis by VSG category. More specifically, the majority of heads of single-parent families and ex-convicts, juvenile offenders, ex-drug users (59.2% and 54.3%, respectively) declare they have experienced inappropriate or unequal treatment in the workplace, followed by people with disabilities (52.6%), long-term unemployed individuals (51.7%) and immigrants, returnees, refugees (37.8%). Smaller proportions of Greek Muslims (26.4%) and Roma (26.4%) note having experienced this form of discrimination, according their own responses (see Table 4.51).

Table 4.50 Crosstabulation: Frequency of experienced discrimination in current or previous jobs by age

In current or previous jobs, how many times have you been subject to unfair or unequal treatment and inappropriate behavior in comparison with your colleagues? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Never	34.1	31.5	35	38.3	35.5	34	34.1
Only once	15.5	21.9	22.3	24	15.2	26.9	21.4
More than once	10.1	18.4	21.7	21.4	28.3	18.6	19.6
Almost always	3.1	4.1	3.8	1.9	2.9	3.8	3.5
Don't know/ Refuse to answer	10.9	14	10.2	9.7	13.8	14.1	12.5
N/A	26.4	10.1	7	4.5	4.3	2.6	9
Total	100	100	100	100	100	100	100

$N = 1099$, $\chi^2 = 84.30$, $p < .05$

Table 4.51 Crosstabulation: Frequency of experienced discrimination in current or previous jobs by VSG category

In current or previous jobs, how many times have you been subject to unfair or unequal treatment and inappropriate behavior in comparison with your colleagues? (%)							
	Never	Only once	More than once	Almost always	Don't know/ Refuse to answer	N/A	Total
Long-term unemployed over 45 years old with low qualifications	28.7	23.6	26.8	1.3	17.8	1.9	100
People with disabilities	26.9	25.8	22	4.8	11.3	9.1	100
Roma	21.8	4.6	13.8	8	12.6	39.1	100
Greek Muslims or other special religious groups	50	10.9	15.6	0	1.6	21.9	100
Immigrants, returnees, refugees	45.1	20.4	15.5	1.9	11.4	5.7	100
Heads of single-parent families	34.7	32.7	26.5	0	2	4.1	100
Ex-convicts, juvenile offenders, ex-drug users	28.1	7	36.8	10.5	12.3	5.3	100
Other VSG	27.9	25.6	16.3	5.4	20.2	4.7	100
Not member of VSG	25.6	35.1	24.4	3.7	5.4	5.8	100
Total	33.1	23.1	20.6	3.5	11.2	8.5	100

$N = 1339$, $\chi^2 = 286.95$, $p < .05$

Subsequently, we investigated perceptions of responsibility for such behaviors, asking participants to indicate who they thought was normally to blame for this form of discrimination against them. Respondents think that employers are mostly to blame for inappropriate or unequal treatment against them (17.7%), followed by managers (8.2%), colleagues (8.1%) and third parties (4.7%), whereas combinations of employers, managers and colleagues are mentioned in smaller rates that do not exceed 1% (see Table 4.52).

Table 4.52 Crosstabulation: Person of blame for experienced discrimination in current or previous jobs by gender

Who is normally to blame for this kind of inappropriate behaviour against you? (%)			
	Men	Women	Total
Noone	2.8	2.7	2.8
Employer	18.7	16.8	17.7
Managers	8.2	8.2	8.2
Colleagues	8.4	7.7	8.1
Third parties	4.4	5	4.7
Others	5.9	5.8	5.9
Don't know/ Refuse to answer	5.1	5.8	5.5
Employer & managers	0.7	1.2	1
Employer & colleagues	0.2	1.2	0.7
Employer & managers & colleagues	0.3	0.9	0.6
Employer & third parties	0.3	0.2	0.3
Managers & colleagues	0.5	0.9	0.7
Managers & colleagues & third parties	0.2	0.2	0.2
All of the above	0.2	0	0.1
N/A	44.2	43.3	43.7
Total	100	100	100

$N = 1155, \chi^2 = 9.57, p = .793$

No significant gender or age differences emerge from the analyses (see Table 4.52 and 4.53). Blame for unfavorable treatment is primarily assigned to employers and managers, and secondarily to colleagues and third parties, regardless of respondent's gender or age.

The picture presented earlier is kept intact when different VSG categories are taken into consideration. In other words, all VSG category members who have been treated inappropriately or unequally in the workplace, primarily blame their employers and managers and secondarily their colleagues or third parties. Despite small variations in rates across VSG categories, this picture does not significantly diverge (see Table 4.18.3). It should be

noted that blaming employers and managers for being subject to unfavorable treatment is common ground, as it is also confirmed by control group responses (see Table 4.54).

Table 4.53 Crosstabulation: Person of blame for experienced discrimination in current or previous jobs by age

Who is normally to blame for this kind of inappropriate behaviour against you? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Noone	1.5	2.2	5.6	1.9	4.9	1.3	2.8
Employer	15.2	19.5	14.9	20.8	16.1	19.4	18.1
Managers	3.8	6.5	10.6	9.7	11.2	8.8	8.1
Colleagues	4.5	10	9.3	5.8	8.4	7.5	8.1
Third parties	4.5	4.9	4.3	4.5	2.8	6.3	4.6
Other	0.8	6.5	5.6	7.8	4.2	9.4	6
Don't know/ Refuse to answer	7.6	4.9	3.7	1.9	8.4	8.1	5.5
Employer & managers	0	0.5	1.2	2.6	2.1	0	1
Employer & colleagues	0.8	1.1	0.6	0	0	1.3	0.7
Employer & managers & colleagues	1.5	0.8	0	0	0.7	0.6	0.6
Employer & third parties	0	0.5	0	0	0	0.6	0.3
Managers & colleagues	0	0.5	0.6	1.3	1.4	0	0.6
Managers & colleagues & third parties	0	0.3	0	0	0	0	0.1
All of the above	0	0	0.6	0	0	0	0.1
N/A	59.8	41.7	42.9	43.5	39.5	36.9	43.3
Total	100	100	100	100	100	100	100

$N = 1119, \chi^2 = 91.55, p < .05$

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Table 4.54 Crosstabulation: Person of blame for experienced discrimination in current or previous jobs by VSG category

Who is normally to blame for this kind of inappropriate behaviour against you? (%)	Total	100	100	100	100	100	100	100	100	100	100	
	N/A	31	34.2	60.9	69.1	51.3	34.8	31.6	38.1	30.7	41.8	
	All of the above	0	0	0	0	0	0	1.8	0	0	0.1	
	Managers & colleagues & third parties	0	0.5	0	0	0.3	0	0	0	0	0.1	
	Managers & colleagues	0.6	1.1	0	0	0.5	2.2	1.8	0.8	0.8	0.7	
	Employer & third parties	0	1.1	0	0	0	0	0	0.8	0.4	0.3	
	Employer & managers & colleagues	1.3	1.1	2.3	0	0	0	0	0	0	0.4	
	Employer & colleagues	0.6	1.1	1.1	1.5	0.5	2.2	0	0.8	0	0.6	
	Employer & managers	1.9	0.5	1.1	0	3.9	2.2	0	1.6	1.2	1	
	Don't know/ Refuse to answer	9.7	7.4	2.3	1.5	3.9	4.3	10.5	4.8	1.2	4.7	
	Other	9	5.3	6.9	0	6.8	8.7	0	5.6	4.6	5.8	
	Third parties	4.5	7.9	4.6	1.5	4.2	2.2	3.5	2.4	3.7	4.3	
	Colleagues	6.5	10.5	9.2	7.4	6.5	6.5	10.5	10.3	10	8.4	
	Managers	12.3	8.9	1.1	5.9	5.8	8.7	15.8	11.1	24.1	10.9	
	Employer	17.4	17.9	8	11.8	17.8	28.3	24.6	19	22	18.3	
	Noone	5.2	2.6	2.3	1.5	2.1	0	0	4.8	1.2	2.4	
		Long-term unemployed over 45 years old with low qualifications										
		People with disabilities										
		Roma										
		Greek Muslims or other special religious groups										
	Immigrants, returnees, refugees											
	Heads of single-parent families											
	Ex-convicts, juvenile offenders, ex-drug users											
	Other VSG											
	Not member of VSG											
	Total											

$N = 1352, \chi^2 = 241.84, p < .05$

Quite interesting findings emerge from responses regarding the way participants responded when experiencing such inappropriate or unequal treatment in the workplace. More specifically, as shown in Table 4.55), VSG members who have experienced unfair or inappropriate treatment reacted only verbally (32.8%), while smaller proportions appealed to their supervisors (15.9%) or discussed it with colleagues (12.3%). Even smaller proportions, and thus insignificant, filed a complaint with the Labour Inspectorate (SEP; 2.8%) or asked their Union or workers' syndicate for help (1.7%), while only 1% filed a lawsuit and 0.7% made a complaint to the media. We could therefore argue that there is rarely any use of institutions to respond to such problems. Notably, a significant proportion of respondents who have been treated unfairly in the workplace (37.3%) state they did not react at all (see Table 4.55).

Table 4.55 Crosstabulation: Reaction to inappropriate behaviors in current or previous jobs by gender

How did you react to inappropriate behaviours in your current or previous jobs? (%)			
	Men	Women	Total
Did not react at all	39.9	34.6	37.3
Only reacted verbally	35.6	30.1	32.8
Appealed to supervisor	15.1	16.7	15.9
Discussed it with colleagues	10.4	14.1	12.3
Filed a complaint with the Labour Inspectorate (SEPE)	2	3.6	2.8
Filed a lawsuit	1.7	0.3	1
Asked for help from my union or workers' syndicate	1.7	1.6	1.7
Made a complaint to the media	1	0.3	0.7
Other	2.3	4.2	3.3
Don't know/ Refuse to answer	9.4	14.1	11.8
Total	49.3	50.7	100

N = 604

Further analyzing these findings according to respondents' gender and age, we find no significant variations between men and women or across different age groups. In other words, regardless of respondents' gender or age, most participants do not react at all or react only verbally to unfair or inappropriate treatment. Rates then are shared, with small variations, between appealing to supervisors and discussing it with colleagues, whereas appealing to institutional bodies (e.g., SEPE, workers' syndicates, media) is a rather rare form of reaction (see Tables 4.55 & 4.56).

Table 4.56 Crosstabulation: Reaction to inappropriate behaviors in current or previous jobs by age

How did you react to inappropriate behaviours in your current or previous jobs? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Did not react at all	43.4	39.9	37.8	31	24.1	41.5	36.8
Only reacted verbally	24.5	33.8	37.8	34.5	35.4	29.8	33.2
Appealed to supervisor	13.2	14.6	18.3	16.7	20.3	13.8	15.9
Discussed it with colleagues	3.8	11.6	14.6	16.7	13.9	10.6	12.2
Filed a complaint with the Labour Inspectorate (SEPE)	0	4.5	2.4	1.2	2.5	3.2	2.9
Filed a lawsuit	0	0.5	0	0	2.5	2.1	0.8
Asked for help from my union or workers' syndicate	1.9	1	2.4	0	5.1	1.1	1.7
Made a complaint to the media	1.9	0.5	1.2	0	1.3	0	0.7
Other	3.8	3	4.9	3.6	2.5	2.1	3.2
Don't know/ Refuse to answer	1.7	13.1	4.9	13.1	10.1	11.7	11.7
Total	9	33.6	13.9	14.2	13.4	15.9	100

N = 590

Table 4.57. Crosstabulation: Reaction to inappropriate behaviors in current or previous jobs by VSG category

	How did you react to inappropriate behaviours in your current or previous jobs? (%)										
	Did not react at all	Only reacted verbally	Appealed to supervisor	Discussed it with colleagues	Filed a complaint with the Labour Inspectorate (SEPE)	Filed a lawsuit	Asked for help from my union or workers' syndicate	Made a complaint to the media	Other	Don't know/ Refuse to answer	Total
Long-term unemployed over 45 with low qualifications	27.5	32.4	22.5	14.7	2	2.9	2	1	2	10.8	13.8
People with disabilities	42.7	38.2	20.9	20	1.8	1.8	0.9	0	3.6	8.2	14.9
Roma	46.9	37.5	6.3	6.3	0	0	0	3.1	3.1	15.6	4.3
Greek Muslims or other special religious groups	36.8	31.6	26.3	5.3	0	0	5.3	0	5.3	0	2.6
Immigrants, returnees, refugees	41.9	31.3	13.4	10.6	2.8	0	0.6	0.6	3.4	14	24.2
Heads of single-parent families	40	20	13.3	10	1.0	0	0	0	6.7	6.7	4.1
Ex-convicts, juvenile offenders, ex-drug users	29.7	51.4	2.7	13.5	0	0	0	0	2.7	10.8	5
Other VSG	33.3	25.8	15.2	7.6	6.1	1.5	7.6	1.5	4.5	10.6	8.9
Not member of VSG	19.4	34.5	26.7	31.5	2.4	3	7.3	0	1.8	4.2	22.3
Total	33.6	33.5	18.4	16.8	2.7	1.5	3	0.5	3.1	9.5	100

N = 740 (within VSG)

It should be noted that in 40% of cases of such discrimination, colleagues are reported to be supportive in some way. Cross-tabs analysis by gender revealed no significant gender differences in this respect (see Table 4.58).

A similar picture emerges from the cross-tabs analysis by respondents' age. Support from colleagues' is reported by a relatively satisfactory proportion (40%-50%) regardless of participants' age group (see Table 4.59).

Table 4.58 Crosstabulation: Support from colleagues by gender

If your colleagues noticed, did they stand up for you? (%)			
	Men	Women	Total
Yes	22.7	21.6	22.1
No	20.8	19.9	20.4
Don't know/ Refuse to answer	9.8	12.2	11
N/A	46.7	46.3	46.5
Total	100	100	100

$N = 1084, \chi^2 = 2.69, p = .612$

Table 4.59 Crosstabulation: Support from colleagues by age

If your colleagues noticed, did they stand up for you? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Yes	14.7	22.8	26	22.6	22.7	23.8	22.4
No	14	20.2	17.3	21.9	26.5	23.8	20.6
Don't know/ Refuse to answer	10.9	12	10.7	11.6	7.6	11.3	11
N/A	60.5	45	46	43.9	43.2	41.1	46.1
Total	100	100	100	100	100	100	100

$N = 1050, \chi^2 = 26.37, p = .154$

On the contrary, there are significant differences among different VSG categories as far as colleagues' support is concerned.

Less support from colleagues is reported by Roma, ex-convicts/ juvenile offenders/ ex-drug users and Greek Muslims. On the other hand, heads of single-parent families, people with disabilities and the long-term unemployed report greater support from colleagues in cases of unfair or inappropriate treatment. Immigrants, returnees and refugees are found in the middle (see Table 4.60). Note that control group participants state by majority (around 54%) they were supported by colleagues when subject to unfair or inappropriate behaviors in the workplace (see Table 4.60).

Table 4.60 Crosstabulation: Support from colleagues by VSG category

If your colleagues noticed, did they stand up for you? (%)					
	Yes	No	Don't know/ Refuse to answer	N/A	Total
Long-term unemployed over 45 years old with low qualifications	29.3	27.2	9.5	34	100
People with disabilities	30.1	16.8	15.6	37.6	100
Roma	7.1	20.2	9.5	63.1	100
Greek Muslims or other special religious groups	10.3	13.2	5.9	70.6	100
Immigrants, returnees, refugees	19.9	16.1	10.6	53.4	100
Heads of single-parent families	30.2	25.6	11.6	32.6	100
Ex-convicts, juvenile offenders, ex-drug users	10	50	8	32	100
Other VSG	25.9	20.5	10.7	42.9	100
Not member of VSG	37.2	24.3	7.1	31.4	100
Total	24.7	21.1	10.1	44.1	100

$N = 1283$, $\chi^2 = 132.51$, $p < .05$

Table 4.61 shows the ways colleagues' support is manifested in cases of unfair or inappropriate treatment. Colleagues most often verbally express their opposition (48.1%) or directly intervene

to help (30.6%); less often they appeal to supervisors (13.1%) or ask other colleagues to assist (7.1%). However, colleagues who intervene in such cases of discriminations rarely use institutional ways, such as appealing to workers' syndicates, filing complaints with SEPE or the media (see Table 4.61). No significant differences are found according to respondents' age (see Table 4.61) or age (see Table 4.62).

A similar picture emerges when different VSG categories are taken into account. Colleagues who support victims of unfair treatment respond similarly regardless of the victim's particular characteristics or the category they belong to, which mainly involves their verbal opposition or direct intervention (see Table 4.63). Control group members mention similar ways of victim support in the workplace. More specifically, support ways mainly include verbal opposition (55.6%), direct intervention (38.4%) or appealing to supervisors (22.2%). Smaller proportions report asking other colleagues' (5.1%) or unions (4%) for help or complaining to the media (3%; see Table 4.63).

Table 4.61 Crosstabulation: Ways of colleagues' support by gender

If yes, how did they support you? (%)			
	Men	Women	Total
Directly intervened to help me	33.6	28	30.6
Expressed their opposition	47.1	49	48.1
Addressed the supervisor	15	11.5	13.1
Asked for other colleagues' help	7.1	7	7.1
Filed a complaint with the Labour Inspectorate (SEPE)	0.7	1.3	1
Asked the Union for help	3.6	1.3	2.4
Made a complaint to the media	0.7	0.6	0.7
Other	0.7	2.5	1.7
Don't know/ Refuse to answer	10.7	22.3	16.8
Total	47.1	52.9	100

N = 297

Table 4.62. Crosstabulation: Ways of colleagues' support by age

If yes, how did they support you? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Directly intervened to help me	28	36.4	38.6	20.5	11.8	39.5	31.1
Expressed their opposition	32	42.4	50	52.3	50	65.1	48.4
Addressed the supervisor	12	16.2	13.6	6.8	14.7	11.6	13.1
Asked for other colleagues' help	4	8.1	6.8	13.6	8.8	0	7.3
Filed a complaint with the Labour Inspectorate (SEPE)	0	2	2.3	2.3	0	0	1.4
Asked the Union for help	4	2	4.5	0	5.9	0	2.4
Made a complaint to the media	4	1	0	0	0	0	0.7
Other	0	3	2.3	2.3	0	0	1.7
Don't know/ Refuse to answer	28	18.2	9.1	20.5	11.8	11.6	16.3
Total	8.7	34.3	15.2	15.2	11.8	14.9	100

N = 289

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Table 4.63 Crosstabulation: Ways of colleagues' support by VSG category

	If yes, how did they support you? (%)									
	Directly intervened to help me	Expressed their opposition	Addressed the supervisor	Asked for other colleagues' help	Filed a complaint with the Labour Inspectorate (SEPE)	Asked the Union for help	Made a complaint to the media	Other	Don't know/ Refuse to answer	Total
Long-term unemployed over 45 with low qualifications	27.1	50	16.7	2.1	0	4.2	0	0	10.4	12.7
People with disabilities	40	46.2	21.5	7.7	3.1	0	0	3.1	13.8	17.2
Roma	22.2	22.2	11.1	0	0	0	0	11.1	33.3	2.4
Greek Muslims or other special religious groups	33.3	55.6	0	0	0	0	0	0	22.2	2.4
Immigrants, returnees, refugees	28	51.6	11.8	11.8	0	4.3	0	1.1	19.4	24.6
Heads of single-parent families	38.5	61.5	7.7	0	0	0	0	0	7.7	3.4
Ex-convicts, juvenile offenders, ex-drug users	40	60	0	0	0	0	0	0	0	1.3
Other VSG	24.3	40.5	10.8	5.4	2.7	2.7	5.4	2.7	18.9	9.8
Not member of VSG	38.4	55.6	22.2	5.1	0	4	3	0	9.1	26.2
Total	32.8	50.3	16.1	6.3	0.8	2.9	1.3	1.3	14.3	100

N = 378 (within VSG)

Table 4.64 Crosstabulation: Colleagues' lack of support by gender

If not, how did they respond? (%)			
	Men	Women	Total
Did not react at all	59.7	52.1	55.6
Expressed their acceptance to the inappropriate behaviour	10.1	3.6	6.6
Recommended that I did not make a big deal out of it	17.6	7.1	12
Recommended that I was reasonable and thought about what I had to lose if I went on with it	23.5	12.9	17.8
Recommended that I did not file a report to the SEPE	0.8	1.4	1.2
Recommended that I did not file a lawsuit	1.7	2.1	1.9
Recommended that I did not ask the Union for help	0.8	0.7	0.8
Recommended that I did not make a complaint to the media	0	0	0
Other	1.7	0	0.8
Don't know/ Refuse to answer	18.5	30	24.7
Total	45.9	54.1	100

N = 259

Table 4.65 Crosstabulation: Colleagues' lack of support by age

If not, how did they respond? (%)							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Did not react at all	52.4	55.6	56.7	56.4	57.9	61.9	57
Expressed their acceptance to the inappropriate behaviour	0	7.4	13.3	7.7	7.9	0	6.4
Recommended that I did not make a big deal out of it	19	13.6	16.7	10.3	7.9	4.8	11.6

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Recommended that I was reasonable and thought about what I had to lose if I went on with it	19	17.3	16.7	12.8	31.6	16.7	18.7
Recommended that I did not file a report to the SEPE	0	0	0	2.6	2.6	2.4	1.2
Recommended that I did not file a lawsuit	0	4.9	0	0	0	2.4	2
Recommended that I did not ask the Union for help	0	1.2	3.3	0	0	0	0.8
Recommended that I did not make a complaint to the media	0	0	0	0	0	0	0
Other	0	0	0	2.6	0	2.4	0.8
Don't know/ Refuse to answer	28.6	25.9	13.3	28.2	18.4	23.8	23.5
Total	8.4	32.2	12	15.5	15.1	16.7	100

N = 259

On the other hand, colleagues' absence of support is also manifested in various ways. In the vast majority of cases (55.6%) colleagues were reported to not have reacted at all. Reaction is limited to suggestions to be reasonable and to think what they might lose by reacting and to not exaggerate. A small but significant proportion (6.6%) stated that their colleagues expressed acceptance to the inappropriate behavior (see Table 4.64). A small gender differentiation is documented in favor of women (less indifference or acceptance). This however is not enough to reverse the documented colleagues' indifference or unfavorable reactions to unfair or inappropriate behaviors (see Table 4.64). Similarly, small variations are found across gender groups and specifically between younger and older participants (see Table 4.65).

Analysis according to individual VSG categories, respondents who experienced unfair or inappropriate treatment at work but

were not supported by colleagues, by majority state that their colleagues were more or less indifferent to the event (ranging from 43.8% amongst the Roma to 77.8% among Greek Muslims). Regarding such inappropriate behaviors as accepted shows significant variations, ranging from 2.3% when the victim was a long-term unemployed person over 45 to 16.2% when victims were people with disabilities (see Table 4.66).

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Table 4.66 Crosstabulation: Colleagues' lack of support by VSG category

	If not, how did they respond? (%)											Total
	Did not react at all	Expressed their acceptance to the inappropriate behaviour	Recommended that I did not make a big deal out of it	Recommended that I was reasonable and thought about what I had to lose if I went on with it	Recommended that I did not file a report to the (SEPE)	Recommended that I did not file a lawsuit	Recommended that I did not ask the Union for help	Recommended that I did not make a complaint to the media	Other	Don't know/ Refuse to answer		
Long-term unemployed over 45 with low qualifications	63.6	2.3	2.3	20.5	2.3	0	0	0	2.3	22.7	14	
People with disabilities	48.6	16.2	24.3	24.3	2.7	5.4	5.4	0	2.7	18.9	11.7	
Roma	43.8	12.5	12.5	12.5	0	6.3	0	0	0	31.3	5.1	
Greek Muslims or other special religious groups	77.8	0	11.1	11.1	0	0	0	0	0	11.1	2.9	
Immigrants, returnees, refugees	52.7	5.4	8.1	16.2	0	2.7	0	0	0	29.7	23.5	
Heads of single-parent families	58.3	8.3	0	8.3	8.3	0	0	0	0	16.7	3.8	
Ex-convicts, juvenile offenders, ex-drug users	68	8	36	36	0	0	0	0	0	12	7.9	
Other VSG	51.6	3.2	9.7	6.5	0	0	0	0	0	29	9.8	
Not member of VSG	47.8	10.4	20.9	26.9	4.5	6	4.5	3	1.5	11.9	21.3	
Total	54.3	7.6	14.3	20	1.9	2.9	1.6	0.6	1	21.3	100	

N = 315 (within VSG)

In this respect, control group members, who respond that they were not supported by colleagues when experiencing inappropriate or unfavorable treatment at work, state that their colleagues either did not react at all (47.8%) or suggesting to victims to be reasonable and think about what they had to lose if going on with it (26.5%) or suggesting to not overreact (20.9%). Also, 10.4% stated their colleagues expressed their acceptance to what happened (see Table 4.66).

Lastly, due to the country's socioeconomic situation and the worsening of fiscal crisis and economy's recession, respondents were further asked to indicate if they thought unfair or inappropriate behaviors in the workplace or the labor market have increased compared to prior the crisis. Responses confirm our hypothesis, suggesting that in periods of crisis, vulnerable social groups are primarily affected.

Respondents-members of vulnerable social groups generally believe that is true, i.e. that discriminations have increased compared to the pre-crisis period (very much: 37.7%; slightly: 18.4%), whereas 17.1% think they have remained stable. Smaller proportions believe discriminations are nowadays much less (4.9%) or slightly less (3.8%) in comparison with the pre-crisis period. No significant gender differences emerge (see Table 4.67). Furthermore, older participants generally appear more pessimistic than younger responses, thinking to a greater extent that discriminations are nowadays more frequent than before the crisis (see Table 4.68).

Table 4.67 Crosstabulation: Change in frequency of discrimination in the Greek labour market compared to the pre-crisis period by gender

How much do you think that unfair or unequal treatment on the grounds of being a member of a particular social /demographic group has increased in employment or job seeking, in comparison to the period prior to the crisis? (%):			
	Men	Women	Total
Is very much reduced	5.5	4.2	4.9
Is slightly reduced	4.1	3.5	3.8
Has remained stable	16.7	17.5	17.1
Is slightly increased	18.8	18	18.4
Is very much increased	38.7	36.7	37.7
Don't know/ Refuse to answer	16.3	20.1	18.2
Total	100	100	100

$N = 1131, \chi^2 = 3.88, p = .566$

Table 4.68 Crosstabulation: Change in frequency of discrimination in the Greek labour market compared to the pre-crisis period by age

How much do you think that unfair or unequal treatment on the grounds of being a member of a particular social /demographic group has increased in employment or job seeking, in comparison to the period prior to the crisis? (%):							
	Up to 25 years old	26-35 years old	36-40 years old	41-45 years old	46-50 years old	Over 51 years old	Total
Is very much reduced	7	3.8	4.5	7.4	2.9	3.8	4.7
Is slightly reduced	5.4	4.1	3.9	4.7	4.3	1.9	4
Has remained stable	16.3	19.3	20.6	17.4	15.1	14.1	17.6
Is slightly increased	21.7	18.8	18.7	20.8	15.1	16	18.5
Is very much increased	31	36.4	34.2	130.9	41	50.6	37.3
Don't know/ Refuse to answer	18.6	17.7	18.1	18.8	21.6	13.5	17.9
Total	100	100	100	100	100	100	100

$N = 1096, \chi^2 = 28.17, p = .300$

However, certain differences emerge across different VSG categories. More specifically, ex-convicts make the most pessimistic estimation (58.9% believe that discriminations have increased compared to the period pre-crisis), followed by long-term un-

employed (45%), people with disabilities (40.3%), Roma (39.5%), heads of single-parent families (37.8%), immigrants (34.1%) and Greek Muslims (20.3%). What is generally found is that VSG members, regardless of specific VSG category, to a great extent believe that instances of unfair or inappropriate treatment have increased in the Greek labour market in comparison with the period before the crisis (see Table 4.69).

Table 4.69 Crosstabulation: Change in frequency of discrimination in the Greek labour market compared to the pre-crisis period by VSG category

How much do you think that unfair or unequal treatment on the grounds of being a member of a particular social /demographic group has increased in employment or job seeking, in comparison to the period prior to the crisis? (%):							
	Is very much reduced	Is slightly reduced	Has remained stable	Is slightly increased	Is very much increased	Don't know/ Refuse to answer	Total
Long-term unemployed over 45 with low qualifications	4.6	3.3	11.3	18.5	45	17.2	100
People with disabilities	4.2	4.2	22.5	19.4	40.3	9.4	100
Roma	9.3	3.5	11.6	11.6	39.5	24.4	100
Greek Muslims or other special religious groups	1.4	0	42	23.2	20.3	13	100
Immigrants, returnees, refugees	4.3	4.5	16.5	21.3	34.1	19.2	100
Heads of single-parent families	2.2	4.4	15.6	20	37.8	20	100
Ex-convicts, juvenile offenders, ex-drug users	1.8	1.8	16.1	12.5	58.9	8.9	100
Other VSG	6.8	2.6	9.4	13.7	37.6	29.9	100
Not member of VSG	2.1	4.2	16.5	19.8	46.4	11	100
Total	4.1	3.7	17.1	18.8	39.6	16.7	100

$N = 1327, \chi^2 = 110.65, p < .05$

5. The institutional framework for combating labour market discrimination: Judicial interpretation and application in practice

Paraskevi - Viviane Galata



5.1 Introduction

The aim of this paper is to contribute to the improvement of the application of the anti-discrimination legislation in the Greek labour market by providing an overview and in-depth analysis of the evolution of the anti-discrimination law and how it is interpreted through judicial decisions and applied in practice. For this purpose, this paper will present the review and comparative analysis of the anti-discrimination law and main institutional reforms in different countries, such as south European countries, Scandinavian countries, other European countries, non European countries and Greece, the analysis of specific court cases and relevant interpretations of anti-discrimination norms, as well as the analysis of the results of the fieldwork research that have been conducted by the National Centre for Social Research (EKKE).

Overall, the present paper will attempt to answer the main critical questions related with the application of the anti-discrimination legislation in the Greek labour market, namely whether the institutional framework prohibiting discrimination in the workplace provides sufficient protection measures against any form of discrimination, how the anti-discrimination norms are interpreted through the judicial decisions and how the anti-discrimination norms are implemented or circumvented in practice.

5.2 The evolution of the anti-discrimination law: A comparative analysis of main institutional reforms in European and non-European countries

At European level, anti-discrimination law has evolved very quickly in a relatively short period of time, going back to 2000 with EU gender equality directives and UK race relations and sex discrimination legislation. At the beginning, the legislation was characterized by the EU protection confined to the gender ground and the employment context, the significant gaps in the legal protection offered against discrimination in UK, the theoretical protection under the constitutional equality, the limited legislative protection and ineffective criminal law sanctions in other European countries.⁶ However, the legislation has changed with the insertion of Article 13 in the Treaty on European Union (TEU) by the Treaty of Amsterdam in 1997, which is now Article 19 in the Treaty on the functioning of the European Union (TFEU).⁷ In particular, the first paragraph of article 19 TFEU (ex article 13 TEU) defines that: “*Without prejudice to the other provisions of the Treaties and within the limits of the powers conferred by them upon the Union, the Council, acting unanimously in accordance with a special legislative procedure and after obtaining the consent of the European Parliament, may take appropriate action to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation*”.⁸

Under this provision, the European Union has adopted the Directive 2000/43/EC on racial and ethnic equality⁹, the Directive

6. Colm O’Cinneide, (2011), “The Uncertain Foundations of Contemporary Anti-Discrimination Law”, *International Journal of Discrimination and the Law*, Vol. 11, p. 7-28.

7. Colm O’Cinneide, (2011), op.cit.

8. European Union, (2010), *Consolidated Treaties - Charter of Fundamental Rights*, Luxembourg: Publications Office of the European Union.

9. Council Directive 2000/43/EC of 29 June 2000 implementing the principle

2000/78/EC on equal treatment in employment and occupation¹⁰ that extended the reach of EU anti-discrimination law in the field of employment to encompass the new grounds of age, religion or belief and sexual orientation, as well as two subsequent Gender Equality Directives, the Directive 2004/113/EC¹¹ and the Directive 2006/54/EC¹², which extended the protection against gender and race discrimination to cover the provision of goods and services, education, social protection and the ambiguous category of social advantages.¹³

As far as concerns the protection against discrimination in employment and occupation on the grounds of sex, the Directive 76/207¹⁴ was amended by the Directive 2002/73/EC¹⁵ and the above Directive 2006/54/EC, in order to be harmonised with directives 2000/43/EC and 2000/78/EC and bring together in

of equal treatment between persons irrespective of racial or ethnic origin, *Official Journal of the European Communities*, L 180/22, 19.7.2000.

10. Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation, *Official Journal of the European Communities*, L 303/16, 2.12.2000.

11. Council Directive 2004/113/EC of 13 December 2004 implementing the principle of equal treatment between men and women in the access to and supply of goods and services, *Official Journal of the European Communities*, L 373/37, 21.12.2004.

12. Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast), *Official Journal*, L 204/23, 26.07.2006.

13. Colm O'Conneide, (2011), op.cit.

14. Council Directive 76/207/EEC of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions, *Official Journal of the European Communities*, L 39/40, 14.2.1976.

15. Directive 2002/73/EC of the European Parliament and of the Council of 23 September 2002 amending Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions, *Official Journal of the European Communities*, L 269/15, 5.10.2002.

a single text the main provisions existing in this field of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions, occupational social security schemes, equal pay for equal work or work of equal value, the burden of proof in cases of discrimination based on sex, as well as certain developments arising out of the case-law of the Court of Justice of the European Union.¹⁶

With regard to the Directives 2000/43/EC and 2000/78/EC, it is clear that the main endeavor of the community legislator is to provide effective lawful protection against discrimination. The principle of equal treatment corresponds to the prohibition of both direct and indirect discrimination. The term discrimination in both directives involves the direct discrimination (namely when a person is subject to a less favorable treatment compared to another person in a similar situation) and the indirect one as well (when an apparently neutral provision may put a person at a particular disadvantage compared with other persons). Harassment in both directives is associated with the meaning of discrimination, it equals to that and in this sense it can be associated with dignity in the workplace.¹⁷ It should be noted that the requirement to provide protection against victimisation, a crucial element in allowing individuals to assert their rights, applies to all four concepts of discrimination - direct or indirect discrimination, harassment or an instruction to discriminate.¹⁸

16. Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006, op.cit.

17. Stamati A., Syriopoulos P., (2011), *Code of Conduct against discrimination in the Workplace*, Athens: Vocational Training Centre of the Labour Institute of the Greek General Confederation of Labour, p. 7-9.

18. Commission of the European Communities, *Communication from the Commission to the Council and the European parliament, The application of Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin*, COM(2006) 643 final, Brussels, 30.10.2006.

The Directives prohibit discrimination from individuals and legal persons in both the public and private sectors, protecting all persons residing in a member state, regardless of their nationality, against discrimination on any grounds. According to article 7 of the Directive 2000/43/EC and article 9 of the Directive 2000/78/EC, victims of discriminatory treatment should be insured access to judicial and/or administrative procedures for the realization of obligations provided by the Directives, while according to article 8 of the Directive 2000/43/EC and article 10 of the Directive 2000/78/EC the burden of proof lies with the respondent who has to prove that there has been no breach of the principle of equal treatment. Moreover, member-states should provide and implement penalties in case that violation of their national legislation against discrimination occurs.¹⁹

Member-states should also take actions in order to raise awareness and promote wide understanding and incorporation of the principle of equal treatment in civil society. In addition, according to article 13 of the Directive 2000/43/EC on racial and ethnic equality, member states should appoint certain body or bodies as specialized bodies for the promotion of the principle of equal treatment as far as racial or ethnic origin is concerned.²⁰ Therefore, beyond the administrative and penal sanctions, new forms of actions are foreseen in the text of the relevant directives that respond better to the particularities of ‘vulnerable groups’, the structural character of the unequal treatment practices and the need for a broader social coordination in the fight against discrimination.²¹

19. Council Directive 2000/78/EC of 27 November 2000 and Council Directive 2000/43/EC of 29 June 2000, op.cit.

20. Sarris N., (2012), “The institutional framework for combating discrimination” at Balourdos D., Mouriki A., eds, *Combating discrimination in Greece: state of art, challenges and policy interventions*, Athens: Papazisis Publishers S.A. & National Centre for Social Research, p. 65-67.

21. Stamati A., Syriopoulos P., (2011), op.cit., p. 9-10.

The EU legal framework has been supported by a concrete strategy for the positive and active promotion of non-discrimination and equal opportunities for all, which was set out by the European Commission following the Green Paper on equality and non-discrimination in an enlarged EU²², in order to ensure effective legal protection against discrimination across the EU through the full transposition by all member-states of the Community legislation in this field and the encouragement of additional measures such as the dissemination of information, awareness-raising, the sharing of experiences, training and access to justice.²³ In this context, several initiatives have been taken to combat racism²⁴, to ensure greater social inclusion of people with disabilities, to promote equality between men and women and to combat discrimination (EQUAL Initiative and PROGRESS programme), to present good practices to tackle structural barriers (2007 European Year of Equal Opportunities for All) and to facilitate the labour market integration of minorities under European Employment Strategy and National Action Plans²⁵.

Specific attention is devoted by the EU to the socio-economic integration of Roma, one of the most discriminated and margin-

22. Commission of the European Communities, *Green paper on equality and non-discrimination in an enlarged EU*, COM (2004)379 final, Brussels 28.05.2004.

23. Commission of the European Communities, *Communication from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions, Non-discrimination and equal opportunities for all - A framework strategy*, COM(2005) 224 final, Brussels 1.6.2005.

24. Council Framework Decision 2008/913/JHA of 28 November 2008 on combating certain forms and expressions of racism and xenophobia by means of criminal law, *Official Journal of the European Communities*, L 328/55, 6.12.2008.

25. More information for the EU framework strategy for non-discrimination and equal opportunities for all could be found at: http://europa.eu/legislation_summaries/employment_and_social_policy/antidiscrimination_relations_with_civil_society/c10313_en.htm.

alized groups. The EU redistribution policy focused particularly in the fields of employment and education that are regarded as key, coupled with anti-discrimination legislation, in order to advance the social integration of Roma (ACCEDER programme 2000-2006). Following the EU Roma Summits in Brussels (2008) and in Córdoba (2010), the EU announced the European Framework for National Roma Integration Strategies in April 2011 which will help guide national Roma policies and mobilize funds to support inclusion efforts.²⁶

As a whole, the EU legal framework prohibiting discrimination on the grounds of religion or belief, disability, age or sexual orientation particularly in the field of employment, occupation and vocational training is considered to be one of the most advanced. In parallel, the need to extend the scope of the principle of equal treatment outside the labour market has been explicitly highlighted in the proposal of a relevant Council Directive, which was presented by the European Commission as part of the “Renewed Social Agenda: Opportunities, access and solidarity in 21st century Europe” and the Communication “Non-Discrimination and Equal Opportunities: A Renewed Commitment”.²⁷ It’s worth mentioning that the EU legislative framework is also increasingly reinforced by the evolution of human rights standards within EU law, while the Charter of Fundamental Rights of the European Union recognises non-discrimination as a fundamental right (article 21).²⁸

26. McGarry A., (2012), “The dilemma of the European Union’s Roma Policy”, *Critical Social Policy*, Vol. 32, p. 126-136.

27. Commission of the European Communities, *Proposal for a Council Directive on implementing the principle of equal treatment between persons irrespective of religion or belief, disability, age or sexual orientation*, COM (2008) 426 final, Brussels 2.7.2008.

28. Colm O’Cinneide, (2011), *op.cit.*

The principle of equality and equal treatment is also protected at the international level, where the role of the Council of Europe through its bodies for the protection of human rights and rights of minorities and the role of the United Nations through its complete system for the protection of human rights are of extreme importance in this field.²⁹ The universal right of protection against discrimination has been recognized by the Universal Declaration for Human Rights, the UN Convention on elimination of all forms of discrimination against women, the UN Covenants on civil and political rights and on financial, social and cultural rights as well as the Convention no 111 of the International Labor Organization as far as concern the prohibition of discrimination in the field of employment and occupation.³⁰

At the same time, most European countries have established a more or less comprehensive cross-ground legislative framework that prohibits discrimination on the grounds of religion or belief, disability, age or sexual orientation, while a superior status is reserved in the internal legal hierarchy to EU legislative measures in order to ensure protection against discrimination within the scope of application of the aforementioned Directives. Irrespective of the degree of EU law's incorporation, anti-discrimination norms have become an important component part of modern European legal systems, forming a key element of the EU 'acquis communautaire'.³¹

5.2.1 Main institutional reforms in European countries

In many European countries, anti-discrimination measures are found in constitutional provisions or in civil and criminal legislation. Besides that, the anti-discrimination legal frameworks of

29. Sarris N., (2012), *op.cit.*, p. 64-65.

30. Stamati A., Syriopoulos P., (2011), *op.cit.*, p. 8.

31. Colm O'Conneide, (2011), *op.cit.*

most European countries have been extensively influenced by the transposition of the provisions of Directive 2000/43/EC in their internal legal order, as the member-states had to introduce the provisions concerning the enforcement of rights including the requirement that the burden of proof rests with the defendant and to create a body for the promotion of equal treatment of all persons without discrimination on the grounds of racial or ethnic origin. As a result, all member-states had to make extensive changes to existing legislation, or whole new Acts, even those states with long-standing race discrimination legislation, as for example, the UK amended its definitions of indirect discrimination and harassment.³²

Also in the issue of gender equality law, all member-states had to make extensive changes to national legislation to comply with Directive 2002/73/EC, especially in relation to gender mainstreaming obligation, to the extension of the prohibition of discrimination in the access to self-employment and membership in workers' or employers' organisations or professional organisations, to the legal clarification and explicit definition of forms of discrimination, the exceptions from the principle of non-discrimination that can be justified in certain situations, the obligation to ensure the use of administrative and/or judicial proceedings by all persons, the recognition of the legitimate interest of legal bodies to represent the complainants in any administrative and/or judicial proceedings and the provisions for compensation and protection from victimisation.³³

32. Commission of the European Communities, *Communication from the Commission to the Council and the European parliament, The application of Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin*, COM(2006) 643 final, Brussels, 30.10.2006.

33. Commission of the European Communities, *Report from the Commission to the Council and the European parliament on the application of Directive 2002/73/EC of the European Parliament and the Council of 23 September 2002*

Although most European countries seem to comply with the EU Directives against discrimination, there are still some notable gaps, which require an immediate response. For example, there is a lack of protection in employment and occupation in certain countries, especially in the public sector. Moreover, some countries provide limited protection when it comes to the distribution of goods and services, which is restricted to those goods and services which are available to the public. It is finally up to the courts to decide whether national legislation collides with the European legislation and it is up to them to ensure the effective implementation of the law.³⁴

In order to evaluate the anti-discrimination law and the main institutional reforms in European countries, a representative sample of countries was selected according to the main geographical areas, such as western Europe (United Kingdom, Ireland, France), central Europe (Germany), northern Europe (Sweden, Denmark) and south Europe (Spain, Greece), reflecting also the three models of protection of social rights, namely, the liberal Anglo-Saxon model, the central-European state corporatism model and the social-democratic Scandinavian model³⁵.

In United Kingdom, the 2003 Regulations which implemented the Framework Equality and Race Equality Directives, the Equality Act 2006 and the codifying Equality Act 2010 have formed a relatively comprehensive set of anti-discrimination norms on the grounds of gender, race and disability. In UK anti-discrimination law, the model of 'political liberalism' prevails by assigning a limited role to the state in favour of the individual autonomy in the

amending Council Directive 76/207/EEC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions, COM (2009) 409 final, Brussels 29.7.2009.

34. Sarris N., (2012), *op.cit.*, p. 83.

35. Sarris N., (2012), *op.cit.*, p. 79.

private sphere and requiring a special justification for any action by public authorities. On the contrary, in the Netherlands and France dominates the model of ‘comprehensive liberalism’ that reserves to the state a maximalist role in eliminating discriminatory practices in the private sphere. Therefore, UK legislation is largely influenced by the concept of substantive equality in contrast to the concept of formal equality before the law embedded in the French constitutional tradition. As a result, UK law and policy is based on the classification of social groups in order to identify and eliminate disadvantages. Moreover, when it comes to age discrimination, liberal market-orientated UK employment system comply with the legislative prohibition of age discrimination more easily than employment systems such as the German one, which rely to arrangements through collectivist bargaining. In fact, in countries where collective agreements prevail, such as Spain and France, the legal and policy debates about age discrimination focus more on questions of the maintenance of collective and contributory social security systems than in neo-liberal states.³⁶

The enacted Equality Act 2010 in UK introduce the public sector equality duties requiring public authorities to actively promote equality and, precisely, to eliminate discrimination, to advance equality of opportunities and to foster good relations between persons with relevant protected characteristics, such as age, disability, gender, pregnancy and maternity, race, religion or belief, sex and sexual orientation. However, although the Equality Act brought into effect the specific public procurement duty, the Government was sceptic to introduce any specific duties or additional processes and preferred to leave public authorities to

36. Colm O’Cinneide, (2011), “The Uncertain Foundations of Contemporary Anti-Discrimination Law”, *International Journal of Discrimination and the Law*, Vol. 11, p. 7-28.

apply the general duty to procurement.³⁷ Unlike UK Equality Act 2010, the Northern Ireland Act 1998 provides that public authorities are required to produce equality schemes and equality impact assessments, and to give details of alternative policies that might better achieve the promotion of equality of opportunity. In this context, equality became a central aspect of the exercise of procurement powers in Northern Ireland and thus 12 guiding Principles have been adopted to integrate equality into the procurement process and link public contracts to achieving social policy goals, namely, accountability, competitive supply, consistency, effectiveness, efficiency, fair-dealing integration, integrity, informed decision-making, legality, responsiveness and transparency.³⁸

In any case, for the UK public sector, enforcement of the equality legislation is much stronger through secondary legislation imposing an 'equality duty'. Many public organizations are obsessed with the letter of the law to ensure compliance with the equality duty, but they demonstrated little actionable commitment to achieving fundamental organizational change. For private sector organizations, the interpretation and implementation of the Equality Act is much more voluntary. But, even when the control rules are relatively stronger in the public sector, there is always an element of voluntarism in how the rules will be put into practice. Besides that, the implementation of the equality legislation is ensured by the Equality and Human Rights Commission (EHRC), which has powers to carry out inquiries into unlawful discrimination practices, conduct investigations of employers and take organizations to court.³⁹ At the same time, complainants have di-

37. McCrudden C., (2011), "Procurement and the Public Sector Equality Duty: Lessons from the Implementation of the Equality Act 2010 from Northern Ireland?", *International Journal of Discrimination and the Law*, Vol.11, p.85-97.

38. McCrudden C., (2011), op.cit.

39. Klarsfeld A., Ng E. and Tatli A., (2012), "Social regulation and diversi-

rect access to the Employment Tribunals and to civil courts for non-employment related complaints.⁴⁰

In France, anti-discrimination legislation requires from private sector employers to adopt several practices in a compulsory basis, such as reporting on the earnings and promotions gap between men and women (since 1983), collective bargaining on gender equality (since 2001), reporting on the age of the workforce, improving the employment of ageing workers (since 2010), employing directly or indirectly six percent of disabled workers or putting in place an action plan in order to approach this percentage over a three-year period (since 1987), as well as to put in place an action plan to reduce earnings and promotion gaps between men and women beginning from 2012. Severe fines are defined to enforce the law for the employment of ageing workers and disabled persons and gender equality. No similar mechanism is available for other minority groups apart from court actions and complaints.⁴¹

On the other hand, most laws are only partially followed. It is evident in France that although control rules appear to exert an influence on their behaviour, a significant percentage of employers choose for instance not to employ disabled workers directly and instead opt for indirect employment via specialized subcontractors, since the law allows for various interpretations of the 'obligation to employ disabled workers'. So, in the absence of legal requirements, employers are less likely to engage in voluntary diversity initiatives, such as reporting the origin of their workforce,

ty management: A comparative study of France, Canada and the UK", *European Journal of Industrial Relations* published online 17 October 2012 by SAGE publications.

40. Allen D., (2009), "Against Settlement? Owen Fiss, ADR and Australian Discrimination Law", *International Journal of Discrimination and the Law*, Vol.10, p. 191-217.

41. Klarsfeld A., Ng E. and Tatli A., (2012), op.cit.

than they are to report on their gender pay and promotion gaps, which is compulsory. Furthermore, the control efficacy of its equality body is considerable weaker than in UK, which is due to the fact that equality policies and equality bodies appeared very recently (2005) and regulatory bodies are not well funded and staffed as in UK (1970s). Multiculturalism as a national identity has been stronger in UK than in France, which choose assimilation and later integration of immigrants, while France has a more proactive, positive discrimination policy for disabled people than the UK, which rely on the weak notion of ‘reasonable adjustment’.⁴²

In Spain, like in France, there is a compilation of constitutional and detailed legislative civil and/or criminal restrictions that regulate discrimination on various grounds for a wide field of application, such as social security, social benefits, education and access to goods and services, including housing.⁴³ The Spanish Constitution occupies a prominent position among European constitutions and ensures the classical fundamental rights including the right to education, the citizens’ rights and obligations including the right to work, as well as the protection of rights arising from the economic and social policies.⁴⁴ Equality is one of the higher values of the legal system established by the Spanish Constitution of 1978. In addition, the most notable international instruments combating discrimination have been ratified during Spain’s democratic period since 1976. Moreover, Spanish law has developed the principle of equal treatment in various legal fields, mainly criminal law and labour law. Under the criminal law, racism or

42. Klarsfeld A., Ng E. and Tatli A., (2012), op.cit.

43. Sarris N., (2012), op.cit., p. 79. The full text is available in the following website address: http://www.gsdb.gr/ocd/resources/ekke/framework/Framework_el.pdf.

44. Butt M.E., Kübert J. and Schultz C.A., (2000), “Fundamental social rights in Europe”, *Working Paper*, Social Affairs Series, European Parliament, p. 17-18.

xenophobia is an aggravating circumstance in the commission of a crime and a number of provisions specify racist offences and the consideration of serious discrimination in employment as an offence. Under labour law, there is the consideration of discriminatory legislative provisions, clauses of collective agreements, individual agreements and unilateral managerial decisions as null and void; and specification of discriminatory acts by employers as very serious offences, according to the Offences and Sanctions in the Social Sphere Act. There are also anti-discriminatory measures in the administrative, civil and education spheres.⁴⁵

Spanish law has been largely influenced by Directives 2000/43 and 2000/78, which were jointly transposed in Law 62/2003 on fiscal, administrative and social measures entered into force on 1 January 2004. Some recent laws are relevant in this field of equal treatment: Law 13/2005 on marriage for homosexual couples on equal terms with heterosexual ones; Law 14/2005 on early retirement of workers under collective agreements; Law 49/2007 on offences and sanctions in the field of equality for disabled people; Law 27/2007 on recognising sign language and speech aid systems; and Law 2/2007 on regulating the amendment of entries in official registers regarding people's sex. In January 2011, the Spanish Government adopted the first version of the Comprehensive Bill on equal treatment and non-discrimination, which is expected to come into effect by the end of 2011.⁴⁶ The protection against discrimination is ensured by the ordinary courts of law and the Constitutional Court once ordinary proceedings have been exhausted. There are also conciliation procedures for civil and social matters, while victims of discrimination may appeal to the Ombudsmen if the issue concerns acts by the public admin-

45. Cachón L., (2011), "Country Report Spain 2010 on measures to combat discrimination", Executive Summary, available at: <http://www.non-discrimination.net/countries/spain>.

46. Cachón L., (2011), *op.cit.*,

istration, as well as to the Labour Inspectorate and the Education Inspectorate.⁴⁷

In Germany, the Constitution or Basic Law (*Grundgesetz*) is of central importance for understanding the German legal framework on discrimination. Fundamental rights are part of the constitutional order and have become the material core of the legal order in general and, particularly, in public law and in criminal and private law. The guarantee of human dignity and the respect of any human being irrespectively of its characteristics is the important reference point for anti-discrimination law in Germany, as it guides interpretation of the constitutional guarantee of equality. In addition, the principle of social state leads to a wide range of programmes aiming to promote the inclusion of groups that face discrimination. There are specific anti-discrimination norms which repeat the fundamental guarantee of equality in different fields such as the public sector and the labour law, the inclusion of people with disabilities and the accommodation of various religious beliefs. In labour law, there is a general anti-discrimination clause in the Works Constitution Law (*Betriebsverfassungsgesetz*) and the fundamental principle of equal treatment of employees has been consistently established by case law.⁴⁸ The new law for combating discrimination, entered into force in 2006, formed a new anti-discrimination framework that includes labour, civil and public law. In case of discrimination in workplace, the victim has the right to compensation for material damage if the employer is liable for the delict with intent or negligent. Employers are obliged to protect their employees from discrimination and

47. European Network of Legal Experts in the non-discrimination field, "Enforcing the law", (xx), available at: <http://www.non-discrimination.net/countries/spain>, last accessed on 28.12.2012.

48. Mahlmann M., (2011), "Country Report Germany 2010 on measures to combat discrimination", *Executive Summary*, available at: <http://www.non-discrimination.net/countries/germany>.

to prevent discrimination through organisational arrangements and training. In general, the implementation of anti-discrimination law is ensured through the means provided in the different branches of law, while the increasing jurisprudence regulates specific aspects of discrimination.⁴⁹

The so-called Nordic model of labour market regulation is renowned for being largely based on collective agreements and only to a very limited extent on national legislation. Denmark relies on collective bargaining more than the other Nordic countries. The functioning of the Danish model depends on the high coverage rate of collective agreements and the high trade union density, which ensure the legitimacy of the system. Legislation and collective agreements set out clear minimum standards in all sectors; however there is a differentiation in the local collective agreements that leave room for significant differences and discrimination in terms of remuneration, working hours and psychosocial working environment.⁵⁰ Anti-discrimination legislation in Denmark does not consist of one single piece of legislation. It is rather a combination of many acts, which have been introduced or amended when public debate or the ratification of international obligations has focused on a specific field of application or a specific vulnerable group. Hence, protection against discrimination is ensured by a web of civil and criminal legislation ranging from the Constitution to specific acts covering areas outside and inside the labour market. There two main acts against discrimination: The Act on Equal Ethnic Treatment (2003) against racial discrimination as regards access to social protection, including social security and health care, social benefits, education, access

49. Sarris N., (2012), op.cit., p. 79-82.

50. Arnholtz J. and Wesley Hansen N., (2012), "Labour market specific institutions and the working conditions of labour migrants: The case of Polish labour migrant in the Danish labour market", *Economic and Industrial Democracy* published online 9 July 2012 by SAGE publications.

to and supply of goods and the Act on the Prohibition of Discrimination in the Labour Market (1996) prohibiting direct and indirect discrimination based on race, skin colour, religion or faith, political conviction, sexual orientation, age, disability and national, social or ethnic origin, as well as after the amendments of 2004 on religious conviction, age and disability and a shared burden of proof.⁵¹

Similarly, in the Swedish labour law and the implementation of the non-discrimination legislation a special role is designated to the social partners. The Swedish labour market is characterised by a high degree of organisational density and its organisational structure is reflected in collective bargaining. Work is ruled by contracts and collective agreements, while important issues are still outside the scope of law, for instance wages. The first Swedish law with explicit prohibitions on discrimination was the new Discrimination Act of 2008 entered into force the 1st of January 2009, containing the existing seven specific acts on Equal Opportunities (1991), on Measures against Discrimination in Working Life on grounds of Ethnicity, Religion or other Belief (1999), on prohibition of discrimination in Working Life of People with Disability Act (1999) and on a Ban against Discrimination in Working Life on grounds of Sexual Orientation (1999). There are also criminal law provisions, such as the provision that bans unlawful discrimination by businessmen on the grounds of ethnicity, religion and sexual orientation with regard to the provision of goods and services and the 'hate speech' provision, which makes it a criminal offence to disseminate a message which is threatening or degrading to a group of persons. Overall, Swedish law is in conformity with the Directives and, especially as regards religion and other beliefs and sexual orientation, it goes beyond the require-

51. Justesen P., (2012), "Country Report Denmark 2011 on measures to combat discrimination", Executive Summary, available at: <http://www.non-discrimination.net/countries/denmark>.

ment of EU law. Civil processes regarding working life under the Discrimination Act is to be dealt with in accordance with the Labour Disputes Act. Cases outside working life will be dealt with by the ordinary court system. There is also a right to damages for the violation caused by the discrimination and – in employment cases not relating to hiring or promotion – for the economic loss that arises. The new Discrimination Act introduced a new form of civil damages, the discrimination award.⁵²

As a whole, we could conclude at some comparative remarks in relation to specific discrimination grounds. For instance, discrimination on the grounds of religious or other convictions is well protected in Sweden and the United Kingdom, as well as in Germany and Spain although not in the same coherent way. Discrimination on the grounds of disability is very well protected in the United Kingdom and to a significant degree of protection in Germany and Spain, while some measures of protection are provided in Sweden. Gender discrimination is widely protected through the legislation of Sweden and the United Kingdom as well as in Germany and Spain, although the field of application is relatively more limited. A significant degree of protection is also provided against discrimination on the grounds of sexual orientation in Germany, Spain, Sweden and the United Kingdom. Finally, age discrimination is significantly protected in Germany and Spain, whereas in Sweden and the United Kingdom anti-discrimination protection does not expand beyond what is required by the provisions of the European Union.⁵³ As far as concerns the use of administrative and/or judicial proceedings, it's worth mentioning that there are still procedural difficulties that are related to the brief deadlines of offense prescriptions, the time-consum-

52. Norberg P., (2012), "Country Report Sweden 2011 on measures to combat discrimination", Executive Summary, available at: <http://www.non-discrimination.net/countries/sweden>.

53. Sarris N., (2012), *op.cit.*, p. 80-82.

ing procedures, and the high cost or failure to provide legal assistance, while in some countries legislation remains complex and the restoration of discrimination victims is limited.⁵⁴ On the other hand, there are several good practices that could facilitate access to justice for complainants, such as simplified and less formalistic procedural rules making it easier to enforce rights; E-justice initiatives that aim to make relevant jurisprudence widely accessible at no cost; generous rules on legal standing (such as public interest actions); the availability of redress other than compensation; pro bono initiatives and legal advice centres.⁵⁵

5.2.2 Main institutional reforms in non European countries

In United States of America, the greatest gains in equality were made during the 1960s, when the legal standards were based on remediation rather than diversity. Precisely, the enforcement provisions of the Civil Rights Act of 1964 mandate that, if a business is found to discriminate against people in violation of the act, a court may order “affirmative action”. This affirmative action may include reinstatement or hiring of employees, with or without back pay by the responsible for the unlawful employment practice, or any other equitable relief. The court could even impose a hiring quota on the firm until the workforce reflects the population percentage of the surrounding community and may order the company to abstain from future discrimination. In this respect, it was largely supported that diversity cannot address the problem of discrimination, while racial discrimination requires a real affirmative action in the sense of “remedy”, “equality”, “repair”, “integration”, “anti-discrimination”, “fairness” and “justice”.

54. Sarris N., (2012), *op.cit.*, p. 83-84.

55. European Union Agency for Fundamental Rights, (2011), *Access to justice in Europe: an overview of challenges and opportunities*, Luxembourg: Publications Office of the European Union, p. 9-11.

Diversity programs are not designed to remedy inequalities and cannot rectify racial imbalances; they generally improve only the educational or employment benefits. However, changes to the Supreme Court in the 1980s changed the direction of the Court from egalitarian to a conservative approach. As a result, from the previous requirements related to the obligation of the minority plaintiff to show an employment practice with an adverse impact on minorities and with no business justification for this practice, the court established that the only requirement was an important governmental interest and a program substantially related to furthering that interest. On the other hand, widespread inequality persists, and discrimination continues to be the dominant factor in racial inequality, which requires substantive equality and remedial measures.⁵⁶

Besides, the competent organisation in the United States of America to investigate complaints about employment discrimination is the federal Equal Employment Opportunity Commission (“EEOC”). Before a complainant can file a lawsuit in federal court, he must report his case to EEOC, which investigates the case and if it finds that there is reasonable cause of discrimination, it attempts to resolve the charge by conference, conciliation or persuasion. If the parties cannot reach agreement, the complainant can litigate or the EEOC may decide to litigate the charge on the complainant’s behalf. Since 1999, a voluntary mediation has also been offered by EEOC.⁵⁷

In Australia, discrimination is prohibited by federal law and by laws in each State and Territory on a range of attributes, such as race, sex and disability, and in various areas such as employ-

56. Coleman M., (2012), “Strategic equality and the failure of affirmative action law”, *International Journal of Discrimination and the Law*, Vol. 12, p. 27-51.

57. Allen D., (2009), “Against Settlement? Owen Fiss, ADR and Australian Discrimination Law”, *International Journal of Discrimination and the Law*, Vol.10, p. 191-217.

ment, education and goods and services. A person who has experienced unlawful discrimination can lodge a complaint at the statutory Equality Commission in their state or territory or at the federal Australian Human Rights Commission, who investigate the complaint and attempt to settle it through conciliation. If that is unsuccessful, the complainant may then ask the Equality Commission to refer the complaint to court for adjudication. Each year, very few discrimination cases reach the stage of a final hearing; the overwhelming majority are settled or withdrawn prior to hearing. The result is that although Australian law has prohibited discrimination for over 30 years, the body of case law remains small. Against settlement, Owen Fiss have expressed serious objections, which are related to the parties' resource inequality that influences the negotiation process, to the participation of not only individuals but also corporations with responsibilities to shareholders, and organisations or groups, to the ending of the case through the settlement and to the fact that settlement will not necessarily deliver justice. Moreover, settlement denies the court the opportunity to interpret the law, which explains the lack of jurisprudence in anti-discrimination law. The High Court has substantively considered anti-discrimination law on only seven occasions and without resulting in a clear body of case law. Most of the High Court's decisions relate to disability discrimination, only one relates to race discrimination, while age discrimination has never been considered. Overall, no jurisdiction offers direct access to court and a victim of discrimination is required to lodge a complaint at the Equality Commission before they can proceed to court. On the contrary, it is supported that the Australian system would be improved if the Alternative Dispute Resolution (ADR) was voluntary rather than a pre-requisite to court adjudication.⁵⁸

58. Allen D., (2009), *op.cit.*

In Canada, control rules include the Human Rights Act and the Labour Code, prohibiting discrimination and ensuring fair treatment of all. Apart from these protective measures, the government also requires federally regulated employers (banking, telecommunications and transportation), the public service and federal crown corporations, with 100 or more employees, to implement employment equity. Under the Employment Equity Act (EEA), employers must identify and remove barriers facing aboriginal peoples, persons with disabilities, visible minorities and women to achieve equality in the workplace. On this basis, employers are required to develop an employment equity plan, undertake a workforce analysis and file an annual report to Human Resources and Skills Development Canada (Ministry of Labour). Employment equity, initiated in 1986, was criticized for not being enforceable in achieving its objectives. Employers took minimal action to improve the representation of designated groups and they were free to interpret the law and implement employment equity. As a result, the Employment Equity Act was amended and strengthened in 1995, resulting in the creation of the Employment Equity Review Tribunal with powers to issue 'court enforceable orders', the conduction of on-site compliance reviews by the Canadian Human Rights Commission and the infliction of financial penalty to the organizations that fail to report their results. Thus although employment equity legislation has been put in place to address the inequities for the four designated groups in Canada, few employers have diversified their workforce because of lack of enforcement. According to recent studies, control rules have had a significant impact on the employment practices of firms covered, thus supporting the proposal that employment practices do change at least in part owing to binding control rules. Organizations covered under the EEA operate under control rules which set out the employment practices which employers must adopt or face the risk of sanctions and penalties, and evidence shows

that these control rules achieve some success. Apart from firms covered by the EEA, a separate administrative policy, known as the Federal Contractors Program (FCP), is intended to extend employment equity to non-federally regulated firms. However, the FCP is voluntary and less coercive than the EEA, as it allows employers to exercise choice in whether to implement employment equity if they wish to do business with the Canadian government. From a control rule perspective, the Canadian policy offers varying degrees of coercion, ranging from a requirement to implement employment equity with penalties for non-compliance, to free choice in determining whether and how to implement it.⁵⁹

5.2.3 Main institutional reforms in Greece

The principle of equality and equal treatment is constitutionally guaranteed in Greece through a range of provisions related to the principle of human dignity (art. 2 § 1), the free development of personality and participation in economic, social and political life of the country (5 § 1), the principle of equality (4), the right to protection of health and genetic identity (5 § 5), the freedom of religious conscience (13 § 1), the freedom of opinion and style (14 §§ 1, 2), the freedom of art, science, research and teaching (16 § 1), the right of redress (20 § 1), the personal data protection (9 A), the right to free education (16 § 4), the protection of the family, marriage, motherhood, childhood, large families, people with disabilities (21 §§ 1,2,6), the right to work and equal pay for work of equal value (22 § 1), the general protection of human rights as an individual and as a member of society (25 § 1) and the care of the state to eliminate inequalities in practice, especially against women (116 § 2). Although all vulnerable groups are

59. Klarsfeld A., Ng E. and Tatli A., (2012), "Social regulation and diversity management: A comparative study of France, Canada and the UK", *European Journal of Industrial Relations* published online 17 October 2012 by SAGE publications.

covered by the above constitutional provisions, their possibility for protection is activated through executive laws, such as the Law 3304/2005 that incorporated the Directives 2000/43/EC and 2000/78/EC into the national law in order to ensure the principle of equal treatment and to limit discrimination at the workplace.⁶⁰

It's worth mentioning that gender equality and the principle of equal remuneration are particular aspects of the principle of prohibition of discrimination in occupation and, apart from the specific constitutional provisions, they have been subjected to a separate legal treatment through the Law 1414/1984 on the "Implementation of the gender equality principle in the working relations". Actually, this Law has been replaced by Law 3488/2006 that incorporated the Directive 2002/73/EC on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions, while recently Law 3896/2010 improves and codifies in a single text the main provisions existing in this field of equal treatment for men and women in employment and occupation in harmonization with Directive 2006/54/EC.⁶¹

The Law 3304/2005 modulates the main anti-discrimination legal framework in Greece by transposing the full text of the Directives 2000/43/EC and 2000/78/EC⁶² and provides for the protection against discriminatory treatment for all the grounds and

60. Sarris N., (2012), "The institutional framework for combating discrimination" at Balourdos D., Mouriki A., eds, *Combating discrimination in Greece: state of art, challenges and policy interventions*, Athens: Papazisis Publishers S.A. & National Centre for Social Research, p. 67. The full text is available in the following website address: http://www.gsdb.gr/ocd/resources/ekke/framework/Framework_el.pdf. See also, Butt M.E., Kübert J. and Schultz C.A., (2000), "Fundamental social rights in Europe", Working Paper, Social Affairs Series, European Parliament, p. 17-18.

61. Stamati A., Syriopoulos P., (2011), *op.cit.*, p. 12-13.

62. Law 3340/2005 Implementing the principle of equal treatment irrespective of racial or ethnic origin, religion or belief, disability, age, sexual orientation, Official Governmental Journal, Vol. 16 A', 27.01.2005.

fields covered by the Directives, such as racial or ethnic origin (employment and occupation in general, work conditions and employment terms, education, training and vocational orientation, social protection, including social security and healthcare, social benefits, membership and participation in employees' and employers' organizations, access to goods and services, including housing), religious or other convictions, disability, age and sexual orientation (for the sectors of employment and training).⁶³

In particular, the Law 3304/2005 provides for protection against direct and indirect discrimination (articles 3 and 7), harassment (article 2, par. 2) and order for discretionary treatment (article 2, par. 3) and identifies as discriminated the groups of immigrants, disabled people, the young and the elderly, religious minorities, lesbian, gay, bisexual and transgender (LGBT) persons and Roma. Moreover, the Law 3340/2005 introduces new forms of actions in addition to the new extended administrative and penal mechanisms that offer alternative ways for protection that respond better to the particularities of the "vulnerable groups" (articles 16 and 17). Special mention should be made for the articles 18-23 of Law 3304/2005 and, particularly, for the mediation action of the three specialized bodies, namely the Greek Ombudsman, the Labour Inspectorate and the Equal Treatment Committee, as well as for the enhanced role of the Economic and Social Council of Greece (OKE) and the National Committee for Human Rights (NCHR) in monitoring and recording developments in the application of the Law 3304/2005, which play an important role for the promotion of the principle of equal treatment, the awareness of the civil society, the increasing of public dialogue, the development of coherent strategy and the undertaking of positive measures.⁶⁴

63. Sarris N., (2012), *op.cit.*, p. 68.

64. Stamati A., Syriopoulos P., (2011), *Code of Conduct against discrimination in the Workplace*, Athens: Vocational Training Centre of the Labour In-

It should be also highlighted that article 14 of Law 3304/2005 has incorporated the innovative regulation of the burden of proof, according which when discrimination victims establish, before a court or other competent authority, facts presuming discrimination, it shall be for the respondent to prove that there has been no breach of the principle of equal treatment.⁶⁵ Thereon, even though this provision could not be applied by the Greek courts due to the lack of the relevant amendment of the Code of Civil Procedure, it is important that the employer's decisions are subject to judicial control and need to be justified.⁶⁶

The Law 3304/2005 provides specific exceptions from the principle of prohibition of discrimination, especially when the different treatment is based on a characteristic related to the grounds of racial or ethnic origin that constitutes a genuine and determining occupational requirement, provided that the objective is legitimate and the requirement is proportionate (articles 5 and 9), when maintaining or adopting specific measures to prevent or compensate for disadvantages linked to racial or ethnic origin, religion or belief, disability, age or sexual orientation (articles 6 and 12), when taking appropriate measures to enable a person with a disability to have access to, participate in, or advance in employment, or to undergo training (article 10) and when differences of treatment on grounds of age, within the context of national law, are objectively and reasonably justified by a legitimate aim, including legitimate employment policy, labour market and vocational training objectives, and if the means of achieving that aim are appropriate and necessary (article 11).⁶⁷

stitute of the Greek General Confederation of Labour, p. 9-10. Also Sarris N., (2012), *op.cit.*, p. 68-74.

65. Law 3304/2005 Implementing the principle of equal treatment irrespective of racial or ethnic origin, religion or belief, disability, age, sexual orientation, Official Governmental Journal, Vol. 16 A', 27.01.2005.

66. Stamati A., Syriopoulos P., (2011), *op.cit.*, p. 9-10.

67. Law 3304/2005 Implementing the principle of equal treatment irre-

Overall, the Law 3304/2005 provides a concrete and comprehensive anti-discrimination legal framework in Greece. However, there are some deficiencies or controversies to the Law 3304/2005 that should be mentioned. For instance, there are no definitions concerning discrimination on the grounds of beliefs or relationships and regarding multiple-discrimination. In addition, there are more groups that face discrimination and should be included in the legal framework, such as asylum seekers, persons recently discharged from prison, former drug addicts and lone parent families. Furthermore, the exception introduced by article 4 par. 2 of Law 3304/2005 related to the legalization of the different treatment on the grounds of nationality in respect to Greek immigration legislation should be reevaluated, especially, with regard to legal and employment status of Third Countries' Nationals and to serious indications of unfavourable treatment on the grounds of racial or ethnic origin.⁶⁸

Moreover, despite the new extended administrative and penal mechanisms, the Law 3304/2005 organizes a complex system of mechanisms for the protection of the person affected, which combined with the lengthy and costly legal process, does not ensure a real and effective access to those mechanisms.⁶⁹ In fact, excessively short time limits for bringing a claim in order to initiate judicial proceedings, restrictive conditions of legal standing (including absence or rigid application of public interest complaint rules which are usually limited to environmental cases) as well as undue delays in nondiscrimination proceedings, represent major

spective of racial or ethnic origin, religion or belief, disability, age, sexual orientation, Official Governmental Journal, Vol. 16 A', 27.01.2005.

68. Sarris N., (2012), *op.cit.*, p. 76-78.

69. Stamati A., Syriopoulos P., (2011), *op.cit.*, p. 9. Also Sarris N., (2012), *op.cit.*, p. 75.

obstacles for individuals when accessing justice in the domestic courts of individual member-states.⁷⁰

On January 2010 the National Commission of Human Rights issued a non binding consultative opinion with specific proposals for the improvement of the legal framework concerning the fight against discrimination in Greece and the necessary legal amendments in the Law 3304/2005. For instance, the discrimination on multiple grounds should be made explicitly unlawful. In addition, the Commission voiced its concerns due to differential treatment based on nationality. Greek legislation frequently allows the different treatment of aliens, with the exception of nationals of EU countries. Furthermore, the Commission stressed that the procedural rules of Directives 2000/78 and 2000/43 regarding the reversal of burden of proof have not been integrated in the Code of Civil Procedure, while the number of legal entities that may bring a discrimination lawsuit to court are limited. Finally, the Commission proposed that the Ombudsman should be allowed by Law 3304/2005 to intervene in favour of the plaintiff in cases involving allegations of discrimination and, at the same time, should become the single equality body to monitor the implementation of Law 3304/2005 for all cases except discrimination in the provision of goods and services, which should fall under the scope of the Consumer Ombudsman.⁷¹

5.3 Judicial interpretation of labour marker discrimination

Anti-discrimination law has evolved very quickly and become an important component part of modern European legal systems.

70. European Union Agency for Fundamental Rights, (2011), *Access to justice in Europe: an overview of challenges and opportunities*, Luxembourg: Publications Office of the European Union, p. 9-11.

71. Theodoridis A., (2011), "Country Report Greece 2010 on measures to combat discrimination", *Executive Summary*, available at: <http://www.non-discrimination.net/countries/greece>.

EU legal framework prohibiting discrimination on the grounds of religion or belief, disability, age or sexual orientation particularly in the field of employment, occupation and vocational training is considered to be one of the most advanced and contains clear and detailed definitions of discrimination, inspired either by existing legislation or from the case law of the European Court of Justice.⁷²

The European Court of Justice's equality jurisprudence is widely characterized by its landmark decision in *Mangold v Helm*. In this case concerning an age-based exception introduced in 2002 to the general provisions of the German Labour Code, which granted employers greater freedom to conclude such contracts with workers over the age of 58, as part of a government strategy, the European Court of Justice concluded that the less favourable treatment afforded to older workers by the 2002 legislation constituted a difference of treatment on the grounds of age which could not be objectively justified and, therefore, confirmed that the EU anti-discrimination legislation as a specific expression of a general principle of equality and non-discrimination constituted a fundamental norm of the EU legal order⁷³. In addition to European Court of Justice's equality jurisprudence, the recent decisions of the European Court of Human Rights defining concepts, circumstances and standards of non-discrimination rights, along with the developing jurisprudence of the European Committee on Social Rights, the monitoring functions of the European Commission on Racism and Intolerance and the provisions of the UN

72. Commission of the European Communities, *Communication from the Commission to the Council and the European parliament, The application of Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin*, COM(2006) 643 final, Brussels, 30.10.2006.

73. Colm O'Conneide, (2011), "The Uncertain Foundations of Contemporary Anti-Discrimination Law", *International Journal of Discrimination and the Law*, Vol. 11, p. 7-28.

Convention on the Rights of Persons With Disabilities, have enriched the legal protection against discrimination.⁷⁴

On the other hand, the differences of approach between the member-states in relation to conception of equality, state neutrality in the public sphere, religious practices and beliefs, questions of age equality and cross-generational equity, retirement ages and other age-based restrictions are reflected on how anti-discrimination legislation should be interpreted and applied. In addition, the recent controversies involving secularist principles, the treatment of Roma and the adjustment of retirement ages reveal the lack of a pan-European consensus on how anti-discrimination norms should be interpreted and applied, which constitutes a flaw in the foundations of contemporary anti-discrimination law.⁷⁵ Despite the fact that there seems to be a lack of consensus, judicially and politically, at European level about the meaning of equality law and the scope of protection against discrimination, the European Court of Justice seems to be willing to develop an innovative equality jurisprudence and to implement one vision of equality, though without any hierarchy of equalities and differentiation between the non-discrimination grounds.⁷⁶ However, this lack of consensus make difficult to national and European courts to treat complex questions of when and how to give effective priority to certain non-discrimination grounds over others, or when to vary the application of anti-discrimination norms across the different non-discrimination grounds.⁷⁷

At the same time, the judicial recourse has increased as a result of the rapid evolution of anti-discrimination law. For example,

74. Colm O’Cinneide, (2011), op.cit.

75. Colm O’Cinneide, (2011), op.cit.

76. Special Issue: “International Journal of Discrimination and the Law: Equality and the Workplace”, *International Journal of Discrimination and the Law*, 2011, Vol. 11, p. 3.

77. Colm O’Cinneide, (2011), op.cit.

several cases in the UK have seen litigants use anti-discrimination legislation to attack public policies touching upon controversial and charged issues such as immigration control, mandatory retirement, the accommodation of religious beliefs, the prohibition on disability discrimination and the positive equality duties imposed on public authorities to challenge public sector spending cuts. In Hungary, educational segregation of Roma children has come under sustained legal challenge. In Belgium, NGOs and state-supported human rights bodies have made use of anti-discrimination legislation to challenge employers who express public reluctance to hire minority candidates for a job. In Germany, a series of age-based restrictions have come under legal attack, as has less favourable treatment of same-sex partners. In France, the independent enforcement authority, HALDE, is rapidly developing a comprehensive case-law touching on significant issues relating to race discrimination.⁷⁸

From recent court news, it is worth mentioning the Decision of the United Kingdom Court of Appeal in *Hounga v Allen & Anor*. The Court of Appeal in *Hounga v Allen & Anor* had to decide whether someone working illegally in the United Kingdom, was entitled to bring a claim for dismissal discrimination under the now repealed Race Relations Act 1976. The Court of Appeal, unlike the Employment Tribunal and the Employment Appeal Tribunal, which had accepted Ms Hounga's claim, refused to allow her to bring the claim because she was working under an illegal contract of employment. The decision was on the grounds of public policy. The Employment Appeal Tribunal had regarded the claim as linked to the dismissal, and therefore not the original illegality, while the Court of Appeal's approach was to trace the claim back to the illegal status of the employment, rather than to stop at the discriminatory acts of the employer. The Court of

78. Colm O'Cinneide, (2011), op.cit.

Appeal was anxious to avoid being seen as condoning her illegality and would not allow her to enforce the illegal contract of employment. Consequentially, Ms Hounga's employers were not liable for discriminating against her. The effect of the decision in *Hounga v Allen & Anor* would appear to provide a defense to employers who employ illegal immigrants and then discriminate against them.⁷⁹

In this context, national and European courts have considerable interpretative latitude due to the substantive content of anti-discrimination law and, therefore, they have to identify the objectives of the legislation, to evaluate the various factors constituting occupational requirement and objective justification tests, and determine whether the readings of the legislative text are justified in different circumstances. Meanwhile, national and European courts have the key responsibility of interpreting and applying anti-discrimination law in a coherent and normatively rigorous manner, even in the absence of substantial pan-European agreement. In this respect, the European Court of Justice has confirmed through several decisions the ground-breaking stance initially adopted in *Mangold v Helm* and, despite the fact that the legitimacy of its judgments has been contested as exceeding the bounds of its competency, seems to be willing to develop a ground-breaking and innovative equality jurisprudence, followed also by national courts, even in the absence of a substantive pan-European consensus in the non-discrimination field.⁸⁰

Overall, the broad interpretation given by the European Court of Justice on the concepts and definitions of the Treaty provisions and the deriving directives is remarkable. In terms of highest number of cases by ground, age discrimination ranks first and

79. Monaghan C., (2012), "Illegal contracts and discrimination: Why an illegal immigrant cannot bring a claim for race discrimination", *International Journal of Discrimination and the Law*, Vol. 12, p. 109-116.

80. Colm O'Cinneide, (2011), *op.cit.*

the majority of age discrimination cases were related to the interpretation of retirement age and old-age pension clauses. In addition, the European Court of Justice has rendered two judgments on disability, providing a definition of the concept of disability (*Chacon Navas*) and confirming the application of Employment Equality Directive not only to disabled persons but also to careers of disabled relatives (*Coleman*). Furthermore, the European Court of Justice has decided in *Maruko* case that the German provision limiting the compulsory occupational pension scheme to employees engaged in opposite-sex partnerships introduces a direct discrimination on grounds of sexual orientation. Finally, in the *Feryn* case the European Court of Justice has decided that the public statements regarding the intentional non-recruitment of workers of a certain racial or ethnic origin violate the principle of equal treatment according to the Racial Equality Directive. It's worth mentioning that there is no any case before the European Court of Justice concerning discrimination on grounds of religion or belief.⁸¹

National judicial interpretation is also crucial to clarify definitions and concepts arising from the application of national anti-discrimination provisions. More than 250 cases have been reported to the European Network of Legal Experts in the Non-discrimination field during 2004-2010. The important number of disputes in the member-states is related to discrimination on the grounds of racial or ethnic origin (127 cases). Then follow the national cases on age discrimination (51 cases), religion (46 cases), disability (28 cases) and sexual orientation (15 cases). The high number of legal actions regarding racial or ethnic origin is

81. Thien Uyen Do, "2011: A case odyssey into 10 years of anti-discrimination law", *European Anti-Discrimination Law Review*, No. 12, 2012, p. 11-20, European Network of Legal Experts in the non-discrimination field, available at: http://ec.europa.eu/justice/discrimination/files/antidiscrimination_law_review_12_en.pdf.

explained by the fact that the Racial Equality Directive covers not only the access to the labour market but also social protection, social advantages, education and supply of goods and services. Discrimination on the racial or ethnic ground is most commonly experienced by job seekers at the recruitment stage or by employees through the different treatment in terms of salaries, status and career development. A particularly sensitive issue is the discrimination of the Roma, for instance, through the placement of Roma pupils in special schools or practices in terms of housing and evaluation of property prices. As far as concerns on discrimination on the grounds of religion or belief, the practical implementation of anti-discrimination law is focused on dress-codes and religious symbols, but can also interfere with employment relationships when it employees refuse to work on certain days or to shake the hand of a person of the opposite sex. Concerning disability, the majority of the reported cases have dealt with failure to provide reasonable accommodation to enable access to work for disabled persons. Finally, the marginal number of cases on sexual orientation is explained by the fact the victims of discrimination on the grounds of sexual orientation do not want to display their sexual preferences in the workplace or feel victimisation.⁸²

In Greece, the anti-discrimination jurisprudence related to the application of Law 3304/2005 is quite limited and has been to some extent controversial, although subject to the requirements of the EU Directives. Apart from the jurisprudence *sticto sensu*, there are several important decisions of the Ombudsman and the Labour Inspectorate that contribute significantly to the interpretation and the application of the anti-discrimination definitions and concepts. With regard to the application of Law 3304/2005, we could refer to the following legal opinions and court decisions. For instance, according to the Opinion 451/2007 of the Legal

82. Thien Uyen Do, *op.cit.*

Council of State, the provisions of national law imposing age restrictions for the recruitment of longshoremen do not establish unfavorable and impermissible discrimination, under Community Law and Law 3304/2005, as the different treatment on the grounds of age constitute a legitimate exception to the principle of equal treatment as the physical power and health inherent to the young age are the main requirements to access the profession of longshoremen. The above different treatment is also legitimated for the same reason as regarding the restriction of maximum age to 40 years. In contrast, a minority argued that the element of physical power is not critical as many employees in this profession are actually working after the age of 40 years old and the employment conditions justifying the age restrictions have been overtaken by the use of mechanical means.

To the same direction is the Opinion 427/2008 of the Legal Council of State, according which the age restrictions for the recruitment in security forces and proportionately for guarding in detention centers are justified on grounds of public interest and, therefore, this requirement must be valid even for the recruitment of people with disabilities protected under Law 2643/1998. However, a minority argued that the exception provided in article 8 paragraph 4 of Law 3304/2005 should be interpreted narrowly, as it cannot be applied proportionately to employees not belonging to the security forces in the narrow sense.

Nevertheless, according to the Decision 1621/2012 of the Council of State, it has been stated that the provisions of Law 2318/1995 introducing age restrictions for the participation to nomination competitions for court bailiffs are contrary to the Constitution. Besides, this Decision raises issues of compatibility with European Union law, as Directive 2000/78/EC requires the abolition of all those national arrangements that create direct and indirect discrimination, *inter alia*, on grounds of age. At the same time, however, the legislation of the Union differentiates the age

of the other criteria of discrimination, recognizing ‘margin of appreciation’ in the member-states to adopt regulations of different treatment based on age, provided that they pursue an objective for the needs of labour market and do not infringe the principle of proportionality. In complying with this approach, the legislator announced with Law 3919/2011 the abolition of all those national regulations that hinder access to a profession and its practice.⁸³

On the other hand, the compliance with the requirements of the EU Directives and the European Court of Human Rights does not create a specific obligation to establish a new employment position for persons with disabilities. In particular, the Administrative Court of Appeal in its Decision 1877/2007 decided that the provisions of Law 3304/2005 refer to impermissible discrimination against people with disabilities among the persons who are employed or engaged in an employer or claim to occupy an employment position among those which are available. In contrast, there is no provision in Law 3304/2005 that unfavorable discrimination occurs against people with disabilities when no specific positions are established particularly for them. Therefore, it is not provided in Law 3340/2005 that the administration of a higher educational institution or other employers is obliged to establish or launch an employment position when there is no such position from the beginning for people with disabilities.

Finally, it’s worth mentioning an exception for different treatment on the grounds of nationality that has been accepted by the Council of State as justified by the government strategy against unemployment. Precisely, the Council of State in its Decisions 1380/2008, 1381/2008 and 1382/2008 decided that the introduction of Greek citizenship as a prerequisite for the grant of vendors’ license at farmers’ markets by the national law is not con-

83. Kokota V., Constitutionality of age limits for the nomination of Court Bailiffs, Commentary of Decision 1621/2012 of the Council of State, available at <http://www.constitutionalism.gr>, posted 17/9/2012.

trary to Article 2 of the International Pact on Civil and Political Rights, nor in Law 3304/2005 and Articles 5 § 1 and 25 § 1 and 3 of the Constitution, as it is justified by the government strategy against unemployment through the granting of open spaces to unemployed people for commercial activity. In the field of employment, the European Court of Justice seems to accept the different treatment to serve the achievement of broader goals of social policy and employment policy with financial implications and recognizes for these policies ‘margin of appreciation’ in the member-states. The same approach is more likely to be adopted by the European Court of Human Rights when the different treatment is linked with broader sociopolitical reasons, especially when they have financial implications, than when the different treatment is associated with issues that are considered fundamental for human dignity.⁸⁴

5.4 The application of anti-discrimination law in practice

5.4.1 The key findings of national reports

Despite the comprehensive cross-ground anti-discrimination legislative frameworks in most European countries, some specific issues and deficiencies are raised from the implementation of anti-discrimination law in practice. First of all, it has been recognised that legislation alone is not enough to prevent discrimination and to promote equality. It appears that some member-states allow exceptions to the principle of non-discrimination which are wider-ranging than those permitted under the Directive. Moreover, the largely untackled problem of multiple discrimination has been particularly raised. In addition, there were problems related to the enforcement of rights of victims of discrimination, such as

84. European Union Agency for Fundamental Rights, (2011), *Handbook on European Legislation against discrimination*, Luxembourg: Publications Office of the European Union.

incorrect transposition of the rules on the burden of proof, the right of associations to help victims of discrimination, and sanctions and remedies.⁸⁵

It is clear from the information provided by NGOs and governments that many victims of discrimination do not proceed to court with their complaints because of the cost and for fear of victimisation. Victims of discrimination are more likely to turn to an NGO or an equality body, from which they can usually obtain information and advice quickly and free of charge. The equality bodies give legal advice to individual victims of discrimination, but they only support a small number of cases before the courts. In most countries the decision or opinion of the equality body does not have legally binding force, but seems by and large to be followed. The individual can always go before the courts to obtain a legally binding decision. In Denmark, if the equality body finds that there has been unlawful discrimination it can recommend the granting of legal aid so that the complainant can go to court without bearing a financial burden.⁸⁶

Furthermore, it appears from the statistics provided by the member- states and equality bodies that most complaints of discrimination before national courts and/or equality bodies involve employment, followed by the provision of goods and services and housing. In the majority of the EU 10, statistics showed the Roma as the group most represented in complaints. Complaints from the travelling community were also numerous in Ireland. The number of cases taken up by the Roma indicates that the Directive is being successfully used to challenge discrimination against

85. Commission of the European Communities, (2006), *Communication from the Commission to the Council and the European parliament, The application of Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin*, COM(2006) 643 final, Brussels, 30.10.2006.

86. Commission of the European Communities, (2006), *op.cit.*

that group. The ETUC noted that the member-states did not seem to have dealt systematically with gender mainstreaming in their transposition of Directive 2000/43/EC.⁸⁷

As far as concerns the limits of accessing justice at national level, many EU member- states provide victims of discrimination with alternative dispute settlement mechanisms, such as quasi-judicial procedures available before some of the equality bodies with the respective powers. Moreover, legal aid is generally available for a party to proceedings in the area of non-discrimination law in all EU member-states through the application of 'means' or 'means plus merits' tests, while complementary to legal aid initiatives are taken place by some member-states, such as free legal advice services or legal insurance. However, modifications in the determination of eligibility for legal aid are necessary in such a way as to ensure that those without sufficient financial means have access to adequate assistance. Finally, in the majority of member-states, the financial compensation of victims of discrimination is supplemented by other nonfinancial forms of reparation, such as reinstatement in the case of dismissal from employment that was discriminatory.⁸⁸

In Greece, the annual reports of the specialized institutional bodies highlight implementation and legal gaps of the anti-discrimination law. More specifically, in its 2009 report, the Economic and Social Council of Greece (OKE) detects instances where the equal treatment status is being violated. As far as religious freedom is concerned, the lack of a Mosque and Muslim cemetery is stressed. As far as discrimination due to racial or ethnic origin is concerned, incidents of mistreatment have been documented among unregistered immigrants, asylum seekers,

87. Commission of the European Communities, (2006), op.cit.

88. European Union Agency for Fundamental Rights, (2011), *Access to justice in Europe: an overview of challenges and opportunities*, Luxembourg: Publications Office of the European Union, p. 9-11.

Roma and socially marginalized individuals. Another example of violation of the principle of equal treatment is the not-guilty verdict in court in cases of anti-Semitic publications. The Economic and Social Council of Greece maintains that actions of the State should not be limited to the institutional typical protection of vulnerable groups, but should constitute a set of practices with the ultimate goal of combating discrimination and positively reinforcing the “different” social groups. Such actions include educating public officials on issues regarding discriminatory treatment, informing members of protected groups on their rights, public awareness-raising campaigns, ensuring social consent on minority issues, coordinating cooperating bodies, improving education and employment prospects for “vulnerable population groups”, together with the need to engage lawyers through a system of voluntary legal support of these groups.⁸⁹

According to the results of the field work carried out in 2011 by the Economic and Social Council of Greece and addressed to social partners’ organizations, the legal framework is not adequately disseminated and applied in practice, while the necessary monitoring mechanisms in the Greek labour market are absent. Moreover, the mechanisms to combat discrimination at workplace are mostly characterized by the penal legal procedure without being supplemented by an economic or administrative evaluation or proactive actions. Therefore, the legal framework needs to be modernized and simplified in order to include all the new forms of discrimination occurred due to the economic crisis and adequate monitoring mechanisms and administrative procedures should be developed in order to ensure an effective monitoring and protection against discrimination at workplace.⁹⁰

89. Sarris N., (2012), *op.cit.*, p. 76-78.

90. Economic and Social Council of Greece, (2011), *Report “Policies against discrimination”*, available at: http://www.oke.gr/docs/report_policies_against_discrimination_el.pdf.

The vulnerable groups, who are more affected by discrimination at the workplace, according to the Code of Conduct of the Labour Institute of the Greek General Confederation of Labour, are women or elder workers as the main victims of the restructuring of enterprises, working women in gestation or even the non application of the special maternity benefits of Law 3655/2008, women in terms of employment access and remuneration, young workers that experiences discrimination in financial crisis period mainly through informal or flexible works, namely part-time or seasonal employment, undeclared jobs and/or works outside the social insurance schemes and provision of personal service, people with disabilities facing discriminations in the enterprises or difficulties due to the inaccessible working environment, immigrants working in informal or low class jobs without having the vocational training and professional development right and the access to the employment services, people with cultural differences (mainly the Pomak and Roma populations) are considered workers of third and fourth class, persons of different sexual orientation suffering from indirect discrimination in the workplace that cannot be easily reported to the competent bodies or working in informal or flexible working relations, as well as women on pregnancy and maternity facing discrimination in the private sector and women workers in the public sector with private employment contracts and limited time contracts.⁹¹

In its 2011 Special Report on the implementation of the principle of equal treatment, the Greek Ombudsman finds an increase of discrimination cases that fall in the scope of Law 3304/2005, as well as a progressive familiarization of citizens with the existing legal framework in this field. Almost the majority of discrimination cases are associated with the discriminations on the grounds of disability and age, while there are no complaints for

91. Stamati A., Syriopoulos P., (2011), *op.cit.*, p. 16-22.

discriminations on the grounds of religion or belief and sexual orientation; fact that cannot be considered as an indication of absence of discriminations on these grounds. On the contrary, the number of complaints against discriminations on the grounds of racial origin is important, but without being representative of the serious discrimination problems faced by some groups as in the case of housing rehabilitation of Roma. Especially in the field of employment and vocational training, the Greek Ombudsman has succeeded in indicting reasonable measures of adaptation in the working hours of an employee with disabilities in a public hospital, in suspending the reception of medical tests as a prerequisite for the participation of students in the training programmes of the Organisation of Touristic Education and Training, in identifying an indirect discrimination against an employee with disabilities and serious health problems caused by a legal provision for the retirement compensation for those who retire at the legal retirement age, in considering the age restrictions for the recruitment of Mediators of the Organization of Mediation and Arbitration as non justified from the professional experience's requirements to perform the mediator's duties, as well as in advising the Ministry of Interior Affairs to provide the possibility to citizens from third countries to be recruited as a scientific assistant for immigration in the municipality of Athens as the immigrant status of the candidate could be considered as an asset for this position since she met the other prerequisites for the exercise of the duties.⁹² Moreover, the Greek Ombudsman has decided that the exclusion of a recognized refugee from social benefits, such as the student housing allowance, constitutes discrimination not exempted from the scope of Law 3304/2005 and recommended the public authority to adopt the appropriate legislative framework in order to provide

92. The Greek Ombudsman, (2011), *Special Report on the implementation of the principle of equal treatment*, posted 09/04/2012, available at: <http://www.synigoros.gr/resources/ish-metaxeirish.pdf>.

for the payment of this allowance to recognized refugees. The Greek Ombudsman has also indicated to the Foundation of National Scholarship that the refusal of granting scholarships to foreigners who have graduated from Greek schools and are therefore integrated in social life, constitutes unfair discrimination against them on the grounds of national origin.⁹³

Finally, regarding the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, the Greek Ombudsman in its 2010 second Annual Special Report conclude that the implementation of the principle of equal treatment of men and women in employment still faces considerable obstacles in relation to the policy of gender mainstreaming in public administration, the lack of acquaintance of public administration with the relevant legislation, the absence of reliable statistical data for the documentation of discrimination, the gender discrimination in announcements for staff hiring and procedures of access to vocational education and training, to the granting of parental leave rights to fathers, as well as to pregnancy and maternity as the prevailing impediments to women's employability and reintegration to the labour market.⁹⁴ In the particular field of equality between women and men, it's worth pointing out that despite a general trend towards more equality in society and on the labour market, progress in eliminating gender inequalities remains slow. Most member-states do have ongoing gender equality plans or strategies, which both support gender mainstreaming and initiate specific actions with a significant contribution to economic growth and social welfare.⁹⁵

93. The Greek Ombudsman, (2011), op.cit.

94. The Greek Ombudsman, (2010), *Special report: Equal Treatment of Men and Women in employment and labour relations, Executive Summary*, posted 08/12/2010, available at: http://www.synigoros.gr/resources/docs/perilhyh_eidikh_ek8eshs-2010-english-_2_.pdf.

95. Council of the European Union, *Commission Staff Working Paper: Report*

5.4.2 The results of the fieldwork research conducted by the National Centre for Social Research

The fieldwork research that was conducted by the National Centre for Social Research on the basis of a specific questionnaire, focused on the examination of labour market discrimination against vulnerable social groups.⁹⁶ According to the questionnaire of the fieldwork research (part C), labour market discrimination are classified in six categories.⁹⁷

on the progress on Equality between Women and Men in 2010, Brussels 15 February 2011.

96. In this research, the vulnerable social groups are listed according to the questionnaire in the following categories: long-term unemployed above 45 years old with low qualifications, persons with disabilities, Roma, people with cultural differences, Greek Muslims, people with different religious beliefs, immigrants, refugees - asylum seekers, victims of domestic violence, victims of trafficking, single parent families, ex prisoners - Juvenile offenders, former drug users, HIV positive, homeless, people in a situation of poverty or at risk of poverty, victims of discrimination on the grounds of sexual orientation and victims of discrimination on the grounds of gender identity. For the description of the questionnaire see chapter 1.

97. The classification is made as follows:

→ Discrimination in recruitment in job vacancies, for instance in relation to equal and fair assessment and recruitment of candidates.

→ Discrimination as regards the relationship, the terms and the conditions of employment, such as recruitment without contract or unequal differentiation of the employment contract terms.

→ Discrimination as regards salaries and additional remuneration of employees within the company, for example differentiation of salaries and wages, benefits in kind and bonuses.

→ Discrimination in relation to the development and/or the promotion of employees within the company, such as unequal treatment with regard internal transfers and promotions.

→ Discrimination in relation to the opportunities of access to lifelong learning activities, for example participation difficulties or exclusion from educational and vocational training seminars.

→ Discrimination regarding redundancies, for instance unequal differentiation and in priority dismissal with or without compliance with the terms of the employment contract.

In this section, the presentation of the results of the fieldwork research will be concentrated on labour market discrimination against vulnerable social groups as they have been perceived or experienced by the respondents from these groups. Consequently, the presentation of the results will follow the structure of part C of the questionnaire without any differentiation or further breakdown of the responses according to the personal characteristics or professional situation of the respondents.

According to the results of the fieldwork research⁹⁸, 44,9% of the respondents believe that discrimination exist in the Greek labour market to a large and very large extent and 21,2% of the respondents believe that discrimination exist to a moderate extent, which if added leads to a very high percentage of respondents (66,1%) who believe that discrimination problems exist in the Greek labour market. Similarly, 36,3% of the respondents believe that discrimination phenomena are manifested often and very often and 17,6% of the respondents believe that discrimination phenomena are manifested to a moderate extent, which if added leads to a high percentage of respondents (53,9%) who believe that discrimination phenomena are manifested often in the Greek labour market. In particular, 42,5% of the respondents believe that discrimination exist in recruitment to a large and very large extent and 23,2% of the respondents believe that discrimination exist in recruitment to a moderate extent, forming an overall rate up to 65,7% of respondents for the existence of discrimination in recruitment. Moreover, 38,8% of the respondents believe that discrimination exist in the relationship, the terms and the conditions of employment to a large and very large extent and 23,5% of the respondents believe that this specific form of discrimination exist to a moderate extent, making a total of 62,3% of respondents for the existence of discrimination in employment relationship.

98. For sample's basic socio-demographic characteristics see chapter 2.

Thereafter, 36,6% of the respondents believe that discrimination exist in salaries and additional remuneration to a large and very large extent and 21,9% of the respondents believe that this discrimination exist to a moderate extent, making a total of 58,5% of the respondents believing that discrimination exist in salaries and additional remuneration of employees within the company.

Table 5.1 Discrimination problems in the Greek labour market according to the respondents in the fieldwork research conducted by the National Centre for Social Research

	To no extent	To a small extent	To a moderate extent	To a large extent	To a very large extent	Don't know/ no answer
To what extent do you think there are discrimination problems in the Greek labour market?	10.5%	14.4%	21.2%	32.7%	12.2%	9%
In your opinion, how often are manifested discrimination phenomena?	11.2%	14.2%	17.6%	16.5%	19.8%	10.7%
To what extent is there discrimination in recruitment in job vacancies?	8.6%	13.2%	23.2%	30.6%	11.9%	12.6%
To what extent is there discrimination in the relationship, the terms and the conditions of employment?	11%	11.8%	23.5%	28.8%	10%	14.8%
To what extent is there discrimination in salaries and additional remuneration of employees within the company?	13.2%	12.7%	21.9%	27.3%	9.3%	15.6%

	To no extent	To a small extent	To a moderate extent	To a large extent	To a very large extent	Don't know/ no answer
To what extent is there discrimination in the development and/or the promotion of employees within the company?	11%	12.3%	23.1%	24.4%	10%	19.3%
To what extent is there discrimination in the opportunities of access to lifelong learning activities?	18.6%	14.4%	19.8%	14.4%	5.1%	27.8%
To what extent is there discrimination in redundancies?	11.7%	10.8%	19%	29.5%	10.6%	18.4%

In addition, 34,4% of the respondents believe that discrimination exist in the development and/or the promotion of employees to a large and very large extent and 23,1% of the respondents believe that this discrimination exist to a moderate extent, making a total of 57,5% of the respondents believing that discrimination exist in the development and/or the promotion of employees within the company. The percentage of the respondents who believe that discrimination exist in redundancies is also very high, as 40,1% of the respondents believe that this specific discrimination exist to a large and very large extent and 19% of the respondents believe that this discrimination exist to a moderate extent, forming an overall rate up to 59,1% of respondents for the existence of discrimination in redundancies. Finally, 34,2% of the respondents believe that discrimination exists in the access to lifelong learning to a large and very large extent and 14,4% of the respondents believe that this discrimination exist to a moderate

extent, making a total of 48,6% of the respondents for the existence of discrimination in lifelong learning activities.

The vulnerable social groups that suffer most from discrimination problems in the Greek labour market are the following according to the opinion of the respondents in the fieldwork research:

- 42% of the respondents believe that former drug users are most discriminated
- 38,8% of the respondents believe that ex prisoners and juvenile offenders are most discriminated
- 37,7% of the respondents believe that persons with disabilities are most discriminated
- 35,9% of the respondents believe that Roma and people with cultural differences are most discriminated
- 34,2% of the respondents believe that long-term unemployed above 45 years old with low qualifications are most discriminated
- 24,1% of the respondents believe that immigrants and repatriates are most discriminated
- 18,4% of the respondents believe that HIV positive are most discriminated
- 12,4% of the respondents believe that homeless are most discriminated
- 8,4% of the respondents believe that refugees and asylum seekers are most discriminated
- 8,2% of the respondents believe that victims of trafficking are most discriminated
- 7,2% of the respondents believe that Greek Muslims and people with different religious beliefs are most discriminated
- 6,7% of the respondents believe that victims of discrimination on the grounds of sexual orientation are suffering most from discrimination problems

- 6,2% of the respondents believe that people in a situation of poverty or at risk of poverty are suffering most from discrimination problems
- 5,7% of the respondents believe that single parent families are most discriminated
- 5,4% of the respondents believe that victims of discrimination on the grounds of gender identity are suffering most from discrimination problems
- 4,9% of the respondents believe that victims of domestic violence are most discriminated

The people belonging to vulnerable social groups face currently discrimination problems in the Greek labour market to a greater extent than the rest of the population according to the 81,8% of the respondents in the fieldwork research, while only 9,4% of the respondents expressed the opposite view and 8,8% of the respondents didn't answer.

Table 5.2 Discrimination problems at work suffered by respondents in the fieldwork research conducted by the National Centre for Social Research

	Yes	No	Don't know /no answer	Not apply
Have you been subject to discrimination at least once when you have tried to be recruited?	56.2%	36.9%	5.9%	1.1%
Have you been subject to discrimination at current or previous job positions?	41.1%	42.8%	6.3%	9.5%

According to the results of the fieldwork research, 56,2% of the respondents have been subject to discrimination in job search when they tried to be recruited. In addition, 41,1% of the respondents have been subject to discrimination at current or previous job positions. As regard to the specific situations of the dis-

crimination suffered by the respondents at their current or previous job positions, 20,5% of the respondents reported discrimination in relation to the relationship, the terms and the conditions of employment, 16,6% of the respondents stated discrimination in salaries and additional remuneration of employees within the company, 7,4% of the respondents mentioned discrimination in relation to the development and/or the promotion of employees within the company and 7,8% of the respondents stated discrimination regarding redundancies. Meanwhile, 3,4% of the respondents reported discrimination in relation to the opportunities of access to lifelong learning activities and 3,1% of the respondents mentioned discrimination in other working situation.

Table 5.3 Frequency of unfair or unequal discrimination at work suffered by respondents in the fieldwork research in relation with other colleagues

	Never	Once	Several times	Almost always	Don't Know/ no answer	Not apply
How often have you been victim of unfair or unequal discrimination in relation with other colleagues at your current or previous job positions?	34.5%	20.8%	19.7%	3.4%	12.6%	9%

At their current or previous job positions, 23,1% of the respondents have been victims of unfair or unequal discrimination in relation with other colleagues quite frequently, i.e. several times up to almost always. In a similar extent, 20,8% of the respondents have been victims of unfair or unequal discrimination only once. Furthermore, 22,1% of the respondents received support from their colleagues when they realised the unfair or unequal discrimination, while 20,4% of the respondents did not receive support from the colleagues.

The majority of the respondents believe that the employer, alone or with others, (18,9%) or the director, alone or with others, (8,3%) is responsible for the unfair or unequal discrimination at work in favor of one group of employees against other groups of employees within the company. 7,3% of the respondents believe that their colleagues are responsible for unfair or unequal discrimination at work, while 5,3% of the respondents believe that other persons are responsible for discrimination. Moreover, 4,2% of the respondents believe that third persons are responsible for discrimination and 4,9% of the respondents didn't know who is responsible for discrimination at work. It's worth mentioning that this question did not apply to a relatively high percentage of respondents (39,5%) probably due to their working status.

Table 5.4 Reactions of respondents in the fieldwork research against the unfair or unequal discrimination experienced at work in relation with other colleagues

Reactions against unfair of unequal discrimination	Percentage of respondents in fieldwork research
No reaction at all	18.40
Only verbal reaction	18.60
Reporting to the director	9.90
Discussion of the event with colleagues	9.10
Submit a complaint to the Labour Inspectorate	1.50
Filled a lawsuit	0.80
Ask for help from an association or a trade union	1.60
Submit a complaint in the media	0.30
Other	1.60

According to the results of the fieldwork research, 18,40% of the respondents did not react at all to unfair or unequal discrimination that they have experienced at work and 18,60% of the respondents were limited to verbal reaction. 19% of the respondents submitted reporting to the director or discussed the event with colleagues. Only 1,50% of the respondents submitted a com-

plaint to the Labour Inspectorate and 1,60% ask for help from an association or a trade union. Legal processes seem to be limited as just 0,80% of the respondents filled a lawsuit against an unfair or unequal discrimination at work.

Finally, discrimination problems in the Greek labour market against vulnerable social groups have increased significantly according to the results of the fieldwork research in relation to the period before crisis.

Table 5.5 Discrimination problems in the Greek labour market in relation to the period before crisis according to the fieldwork research conducted by the National Centre for Social Research

	Decreased very much	Decreased slightly	Remained stable	Increased slightly	Increased very much	Don't know/ no answer
In relation to the period before crisis, discrimination problems in the Greek labour market against vulnerable social groups have increased, decreased or remained stable?	4.9%	3.8%	17.1%	18.4%	37.7%	18.2%

Precisely, 37,7% of the respondents believe that discrimination increased very much due to the crisis and 35,51% of the respondents believe that discrimination increased more or less due to the crisis or remained stable. The above percentages if added lead to a very high percentage of respondents up to 73,2% who believe that discrimination problems in the Greek labour market against vulnerable social groups have increased due to the crisis.

5.5 Conclusions

The EU legal framework prohibiting discrimination on the grounds of religion or belief, disability, age or sexual orientation particularly in the field of employment, occupation and vocational training is considered to be one of the most advanced. It is mainly characterized by the adoption of the Directive 2000/43/EC on racial and ethnic equality, the Directive 2000/78/EC on equal treatment in employment and occupation that extended the reach of EU anti-discrimination law in the field of employment, as well as two subsequent Gender Equality Directives, the Directive 2004/113/EC and the Directive 2006/54/EC, which extended the protection against gender and race discrimination to cover the provision of goods and services, education, social protection and the ambiguous category of social advantages. At the same time, most European countries have established comprehensive cross-ground anti-discrimination legal frameworks that have been extensively influenced by the transposition of the above Directives and introduced extensive legislative and institutional changes for the promotion of equal treatment of all persons without discrimination.

For instance, the Equality Act 2010 in UK introduces the public sector equality duties to actively promote equality, although the interpretation and implementation of the Equality Act is much more voluntary for private sector organizations. In France, anti-discrimination legislation requires from private sector employers to adopt several practices in a compulsory basis, though most laws are only partially followed. The Northern Ireland Act 1998 requires from public authorities to produce equality schemes and equality impact assessments, and to give details of alternative policies that might better achieve the promotion of equality of opportunity. Spanish law has developed the principle of equal treatment in various legal fields, mainly criminal law and

labour law, by providing that racism or xenophobia is an aggravating circumstance in the commission of a crime or by considering discriminatory acts by employers as very serious offences and discriminatory legislative provisions or clauses of collective agreements as null and void. In Germany, the implementation of anti-discrimination law is based on the constitutional guarantee of human dignity and ensured through the means provided in the different branches of labour, civil and public law, as well as the increasing jurisprudence regulating specific aspects of discrimination. Finally, the so-called Nordic model of labour market regulation is renowned for being largely based on collective agreements and only to a very limited extent on national legislation. Hence, protection against discrimination is ensured through a combination of many acts of civil and criminal legislation covering areas outside and inside the labour market.

In Greece, the principle of equality and equal treatment is constitutionally guaranteed and is implemented through Law 3304/2005, which provides a concrete and comprehensive anti-discrimination legal framework with new extended administrative and penal mechanisms for the protection of the person affected. The existing obstacles for a real and effective access to those mechanisms revealed the important role of the Greek Ombudsman, the Labour Inspectorate, the Equal Treatment Committee, the Economic and Social Council of Greece and the National Committee for Human Rights for the promotion of the principle of equal treatment and the application of the Law 3304/2005. Overall, in most European countries, protection against discrimination is ensured by the ordinary courts of law or the Constitutional Court once ordinary proceedings have been exhausted, while conciliation procedures have been established by equality bodies, such as Equality and Human Rights Commission, Ombudsmen and Labour Inspectorate.

Despite the comprehensive anti-discrimination legal frame-

works in most European countries, the differences of approach between the member-states in relation to conception of equality, state neutrality in the public sphere, religious practices and beliefs, questions of age equality and cross-generational equity, retirement ages and other age-based restrictions are reflected on how anti-discrimination legislation should be interpreted and applied. In this context, national and European courts have the key responsibility of interpreting and applying anti-discrimination law in a coherent and normatively rigorous manner. Towards this, even in the absence of consensus at European level about the meaning of equality law and the scope of protection against discrimination, the European Court of Justice seems to be willing to develop innovative equality jurisprudence and to implement one vision of equality. As a result, the broad interpretation given by the European Court of Justice on the concepts and definitions of the Treaty provisions and the deriving directives is remarkable. In addition, the recent decisions of the European Court of Human Rights defining the concepts and standards of non-discrimination rights, along with the developing jurisprudence of the European Committee on Social Rights, the monitoring functions of the European Commission on Racism and Intolerance and the provisions of the UN Convention on the Rights of Persons With Disabilities, have enriched the legal protection against discrimination.

National judicial interpretation is also crucial to clarify definitions and concepts arising from the application of national anti-discrimination provisions. More than 250 cases have been reported to the European Network of Legal Experts in the Non-discrimination field during 2004-2010. Among these cases, special mention should be made to the important number of disputes in the member-states related to discrimination on the grounds of racial or ethnic origin, which is explained by the fact that the Racial Equality Directive covers not only the access to the labour

market but also social protection, social advantages, education and supply of goods and services. Discrimination on the racial or ethnic ground is most commonly experienced by job seekers at the recruitment stage or by employees through the different treatment in terms of salaries, status and career development. As far as concerns on discrimination on the grounds of religion or belief, the practical implementation of anti-discrimination law is focused on dress-codes and religious symbols, but can also interfere with employment relationships when it employees refuse to work on certain days or to shake the hand of a person of the opposite sex. Concerning disability, the majority of the reported cases have dealt with failure to provide reasonable accommodation to enable access to work for disabled persons.

Apart from the European and national judicial interpretation, some specific issues and deficiencies are raised from the implementation of anti-discrimination law in practice. First of all, it has been recognised that legislation alone is not enough to prevent discrimination and to promote equality. Many victims of discrimination do not proceed to court with their complaints because of the cost and for fear of victimisation and prefer to turn to an NGO or an equality body. Equality bodies give legal advice to individual victims of discrimination, but they only support a small number of cases before the courts. In most countries the decision or opinion of the equality body does not have legally binding force, but seems by and large to be followed. The individual can always go before the courts to obtain a legally binding decision. As far as concerns the limits of accessing justice at national level, many EU member-states provide victims of discrimination with alternative dispute settlement mechanisms, such as quasi-judicial procedures available before some of the equality bodies with the respective powers. Legal aid is generally available in all EU member -states, while the financial compensation of victims of discrimination is supplemented by other nonfinancial

forms of reparation, such as reinstatement in the case of dismissal from employment that was discriminatory.

In Greece, the anti-discrimination jurisprudence related to the application of Law 3304/2005 is quite limited and has been to some extent controversial, although subject to the requirements of the EU Directives. However, there are several important decisions of the Ombudsman and the Labour Inspectorate that contribute significantly to the interpretation and the application of the anti-discrimination definitions and concepts. Significant decisions in the field of employment and vocational training have been published in the 2011 Special Report on the implementation of the principle of equal treatment of the Greek Ombudsman regarding, for instance, the adaptation in the working hours of an employee with disabilities in a public hospital, the suspension of medical tests as a prerequisite for the participation of students in the training programmes, the no justification of age restrictions from the professional experience's requirements to perform the mediator's duties, the provision of the possibility to citizens from third countries to be recruited as a scientific assistant for immigration in the municipality and the adaptation of the legislative framework in order to provide for the payment of the student housing allowance to recognized refugees.

Overall, the Greek Ombudsman finds an increase of discrimination cases that fall in the scope of Law 3304/2005, as well as a progressive familiarization of citizens with the existing legal framework in this field. On the other hand, according to the Economic and Social Council of Greece, the legal framework is not adequately disseminated and applied in practice, while the necessary monitoring mechanisms in the Greek labour market are absent. Therefore, the legal framework needs to be modernized and simplified in order to include all the new forms of discrimination occurred due to the economic crisis and adequate monitoring mechanisms and administrative procedures should be developed

in order to ensure an effective monitoring and protection against discrimination at workplace. In this direction, the National Commission of Human Rights proposed that the Ombudsman should be allowed by Law 3304/2005 to intervene in favour of the plaintiff in cases involving allegations of discrimination and, at the same time, should become the single equality body to monitor the implementation of Law 3304/2005 for all cases except discrimination in the provision of goods and services falling under the scope of the Consumer Ombudsman.

The above remarks and findings of the literature survey are widely confirmed by the results of the fieldwork research conducted by the National Centre for Social Research. Despite the existing anti-discrimination legal framework in Greece, a very high percentage of respondents in the aforementioned fieldwork research believe that discrimination exist in the Greek labour market (66,1%) and a similarly high percentage of respondents believe that discrimination phenomena are manifested often in the Greek labour market (53,9%). In particular, 65,7% of respondents believe that discrimination exist in recruitment and 62,3% of respondents believe that discrimination exist in the relationship, the terms and the conditions of employment. Thereafter, 58,5% of the respondents believing that discrimination exist in salaries and additional remuneration of employees within the company and 57,5% of the respondents believing that discrimination exist in the development and/or the promotion of employees within the company. The percentage of the respondents who believe that discrimination exist in redundancies is also very high, as 59,1% of respondents believe that discrimination exist in redundancies. Finally, 48,6% of the respondents believe that discrimination exists in the access to lifelong learning activities.

The majority of the respondents have been subject to discrimination in job search when they tried to be recruited (56,2%) and a quite high percentage of respondents (41,1%) have been subject

to discrimination at current or previous job positions. Most of the respondents believe that the employer, alone or with others, (18,9%) or the director, alone or with others, (8,3%) is responsible for the unfair or unequal discrimination at work in favor of one group of employees against other groups of employees within the company. It is noticeable that the majority of the respondents (56%) did not react at all to unfair or unequal discrimination that they have experienced at work, reacted only verbally, submitted reporting to the director or discussed the event with colleagues. In contrast, only 3,1% of the respondents submitted a complaint to the Labour Inspectorate or asked for help from an association or a trade union, while just 0,8% of the respondents filled a lawsuit against an unfair or unequal discrimination at work.

Finally, discrimination problems in the Greek labour market against vulnerable social groups have increased significantly due to the crisis according to the very high percentage of respondents up to 73,2% who believe that discrimination problems in the Greek labour market have increased more or less or remained stable in relation to the period before crisis.

In conclusion, the findings of the literature survey on the evolution of the anti-discrimination law, its judicial interpretation and application in practice, along with the results of the fieldwork research conducted by the National Centre for Social Research, revealed that significant institutional reforms have taken place in the field of anti-discrimination law in EU and most European countries, but several critical issues regarding the conception of equality, the scope of protection against discrimination, the definition of different discrimination grounds, the application of the exceptions to the principle of non-discrimination, the inclusion of new forms of discrimination and the effective access to administrative and penal mechanisms for the protection against discrimination need to be treated at political, institutional and judicial level in coherent and efficient manner.

6. Evaluation of the legislative framework for combating discrimination in Greece, with emphasis to discriminations in the labour market

Nikos Sarris



6.1 Introduction

This chapter aims to present the development of the anti-discrimination legislative framework in Greece, particularly after the implementation of Law 3304/2005, which incorporates Directives 2000/43/EC and 2000/78/EC into our national legislation. It further aims to document the efficacy of implementing the legislative provisions, with a special emphasis to the labour market, and particularly within a period of economic crisis.

Promoting the principle of equal treatment is amongst the basic duties of the Greek Ombudsman. The independent authority's annual reports constitute a guide for documenting the implementation of the legislative framework, as they present complaints made by citizens regarding discriminations, covered by the regulatory scope of Law 3304/2005.

The following analysis also aims to comparatively evaluate anti-discrimination action across selected European Union countries, focusing in different dimensions of discrimination, as they are captured by Eurobarometer surveys, but also based on data from the 5th Round of the European Social Survey. Countries were selected using mainly institutional criteria, as they are proposed by Esping- Andersen as welfare state models, though further adding a geographical dimension. Thus, United Kingdom is selected as a representative of the liberal-Anglosaxon model; Germany and France as typical cases of the central-European state-corporatist model; Spain, which belongs to the same model,

as does Greece, capture the particularities of the European South; lastly, Sweden as a genuine representative of the socio-democratic Scandinavian model.

6.2 Brief presentation of the European Union legislation

The European Union has established rules for combating discrimination in both primary and secondary law levels. Within the EU primary law, articles 10 and 19 of the Treaty on the Functioning of the European Union (TFEU) make reference to issues of discrimination; the former article concerns combating discrimination in designing and implementing EU policies and actions, while the latter grants the EU institutional bodies with the ability to take “action...for combating discrimination on the grounds of gender, racial or ethnic origin, religion or other convictions, disability, age or sexual orientation”.⁹⁹ Additionally, the Charter of fundamental rights, which according to article 6 of the TEU is equivalent to primary law, encompasses certain provisions regarding equality (article 20), non-discrimination (article 21), cultural, religious and linguistic diversity (article 22), equality between men and women (article 23), integration of persons with disabilities (article 26). Both the institutions of the EU and member-states are bound to comply with the Charter, but the latter only when implementing EU law.

With respect to secondary law, there are two Council directives regarding equality and non-discrimination: **Directive 2000/43/EC** of the 29th June 2000, on the principle of equal treatment between persons regardless of racial or ethnic origin (also known as racial discrimination directive or racial equality directive); and **Directive 2000/78/EC** of the 27th November 2000, for the establishment of a general framework for equal treatment in employment

99. N. Sarris, 2012, p. 66.

and occupation (also known as employment equality framework directive or directive for equal treatment in employment). The purpose of these two directives is twofold: a) to establish a framework across all EU member-states for combating discrimination on the grounds of racial or ethnic origin, disability, religion or belief, age or sexual orientation, and b) to create bodies and mechanisms across the member-states in order to monitor the implementation of the legislation, as well as to promote and encourage equal treatment.¹⁰⁰

There are also two directives for gender equality: Directive 2004/113/EC of the 13th December 2004, for implementing the principle of equal treatment between men and women in the access to and supply of goods and services, and Directive 2006/54/EC of the 5th July 2006, on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation. Equally important is the Directive 2010/41/EU on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity or contributing to the pursuit of such activity.

Notable is the cooperation of the Court of Justice of the EU with the European Court of Human Rights, which operates within the framework of the Council of Europe and monitors the implementation of the European Convention for the Protection of

100. The Directives define direct and indirect discrimination. **Direct** discrimination occurs when a person is subject to less favourable treatment than someone else in a similar situation. The directives posit certain exceptions for the grounds of age. **Indirect** discrimination occurs when a seemingly neutral conviction, criterion or practice may place a person in a disadvantaged position compared to others, unless this particular conviction or practice is objectively justified. Allowed legal justifications should be strictly implemented. The directives also provide that **harassment** is a form of discrimination and mention that a **command for discriminatory treatment** is prohibited and include **retaliation** in the list of prohibited actions.

Human Rights (ECHR). The Court has developed significant anti-discrimination legislation and examines cases that do not fall within the Directives' scope of application.

6.3 The national anti-discrimination institutional framework

Apart from the core constitutional provisions regarding human rights and aim to tackle discrimination and promote equality,¹⁰¹ Law 3304/2005 constitutes the most significant institutional anti-discrimination arsenal and the most substantial policy step to the protection of vulnerable groups. Through the passing of this law, directives 2000/43/EC and 2000/78/EC were incorporated into Greek legislation and the protection against discriminatory treatment was established on the grounds of racial or ethnic origin,¹⁰² religious or other beliefs, disability, age and sexual orientation (for the sectors of employment and training).¹⁰³ The purpose of this law is to establish a general regulatory framework for combating discrimination.¹⁰⁴

According to article 19 of Law 3304/2005, three specialized institutions are charged with promoting the principle of equal treatment: a) the Greek Ombudsman, for cases of anti-discrimination law violation by public services; b) The Labor Inspectorate, for cases of violation by physical or legal persons in the private sector, particularly in the field of employment and occupation; and

101. For the individual articles of the Constitution relating to anti-discrimination, see N. Sarris, 2012, p. 73.

102. (employment and training, education, social protection, including social security and healthcare, social benefits, membership and participation in employees' and employers' organizations, access to goods and services, including housing).

103. Karantinos D., Christophilopoulou S., 2010:130.

104. For the definition of direct and indirect discrimination, as well as for the remainder provisions of Law 3304, see N. Sarris, 2012, p. 84-94.

c) the Equal Treatment Committee which is concerned with the private sector and all fields apart from employment and occupation. In addition, the Economic and Social Committee of Greece (OKE)¹⁰⁵ (ar. 82§3 C) has taken up the significant role of conducting social dialogue and forming proposals to the Government and social partners for the promotion of the principle of equal treatment. Of determining significance to the implementation of the law is also the contribution of the National Commission for Human Rights (NCHR), mainly through its reports-proposals on issues concerning human and social rights,¹⁰⁶ and of the Ministry of Labour, Social Security and Welfare regarding anti-discrimination policies, as it is charged with planning, monitoring and evaluating the National Strategy. Finally, a wide number of NGOs in the field of combating discrimination adds value and further enhances the promotion of the equal treatment principle¹⁰⁷.

Law 4097/2012 for the implementation of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity significantly complements the anti-discrimination field. The purpose of this act is to align Greek legislation with the Directive 2010/41/EU, in order to ensure the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity or contributing to the pursuit of such activity.¹⁰⁸ The Greek Ombuds-

105. Article 18 L. 3304/2005. It is also granted with the competency of generally monitoring the implementation of the law.

106. Its role is advisory, but due to the special knowledge and experience of its members, it is granted extremely significant.

107. See the Annual report for Greece (April 2009) by the Network of Social Experts, p. 5. In page 33 of the appendix an indicative list of main NGOs working on discrimination issues is presented.

108. Applying the principle of equal treatment, as explicitly stated in article 1 of the Act, concerns the dimensions that do not fall within: a) the provisions of Act 3896/2010, through which the national legislation aligned with Directives 2006/54/EC and 79/7/EEC; b) the provisions of P.D. 1362/1981, through which

man is assigned as the main monitoring body for the compliance with the principle of equal treatment between men and women.

Furthermore, through Law 4074/2012, Greece ratified the Convention for the rights of people with disabilities, signed in New York on the 30th March 2007, and the Optional Protocol of the Convention, which was signed in New York on the 27th September 2010, thus providing greater anti-discrimination protection to one of the vulnerable groups covered by Law 3304/2005.

6.4 Implementation of the principle of equal treatment by the Greek Ombudsman

Following Law 3304/2005, the Greek Ombudsman is the specialized body, to which citizens may appeal in cases of experiencing discriminatory treatment on the grounds of racial or ethnic origin, religious or other beliefs, disability, age or sexual orientation. Drawing from the GO's annual reports, it is observed that during the last three years there is a steady number of complaints filed by citizens who have experienced discriminations and ask the GO to intervene and apply the principle of equal treatment. The main reason citizens appeal to the GO over time is discriminations on the grounds of ethnic or racial origin at a rate steadily over 50%.

More specifically, in the 2009 annual report of the GO it is stated that the Authority investigated 54 cases concerning alleged discriminatory treatment against a person or persons on one of the grounds covered by the provisions of Law 3304/2005.¹⁰⁹ Out

the national legislation aligned with the Directive 79/7/EEC. The principle of equal treatment between men and women in access to and provision of goods and services is still covered by Law 3769/2009, with the provision of which our national legislation aligned with the requirements of Directive 2004/113/EC.

109. Three of these cases did not fall within the GO's competence, 6 were regarded unfounded, whereas the investigation was terminated due to the lack of sufficient information provided by complainants. The remainder are still un-

of the 54 filed complaints (2 on the grounds of ethnic origin, 29 on the grounds of racial origin, 14 on the grounds of disability, 7 on the grounds of age, 2 on the grounds of sexual orientation), discrimination was found in 40 and was not found in 14. In 22 cases discrimination fell within the scope of application of Law 3304/2005, but did not for the remainder 32.¹¹⁰

In 2010, the Greek Ombudsman examined 53 cases of alleged discriminatory treatment against a person or persons on the grounds covered by the provisions of Act 3304/2005. From the total of these cases, 11 complaints were archived¹¹¹. The investigation of 24 cases was completed within 2010, among which the outcome was primarily positive for the citizen in 13 cases, whereas in 6 cases refusal to comply was found on behalf of the administration and in 5 cases it was ultimately established that the administration was lawful. The remainder 18 cases are still under investigation, as the administration has not yet pleaded its final position. It should be noted in particular that cases regarding the Roma's housing rehabilitation (a total of 13 complaints) remain pending for long.

Throughout 2011, GO investigated 57 cases of alleged violation of the principle of equal treatment.¹¹² The outcome of the 21 cases fully investigated in 2011 was primarily positive for the citizen in 14 cases, whereas in 4 cases refusal to comply was found on behalf of the administration and in 3 cases it was ultimately

der investigation, as the final plead of the administration is still pending.

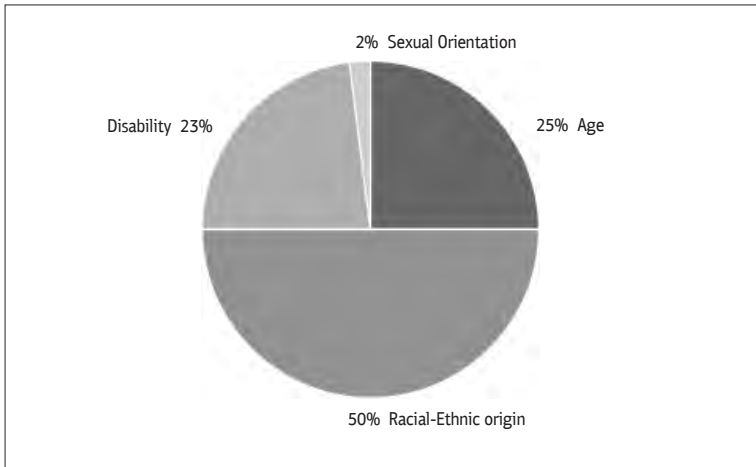
110. For further details see Greek Ombudsman (2009), *Promoting Equal Treatment – The Greek Ombudsman as National Equality Body*, p. 6.

111. Because they did not fall within the GO's competence (3), were regarded unfounded (6), or their investigation was terminated due to insufficient information provided by complainants (2).

112. From the total of complaints filed with the GO, 9 were archived, because they did not fall within the GO's competence, they were unfounded, or their investigation was terminated due to the lack of sufficient information provided by complainants. See GO Special Report, 2010, p. 4.

established that the administration was lawful. The remainder 27 cases are still under investigation, as the administration has not yet pleaded its final position. Particularly cases regarding the Roma's housing rehabilitation (a total of 18 cases) remain pending for long.¹¹³

Figure 6.1 2011 complaints by discrimination ground



Source: Greek Ombudsman 2011 Annual Report

Characteristically, 50% of filed complaints concern discriminatory treatment on the grounds of racial or ethnic origin. However, discriminations on the grounds of age and disability also take up a significant percentage, which implies that citizens are assimilated with a complicated legislative framework. On the other hand, complaints about discriminations on the grounds of

113. This is, among others, due to the GO's choice to remain active through all stages, until a definitive solution is found, because of the structural-systemic characteristics of such discriminations. Greek Ombudsman, Annual Report 2011, p. 107.

religion or other convictions are quite limited in number, whereas complaints regarding discriminations on the grounds of sexual orientation are almost completely absent. This could imply that citizens are not familiar with the legislation and provided protection in these areas.

Table 6.1 below contains a longitudinal presentation of complaints by discrimination grounds:

**Table 6.1 Citizens' Complaints for Discriminations covered by Act 3304/2005
Period 2009-2011**

COMPLAINTS FOR DISCRIMINATION (COVERED BY ACT 3304/2005) BY DISCRIMINATION GROUND	INVESTIGATION YEAR 2009	INVESTIGATION YEAR 2010	INVESTIGATION YEAR 2011
Ethnic origin	2	2	2
Racial origin	29	36	27
Disability-reasonable adjustments	14	14	14
Age	7	1	13
Sexual orientation	2	-	1
Religious beliefs	-	-	-
Total	54	53	57

Source: Greek Ombudsman's Annual Reports 2009, 2010, 2011

The Greek Ombudsman's interventions regarding gender discrimination is of equal importance, particularly after the passing of Law 3896/2010, which widens GO's competencies on gender discrimination in the workplace in both public and private sectors. With Law 3896/2010 the legislature institutionally enhanced the role of GO as a body for monitoring and promoting the principle of equal treatment between men and women in employment and extended the Authority's duties regarding equal opportunities for men and women. Thus, GO's interventions as a body supporting gender equality is qualitatively upgraded, since, apart from monitoring the lawfulness of administration's and citizens'

actions, the GO is now responsible for promoting actual gender equality in the workplace, through preventive non-legislative measures in collaboration with social partners, enterprises and all organized bodies of the labour market and of civil society.¹¹⁴

Moreover, when the GO gets complaints regarding gender discriminations, it will not end its investigation if the complainant also appeals to justice, but will continue its mediating efforts to solve the issue up until the first hearing at court or until the request for temporary judicial protection is examined (e.g. application for temporary injunction).¹¹⁵

Between June 2009 and December 2010, the GO handled a total of 370 cases having to do with gender discriminations in the workplace and successfully mediated and resolved a rate of 52%.¹¹⁶

More specifically, the following data are presented in order on the one hand citizens' complaints filed with this Independent Authority to be documented, and on the other hand, the GO's over time contributions as a body for the application of the principle of equal treatment in labour relations to be presented. In 2009, the Greek Ombudsman accepted more than 200 complaints for gender discriminations in employment. 85% of these complaints came from women and a notable percentage of 15% came from men. In 2010, 78.48% of the complaints on gender discrimination were filed by women and 21.52% by men, while for 2011

114. Article 25, Law 3896/2010. See also the Greek Ombudsman's 2nd Special Report, 2010, p. 3 and Sarris, 2012, p. 77.

115. Greek Ombudsman's 2nd Special Report for equal treatment in employment and labour relations.

116. The Greek Ombudsman's efforts also brought remarkable outcomes regarding mediation between workers and employers of the private sectors, following complaints that rose to 36% of the total number of complaints. The GO's collaboration with the Labour Inspectorate on cases concerning employers of the private sector was substantially improved after the issue of a circular on the cooperation of the two regulatory authorities.

rates were 85.15% and 14.85% respectively. In 2009, the large majority of complaints (83%) concerned the public sector and about 17% the private sector, showing an increase by 7% compared with 2008, when the respective percentage amounted to 10%. For 2010, 64% of complaints concerned the public sector and 36% regarded discriminations in the private sector, which showed an impressive increase of 19% compared to 2009, when they were at 17%¹¹⁷. An equally remarkable increase is noted in 2011 among complaints for discriminations against female workers in the private sector (53% versus 36% in 2010)¹¹⁸. This could be due to the GO's enhanced role through the passing of Act 3896/2010 and the widening of its competences in comprehensively addressing the issue of discrimination. The obvious conclusion is that complaints concerning discriminations against women in the private sector – which rose to 300 in 2011 – steadily increase over time. There is no doubt that the economic recession, the rapid increase in unemployment, flexible labour relations, part-time and job rotation have contributed to the increase of discriminations against women.

With respect to the public sector, for 2009 the most common form of discrimination was unfavourable treatment of employers in cases of requests for parental leave for child-rearing purposes, but also regarding the leave's length (10.45%); in the private sector the most common form concerned unfavourable treatment due to pregnancy (28.36%) and maternity leave (10.45%).

Concerning thematic categories, in 2009 72.85% of cases handled by the GO regarded issues of unequal treatment and 27.15% maternity issues (pregnancy-maternity benefits, complementary benefits, special maternity protection), which by their very object solely concern working mothers. Respective rates for 2010 were

117. GO's Special Report, 2010.

118. GO's Special Report, 2011, p. 121

85.11% for unequal treatment and 14.89% for maternity issues, while in 2011 rates were 79.80% and 20.20% respectively.

Table 6.2 presents cases by form of unequal treatment on the grounds of gender or marital status for years 2009, 2010 and 2011. The vast majority of complaints related to terms and conditions of employment, which rose to 72.89% in 2010. There was also a rapid increase of complaints in 2011 regarding terminations of employment relationships (41.74%). This could be mainly due to the increase of flexible forms of employment and the change of scenery within the labour market, brought about by a series of legislative interventions imposed by the memoranda and applicable laws.¹¹⁹

Table 6.2 Cases of unequal treatment on the ground of gender for 2009-2011

Distribution of cases	2009	2010	2011
Employment terms and conditions	39.13%	72.89%	47.83%
Access to employment	20.29%	18.64%	4.35%
Termination of employment relationship	23.19%	5.08%	41.74%
Wages	11.59%	3.39%	0.87%
Professional/ Staff development	4.35%	-	3.48%
Professional/ Vocational training	1.45%	-	1.74%

Source: Greek Ombudsman's Annual Reports, 2009, 2010, 2011

Table 6.3 presents types of discrimination prohibited by Act 3488/2006 and 3896/2010 (which replaced the former) for 2009,

119. According to the Labour Inspectorate, almost half of the 537.000 new contracts signed from January to September 2011 were part-time or job-rotation employment contracts. During the same period, more than 42.000 full-time employment contracts were converted into part-time or job-rotation contracts versus 26.000 in 2010. Lastly, there was a significant increase of full-time contracts' conversion into full-time contracts (by 166%) or shiftwork contracts (by 668% with the employers' consent and by 5.072% with the employer's unilateral decision) during the first 5 months of 2011, compared with the same period in 2010. See Kousta, 2012, p. 23.

2010 and 2011. A constant increase is documented in direct discriminations, rising up to 42.46% of complaints in 2011, followed by unfavourable treatment due to parental leave for child-rearing, which amounted to 22.81% in 2010 and 21.79% in 2011.

Table 6.3 Cases by type of discrimination for 2009-2011

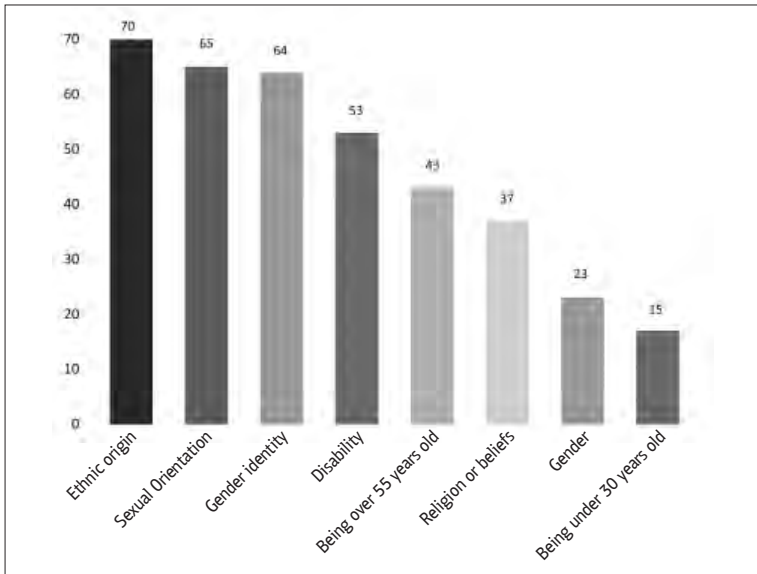
Type of discrimination (Acts 3488/2006 & 3896/2010)	2009	2010	2011
Direct Discrimination	28.36%	39.48%	42.46%
Indirect Discrimination	10.45%	7.02%	7.82%
Sexual harassment	5.97%	12.28%	10.06%
Unfavorable treatment due to child-rearing parental leave	10.45%	22.81%	21.79%
Unfavorable treatment due to pregnancy	28.36%	7.89%	6.70%
Unfavorable treatment due to maternity leave	10.45%	7.89%	7.82%
Discrimination on the grounds of marital status	2.98%	1.75%	0.56%
Multiple discrimination		0.88%	2.79%

Source: Greek Ombudsman's Annual Reports, 2009, 2010, 2011

6.5 Eurobarometer survey on discrimination in Greece

According to the Eurobarometer survey, in 2012 citizens in Greece believe that most forms of discrimination they were asked about are (very and fairly) widespread in their country. Findings are presented in Figure 2. The most commonly reported form of discrimination is ethnic origin by 70%, followed by sexual orientation (being bisexual, gay or lesbian) by 65%, gender identity (being transgender or transsexual) by 64%, disability by 53%, age (being over 55 years old) by 43%, religion or beliefs by 37%, gender by 23% and age (being under 30 years old) by 15%.

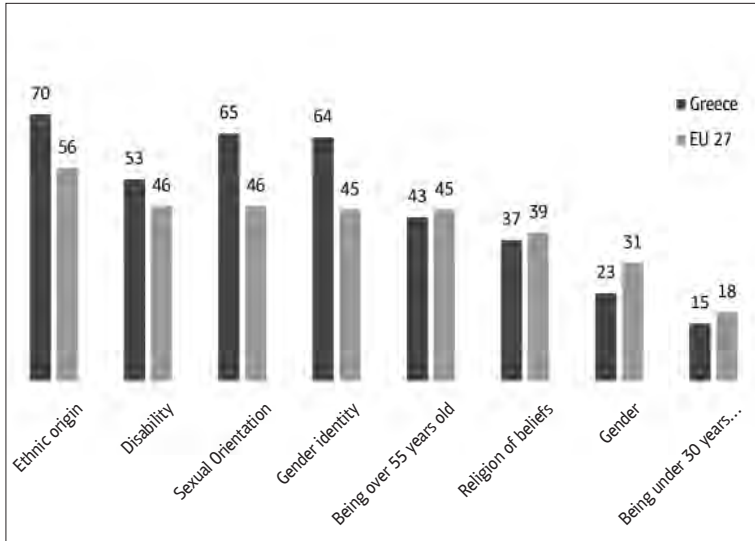
Figure 6.2 Very and fairly widespread types of discrimination in Greece



Source: Eurobarometer 77.4. Discrimination in the EU in 2012 – Results for Greece

Comparing discrimination rates in Greece with the EU-27 mean (Figure 3), it is noticed that rates are higher in Greece on the grounds of ethnic origin (70% versus 56% in EU-27), disability (53% versus 46% in EU-27), sexual orientation (65% versus 46% in EU-27), and gender identity (64% versus 45% in EU-27). On the other hand, lower rates of discrimination are observed on the grounds of gender (23% versus 31% in EU-27), whereas they are more or less equally high when it comes to discrimination on the grounds of age (for both persons over 55 years old and persons under 30 years old) and religion or beliefs.

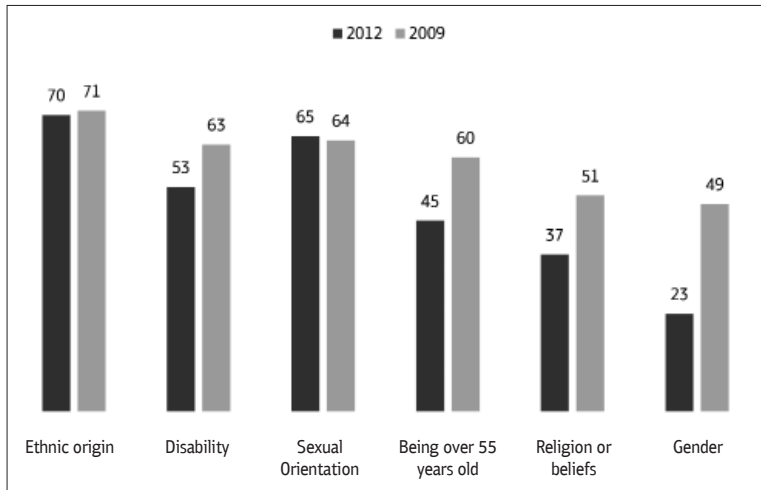
Figure 6.3 Types of discrimination in Greece and the EU



Source: Eurobarometer 77.4 Discrimination in the EU in 2012

Comparing Eurobarometer’s 2012 findings for Greece with the finding of 2009, as they are presented in Figure 6.4, it is observed that citizens’ perceptions about discrimination on the grounds of ethnic origin (71% in 2009 and 70% in 2012) and sexual orientation (64% in 2009 and 65% in 2012) remain steady. However, there is a decrease in other types of discrimination, which is rather impressive when it comes to gender discrimination (from 49% in 2009 to 23% in 2012).

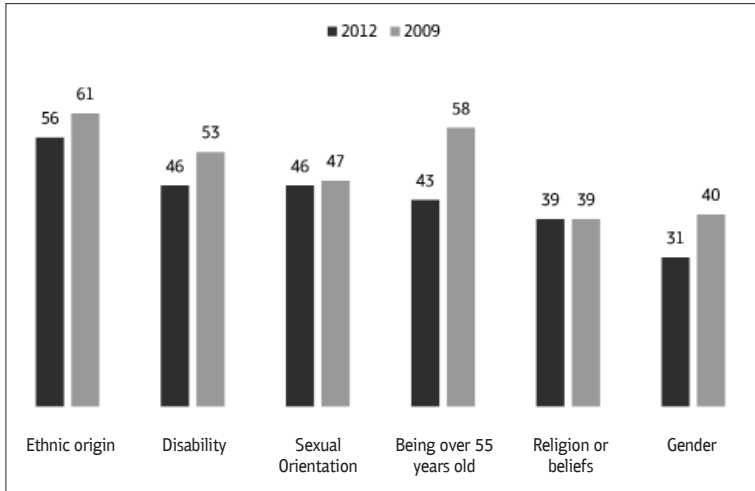
Figure 6.4 Comparative longitudinal data of discrimination in Greece



Source: Eurobarometer 2012 and 2009, Discrimination in the EU

Perceptions of discrimination on different grounds across all EU countries are presented in Figure 6.5 (for 2009 and 2012). Evidently rates for 2012 are lower compared to the ones for 2009 in five of six grounds of discrimination, whereas rates for discrimination due to religion or beliefs are exactly the same. This probably shows that citizens have become more aware of the legislative framework, which could be a fruit of the efforts made by national authorities in the anti-discrimination field.

Figure 6.5 Comparative longitudinal evaluation of discriminations in the EU



Source: Eurobarometer 2012 and 2009, Discrimination in the EU

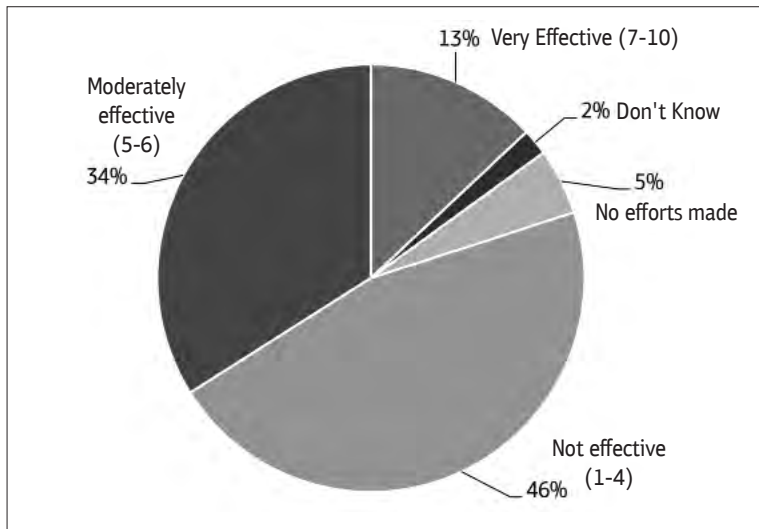
In 2012, almost one in two citizens (48%) in Greece and the EU report they don't know their rights if they were victim of discrimination or harassment, whereas 27% respond positively; 14% of citizens in Greece and 14% in EU-27 spontaneously answered "that depends". Compared with 2009, negative responses are lower by 15% in Greece and an average of 4% in the EU-27. On the other hand, positive responses are increased by 10% in Greece and 4% in EU-27.

Both Greeks (32%) and European as a whole (34%) would prefer to report their case to the police if they were the victims of discrimination or harassment. Greeks would secondly turn to a lawyer (20%) or an equal opportunities organization (18% versus 16% at the European level). Tribunals take up the fourth place, followed by various NGOs and associations, whereas trade unions follow.¹²⁰

120. Eurobarometer 77.4, Results for Greece.

Figure 6.6 presents the views of respondents in Greece regarding the effectiveness of national policies in tackling discrimination. As can be seen, 46% of respondents think that efforts made to fight all forms of discrimination are not effective (giving a score from 1 to 4 on a scale from 1 to 10), compared with 34% that believes they are moderately effective (points 5 and 6 on the scale) and 13% that thinks they are very effective (points 7 to 10 on the scale). EU-27 rates, which are presented in Figure 7, are 31%, 37% and 22% respectively. The Greek average in the 10-point scale is 4.3 and the EU average is 5.1.¹²¹

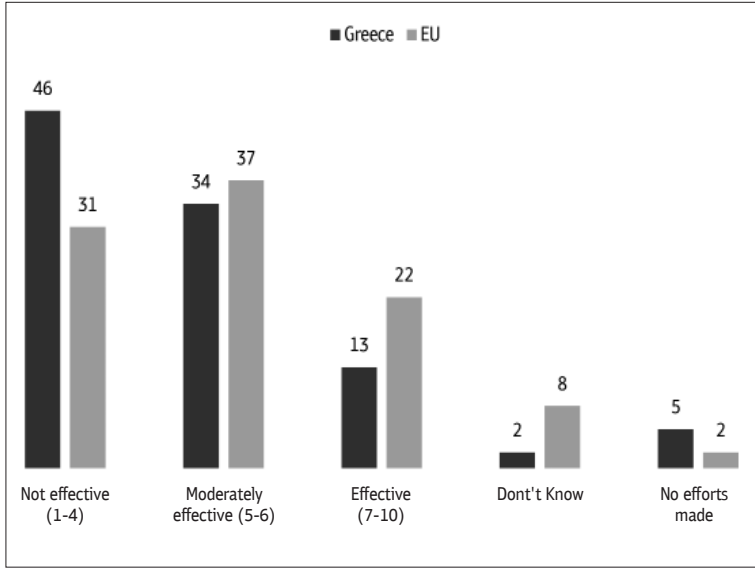
Figure 6.6 Effectiveness of public policies in combating discrimination in Greece



Source: Eurobarometer 77.4, Discrimination in the EU in 2012

121. Special Eurobarometer 393 / Wave EB77.4 p. 80.

Figure 6.7 Effectiveness of public policies in combating discrimination



Source: Eurobarometer 77.4, Discrimination in the EU in 2012

Respondents in Greece, as well as Europeans as a whole are not against having a woman or a person with disability in the highest elected political office in their country. They would also support, although to a lesser degree, a young person under 30 years old. On the other hand, they would be more hesitant concerning a gay, lesbian or bisexual person, a person from a different religion than the majority of the population and a person over 75 years old.¹²²

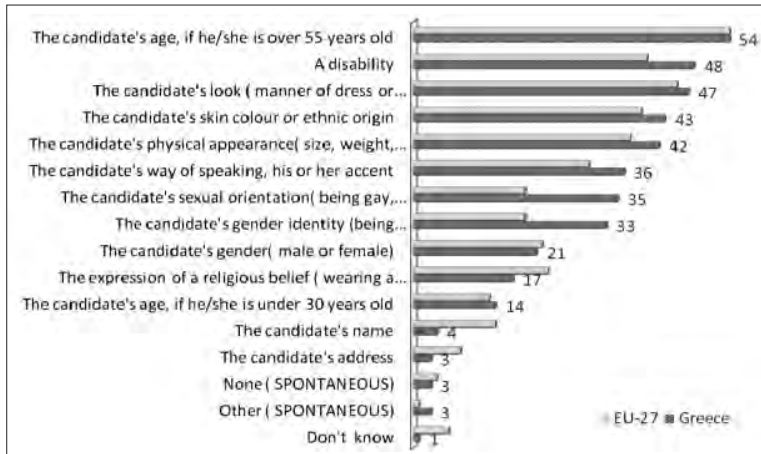
Discrimination however is also prominent in the workplace. Job candidates' certain characteristics may in most cases act as determinants for their selection or not by prospective employers. Asked "when a company wants to hire someone and has the choice between two candidates with equal skills and qualifica-

122. Special Eurobarometer 393 / Wave EB77.4 p. 15.

tions, which of the following criteria may, in your opinion, put one candidate at a disadvantage”, respondents in Greece consider the candidate’s age, specifically being over 55 years old, as the primary criterion of discrimination in the labour market (54%). This is followed by disability (48%) and the candidate’s look (manner of dress or presentation, 47%). The candidate’s skin colour or ethnic origin (43%) and his/her physical appearance (size, weight, face, etc, 42%) are also believed to be significant grounds of discrimination. Age over 55 years old is at the top (54%) when EU-27 is concerned, followed by the candidate’s look (45%) and disability (40%).

Figure 6.8 presents in detail the criteria which could put a candidate at a disadvantage in the labour market, as well as response rates for Greece and the EU.

Figure 6.8 Factors that are perceived to put job applicants at a disadvantage in Greece and the EU

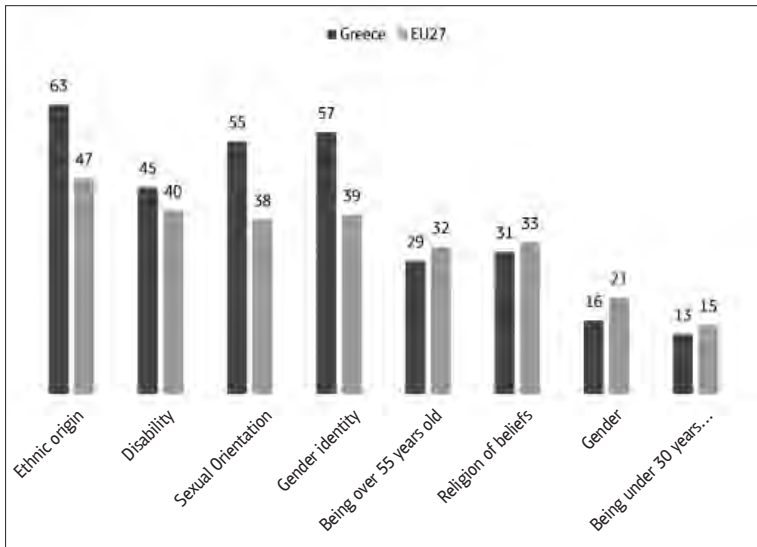


Source: Eurobarometer 77.4, Discrimination in the EU in 2012

The Eurobarometer survey regarding discriminations in 2012 included a question on **discriminations outside working life**,

that is discriminations that are not related to the labour market, employment and occupation, but concern everyday life, for example in education, when people go shopping, visit restaurants/bars, go to a doctor or to a hospital, try to rent an accommodation or buy a property, etc. Responses in Greece and the EU-27 are presented in Figure 6.9.

Figure 6.9 Discriminations outside working life in Greece and the EU



Source: Special Eurobarometer 393 / Wave EB77.4

Most respondents in Greece (63%) consider discrimination outside working life on the grounds of ethnic origin to be widespread, as do 47% of respondents in the EU; 32% of respondents in Greece and 44% in the European Union think that such discriminations are rare on the grounds of ethnic origin¹²³. In Greece, discrimination on the grounds of gender identity (57%),

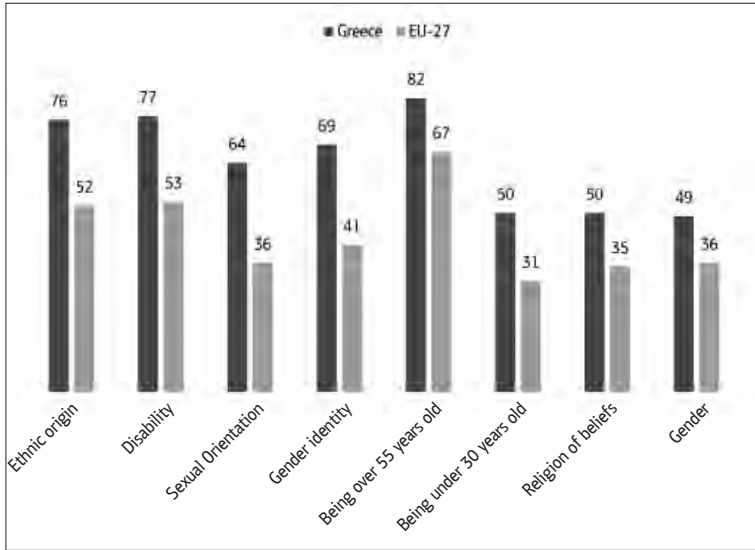
123. Special Eurobarometer 393 / Wave EB77.4, p. 20.

sexual orientation (55%) and disability (45%) follow. Rates for the aforementioned grounds of discrimination are higher in Greece compared to EU-27 averages. On the contrary, concerning the remainder four grounds of discrimination, that is age (being over 55 years old), religion or beliefs, gender, age (being under 30 years old), rates are slightly lower in Greece compared to EU-27 average.

Comparing 2012 data, presented in Figures 3 and 9, for both Greece and the EU, it is observed that discrimination outside the labour market are considered as less widespread for all eight grounds of discrimination. This underlines the particularities of employment and of the labour market, where discriminatory treatment is a more frequent and widespread phenomenon. This is where competent authorities should turn their focus in.

On the other hand, the Eurobarometer's data suggest that citizens think that the economic crisis contributes to more discrimination in the labour market. Two out of three Europeans think that the recession contributes to more discrimination against "older" workers (those aged over 55). Furthermore, over half of all Europeans believe that the economic recession is contributing to increased discrimination against the disabled and on the basis of ethnic origin. It should be noted however that rates for these two grounds of discrimination were lower in 2012 (53% and 52% respectively) compared to 2009 (56% and 57% respectively). Notable are also the very high rates in Greece compared to the EU, as they are presented in Figure 6.10. We thus observe that the economic crisis, as expected, is reflected on all eight grounds of discrimination in Greece.

Figure 6.10 Impact of the economic crisis on discrimination in the labour market in Greece and the European Union



Source: Special Eurobarometer 393/ Discrimination in the EU in 2012

Moreover, 54% of Europeans think that policies promoting equality and diversity are considered less important and receive less funding due to the economic crisis,¹²⁴ whereas the respective rate in Greece reaches 80%. Comparing 2012 and 2009 findings show that public opinion has shifted and is now quicker to acknowledge that, especially in member-states more touched by the economic crisis. Characteristic changes occurred in Spain, with an increase of 32%, Greece (+19) and Cyprus (+17).¹²⁵

Respondents in Greece widely support measures that will enhance diversity in the labour market. More specifically, 80% support training employees and employers on diversity issues, 87%

124. Special Eurobarometer 393 / Wave EB77.4, p. 83.

125. Special Eurobarometer 393, p. 84.

support the monitoring of recruitment procedures , in order to ensure that candidates coming from groups at risk of discrimination have the same opportunities as other candidates with similar qualifications and skills. Also, 85% positively view monitoring the composition of the labour force in order to evaluate the representation of groups that might be subject to discrimination. Proportions are higher for all three aforementioned anti-discrimination and pro-equality measures in Greece compared to EU average.

6.6 Discrimination in Greece: Data from the European Social Survey (ESS)

The European Social Survey (ESS) is carried out since 2002 and every two years. It constitutes the biggest and most significant periodical international attitudes-and-beliefs survey conducted during the past few years in Europe.¹²⁶ Five rounds have already been completed and Greece has taken part in all of them, apart from the third round. The Survey's fifth round was carried out from 6-5-2011 to 5-7-2011 in Greece and a total of 2.715 questionnaires were filled (response rate of 65.6%).

The following two questions are related to discrimination:

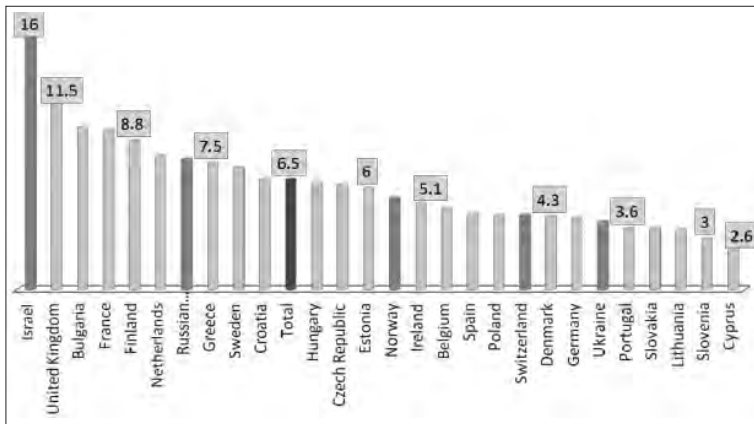
- a) "Would you describe yourself as being a member of a group that is discriminated against in this country?" and
- b) "On what grounds is your group discriminated against? On

126. The survey was designed and carried out according to the specifications of other periodical surveys, as the Eurobarometer of the European Values Survey (EVS), and has already been established as a valid tool of macroscopic empirical investigation of social phenomena. The fact that it is carried out in repeated two-year rounds and that more and more European countries are included, generates a constant influx of data/information of unique reliability and usefulness, for both the international scientific-academic community and international politics.

the grounds of colour or race, nationality, religion, language, ethnic group, age, gender, sexuality, disability, other grounds.”

The proportion of respondents who identify themselves as members of groups that are subject to discrimination amounts to 7.5% in Greece, whereas the respective average across the 27 participating countries is 6.5%. It should be noted that certain countries outside the EU also take part in the ESS; these countries are presented with a different colour in the following figure. More specifically, in our country, from a total of 2.715 questionnaires, 203 people answered “Yes”, 2.502 responded “No” and 10 people answered “I don’t know”. Percentages for each country are presented in Figure 6.11.

Figure 6.11 Member of group subject to discrimination

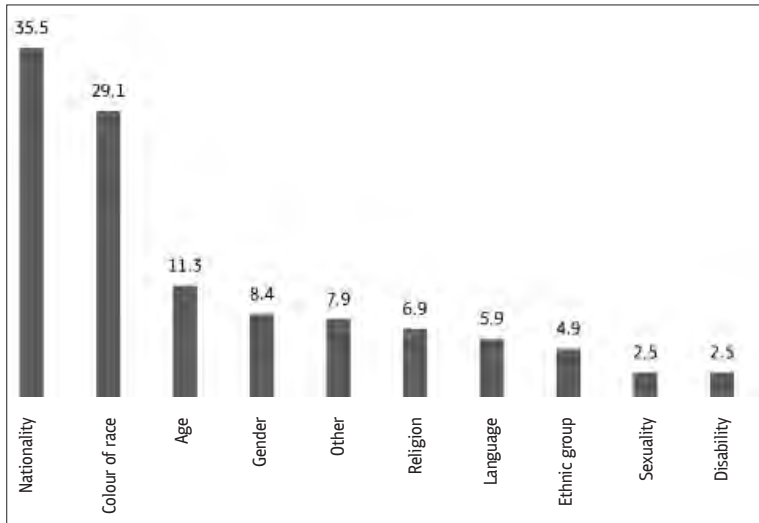


Source: ESS Data Results- 5th round

As the ESS data suggest, perceived discrimination rate is higher in Greece compared to the average of the 27 participating countries. However, the highest rates of perceived discrimination are documented in Israel (16%), followed by United Kingdom (11%). Cyprus (2.6%) and Slovenia (3%) stand on the other end,

exhibiting the lowest rates of perceived discrimination. Results regarding the particular grounds of discrimination are presented in Figure 6.12.

Figure 6.12 Grounds of discrimination in Greece



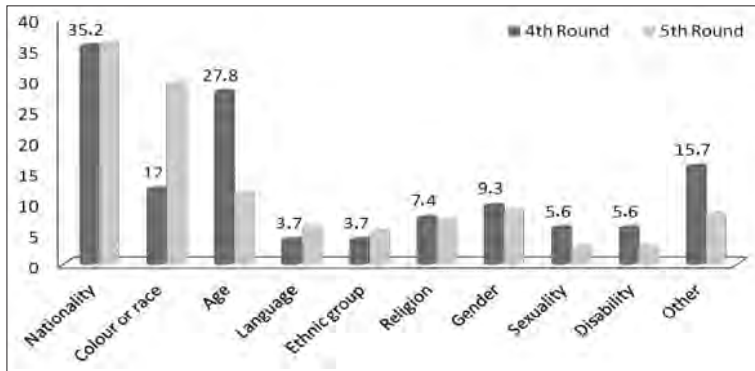
Source: ESS Data, Results of 5th Round

The most commonly reported grounds of discrimination in Greece are nationality by 35.5%, colour or race by 29.1% and age by 11.3%. On the other end we find discrimination due to sexual orientation and disability, both amounting to 2.5%. These data are in accordance with the outcomes of the Eurobarometer's survey, as well as data from the Greek Ombudsman based on citizens' complaints filed with the Authority.

Comparing data from ESS 4th and 5th round (2009 and 2011 respectively), as they are presented in Figure 13, we notice a relative stability when it comes to proportions of perceived discrimination on the grounds of nationality (35.2% and 35.5% respective-

ly), whereas perceived discrimination due to colour or race more than doubled (from 12% to 29.1%). We further notice a great decrease in perceived discrimination due to age (from 27.8% in 2009 to 11.3% in 2011). Among the ten discrimination grounds included in this question, rates appear to be lower in six of them, remain stable for nationality, and increase for the remainder three grounds of perceived discrimination.

Figure 6.13 Longitudinal presentation of discriminations in Greece



Source: ESS Data, Results of 4th and 5th Round

6.7 Application of the anti-discrimination legislative framework in individual European Union member-states

In order to evaluate the incorporation and application of Directives 2000/43/EC and 2000/78/EC across individual European states and in order to foster a comparative analysis, five countries with different characteristics were selected. Selection was performed based on Esping- Andersen welfare state models, also taking into account geographical criteria for the presentation of states belonging to the same model. Based on a series of multidimensional criteria incorporating funding, objectives, universality of protection system, type of services offered and their relations

to the market, Esping- Andersen distinguishes three welfare state models: the liberal-anglosaxon model, where the basic criterion for social rights is need; the central-European state-corporatist, where rights distribution is categorical, i.e. according to employment integration and insurance; and the sociodemocratic-Scandinavian, which acknowledges rights to all citizens, regardless of needs or occupational efficiency.¹²⁷ United Kingdom is selected to represent the first model, Germany and France – as Western countries determiningly contributing to the process of European unification – and Spain – as a Southern European country having a lot in common with Greece - represent the second model, and Sweden represents the third.

National equality bodies have been established across all five of the aforementioned EU states, as the community directives explicitly mention; these authorities aim to monitor the application of anti-discrimination legislation, as well as the protection of the principle of equal treatment.

6.7.1 National equality bodies

The Equality and Human Rights Commission (EHRC) operates since 2007 in the United Kingdom. It replaced the three previous committees, namely the Commission for Racial Equality, the Disability Rights Commission and the Equal Opportunities Commission (McColgan, 2012:162). EHRC's duties include promoting and encouraging the respect of equal opportunities. It covers all grounds of equality mentioned in EU legislation and has the power to take enforcement measures and issue binding decisions. Equality Commission Northern Ireland (ECNI) was specially established in Northern Ireland, which has similar functions as the newly-established EHRC (and, in some cases, more powers when

127. Katrougalos, 2009: 118.

it comes to affirmative action). The UK Commissions work with relative effectiveness and operational independence.¹²⁸

The HALDE (Haute Autorité de Lutte contre les Discriminations et pour l'Égalité – Supreme Authority against Discrimination and for Equality) in France operates since June 2005. All forms of discrimination, both direct and indirect, prohibited by the laws of France, fall within its jurisdiction. As of May 1st 2011, the Authority merged with other specialized bodies into one constitutionally enshrined authority, the Défenseur des droits (DDD – Defender of Rights). The Supreme Authority's jurisdiction is to investigate individual and collective complaints following requests from individuals, NGOs, Trade Unions or members of Parliament. Its investigative powers permit it to request explanations from any public or private person, including disclosing documents and relevant witnesses' testimonies. In case of non-compliance with the investigative services, legislation provides that the Supreme Authority could ask for a court order. It could also request that all necessary investigations be carried out by any state service and can proceed to visits in all non-private facilities after due notice and consent of the owner. In the case of a criminal offence, HALDE, as well as its successor, the Defender of Rights (DDD), may transmit the claim to the penal courts or proceed with a penal transaction. This constitutes a type of negotiated penal sanction, proposed to actors of direct discrimination.¹²⁹ In 2011, HALDE and the Defender of rights jointly accepted about 8.200 complaints concerning all grounds and types of discrimination.

A Federal Anti-Discrimination Authority (*Antidiskriminierungsstelle des Bundes*) was institutionalized in 2007 in Germany and operates ever since. All grounds of discrimination covered by the law fall within its jurisdiction, excluding however the ju-

128. See also Sarris 2012: 108-109.

129. Latraverse S., 2012:150

risdiction of specialized state services involved in relevant issues. The Authority is organisationally associated with the Ministry of Family, Senior Citizens, Women and Youth, and its Head is independent and only subject to the law. The Authority's task is to support people protect their own rights against discrimination, to raise awareness concerning legal means against discrimination, to offer counselling and to contribute in reaching extrajudicial settlements¹³⁰. There also other services concerned with discrimination matters; the most notable among them are Commissioners for Migration, Refugees and Intergration/Foreigners, the Commissioners for National Minorities and Immigrants of German Ethnicity (Aussiedler), and the Commissioners for the Concern of Disabled Persons.

In Spain the "Council for the promotion of equal treatment of all persons without discrimination on the grounds of racial or ethnic origin" was established in 2009 as a collective governing body. The Council is attached to the Ministry of Health, Social Policy and Equality.¹³¹ Its functions correspond with the ones described in Article 13.2 of the directive 2000/43 and are the following: "a) Providing independent assistance to victims of direct or indirect discrimination on grounds of racial or ethnic origin in pursuing their complaints; b) Conducting independent and autonomous surveys and analyses, and publishing independent

130. Mahlmann 2012, p. 96-98.

131. The Council was established by Act 62/2003 and its composition, competencies and operating rules were adjusted by Royal Decrees 1262/2007 and 1044/2009. Its operation began on the 28th October 2009. The Council consists of a Chairman and 28 members, 14 of which are members of public administration and 14 are social partners and stakeholders. Members are distributed as follows: a) Seven members representing central government, all with the rank of Director General, b) Seven members from other levels of government, c) Four members from social partners, and d) Ten members representing organizations and associations whose activities are related with promoting equal treatment and non-discrimination on the grounds of racial or ethnic origin.

reports, concerning discrimination [...]; c) Promoting measures conducive to equal treatment and the elimination of discrimination on racial or ethnic grounds, and, where applicable, making appropriate recommendations and proposals [...].”¹³². The Ombudsman may collaborate with the aforementioned Council on issues falling within its competences. Furthermore, Spain has established another three specialized organizations in the field of discrimination, with relatively limited intervention capabilities and a mainly counselling role: a) The National Disability Council on equal opportunities, non-discrimination and universal accessibility for disabled people, which operated since 2005; b) the National Roma Council; and c) the Forum for the Social Integration of Immigrants.

Since January 2009, a new equality ombudsman¹³³ operates in Sweden. The Ombudsman is entitled to investigate discrimination complaints according to any of the anti-discrimination laws, as well as the right to represent individuals in discrimination cases of that are of importance in terms of case law or any otherwise. The Ombudsman may impose a monetary fine. It is also required to provide counselling, independent assistance and support in general to persons and institutions, to be concerned with education, information and opinion-formation regarding combating discrimination and to propose institutional and other forms of anti-discrimination measures, also monitoring international developments. Independent investigations and reports are important parts of this task. The Ombudsman – although appointed by the Government – is independent when it comes to reaching

132. Cachón, 2012: 112.

133. There were four Ombudsmen until 2008: one Ombudsman on equal opportunities issues (gender), one for non-discrimination on the grounds of ethnic origin, who also covered discrimination due to religion or belief, one for discrimination due to disability and one for discrimination due to sexual orientation.

a decision on individual matters¹³⁴. It is funded by the state; the Swedish Parliament makes decisions regarding funding, based on proposals made by the Government and as part of the general state budget. The role of NGOs is relatively limited in Sweden, with the exception of various organizations, parts of the people with disabilities movement. However, as long as there are relevant NGOs, the Ombudsman is in constant dialogue with them. The Equality Ombudsman received 1957 new complaints in 2011. Among these there were 563 disability cases, 694 cases regarding ethnic origin, 348 concerning gender discrimination, 248 cases about age discrimination, 121 complaints relating to religion or belief, 45 cases of alleged discrimination on the grounds of sexual orientation, and 27 cases regarding gender identity¹³⁵.

6.7.2 Data on discrimination from the Eurobarometer Survey

According to the 2012 Eurobarometer, respondents in **United Kingdom** believe that ethnic origin is the most widespread ground of discrimination (57% versus 56% in the EU-27), followed by religion or beliefs (50% versus 39% in the EU-27), sexual orientation (43% versus 46% in the EU-27), disability (43% versus 46% in the EU-27), gender identity (41% versus 45% in the EU-27), age (being over 55 years old, 39% versus 45% in the EU-27), gender (28% versus 31% in the EU-27), and discrimination against the youth, that is being under 30 years old (23% versus 18% in the EU-27).¹³⁶ For three out of eight grounds of discrimination (namely ethnic origin, religion or beliefs and being under

134. Norberg, 2012:91.

135. Norberg, 2012:91.

136. Special Eurobarometer 393, *Discrimination in the EU in 2012*, pp 9-15. "For each ground of discrimination, could you please tell me whether, in your opinion, it is very widespread, fairly widespread, fairly rare or very rare in your country?" Responses include categories "very widespread" and "fairly widespread".

30 years old) United Kingdom rates are higher than the EU-27 average.

Respondents in **France** regard ethnic origin as the most widespread ground of discrimination (by 76%). Religion and disability (66% each), sexual orientation (61%), age discrimination (being over 55 years old, 56%), gender identity (53%), gender (48%), and discrimination against young people (under 30 years old, 30%) follow. Rates for all eight grounds of discrimination are higher in France compared to the EU average.

Respondents in **Germany** also put ethnic origin at the top as the most widespread ground of discrimination, with a rate of 51%. Gender (37%), sexual orientation (36%), being over 55 years old (35%), religion and disability (34%), gender (18%), and being under 30 years old (10%) follow. Rates for all eight grounds of discrimination are lower in Germany compared to the EU-27 average, as opposed to France.

According to the 2012 Euqobarometer, ethnic origin remains the main ground of discrimination in **Spain**, at a rate of 58%. Gender (53%), being over 55 years old (45%), sexual orientation (44%), disability (40%), gender (38%), religion or beliefs (32%) and being under 30 years old (19%) follow. Proportions are higher in Spain compared to the EU average, regarding the grounds of ethnic origin, gender identity, being under 30 years old and gender, and are about the same when discrimination due to sexual orientation is concerned. Rates are lower for the remainder three grounds of discrimination.

Respondents in **Sweden** rank ethnic origin as the main ground of discrimination, with a very high rate (75%). Religion (58%), gender identity (57%), disability (52%), sexual orientation (47%), gender and being over 55 years old (45%) and being under 30 years old (13%) follow. Rates in Sweden are lower than the EU average only when discrimination against people under 30 years old is concerned. They are higher when it comes to discrimina-

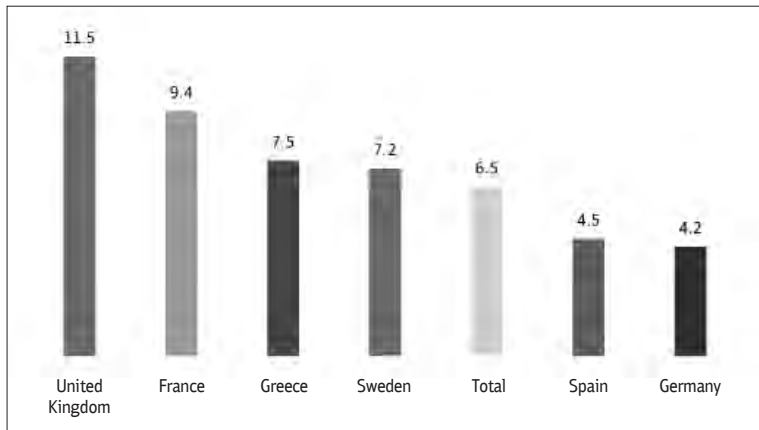
tion against people over 55 years old, and are about the same for all remainder grounds of discrimination.

Figures presenting data for each of the five aforementioned countries, as well as the EU-27 average regarding all eight grounds of discrimination and based on the 2012 Eurobarometer findings can be found in the Appendix (Discrimination across European countries).

6.7.3 Data on discrimination from the 5th Round of the ESS

Figure 6.14 presents data from the European Social Survey (ESS) regarding perceived discrimination, and particularly the proportions of people who identify themselves as members of groups subject to discrimination. A comparison can be made at the same time between Greece and the average of the 27 states that took part in the 5th round of the survey.

Figure 6.14 Member of group subject to discrimination



Source: ESS Data Results of 5th round

The highest rates of perceived discrimination are documented in the United Kingdom, where 11.5% of citizens report being

members of groups which is subject to discrimination on one or more grounds. Next in line are France with 9.4%, Sweden with 7.2%, Spain with 4.5% and Germany with 4.2%. The three former countries have rates above the average of the participating countries, while United Kingdom and France exhibit higher rates of perceived discrimination than Greece.

Table 6.4 contains individual percentages by ground of discrimination for all five countries. In order to assist comparisons, rates from Greece are presented in the last column on the right. It should be noted that only those who identified themselves as members of groups subject to discrimination respond to this question.

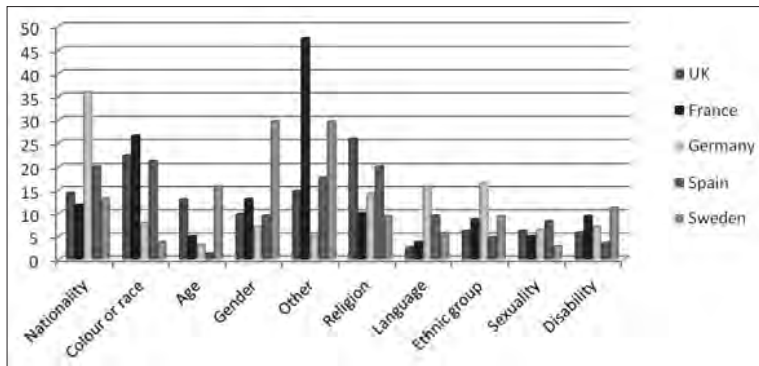
Table 6.4 Grounds of perceived discrimination

Discrimination grounds	United Kingdom	France	Germany	Spain	Sweden	Greece
Nationality	14.3	11.7	35.9	20	13	35.5
Colour or race	22.2	26.5	7.8	21.2	3.7	29.1
Age	12.9	4.9	3.1	1.2	15.7	11.3
Gender	9.7	13	7	9.4	29.6	8.4
Other ground	14.7	47.5	5.5	17.6	29.6	7.9
Religion	25.8	9.9	14.1	20	9.3	6.9
Language	2.5	3.7	15.6	9.4	5.6	5.9
Ethnic group	6.1	8.6	16.4	4.7	9.3	4.9
Sexuality	6.1	4.9	6.3	8.2	2.8	2.5
Disability	5.7	9.3	7	3.5	11.1	2.5

Source: ESS Data Results of 5th round

Data presented in the Table above suggest that perceived discriminations on the ground of religion are mostly common in the United Kingdom, followed by discrimination on the grounds of colour or race (22.2%), other grounds (14.7%) and nationality (14.3%). Respondents in France rank “other” as the main ground of discrimination (47.5%), followed by discrimination due to colour or race (26.5%), and nationality (11.7%). In Germany the lion’s share is given to discriminations due to nationality (35.9%), followed by the grounds of ethnic group (16.4%), language (15.6%), and religion (14.1%). Most prominent are discriminations on the grounds of colour or race in Spain (21.2%), followed by religion (20%) and other ground (17.6%). Finally, citizens in Sweden mainly perceive themselves as victims of gender discrimination (29.6%) and of other grounds (29.6%), which are followed by age discriminations (15.7%). Grounds of discrimination across all five countries are presented in Figure 6.15.

Figure 6.15 Grounds of discrimination



Source: ESS Data, 5th Round results - <http://ess.nsd.uib.no/>

The highest rates are documented when perceived discriminations on the grounds of colour or race, nationality and other

grounds are concerned. Apart from Table 4, data for each individual country are also presented in Figures in the Appendix.

6.8 Comparative overview

Drawing from Eurobarometer data, it is evident that in Greece as well as the other five EU member-states this report is concerned with, **ethnic origin** is the main ground of discrimination. In France (76%), Sweden (75%) and Greece (70%) rates of discrimination due to ethnic origin overexceed the EU-27 average (56%). However, a decrease is documented from 2009 to 2012 (see Figure I, Appendix), which is quite significant in Spain (from 66% to 58%), relatively subtle in Germany (from 54% to 51%) and marginal (i.e. only by 1%) in France, Sweden, Greece and the United Kingdom. Discriminations due to nationality are steadily high in Germany (35.9%) and Greece (35.5%), according to the data from the 5th round of the European Social Surevy (see Figures IX and XII in the Appendix).

A decrease is also documented when gender discrimination is concerned; this is found across all six countries (see Figure II in the Appendix), but is quite impressive in Greece, where there is a decrease of 26% (from 49% in 2009 to 23% in 2012). Also notable is the decrease of gender discrimination in the United Kingdom (from 43% to 28%), and in Germany (from 30% to 18%). The highest gender discrimination rates are found in France (48%), which are far above the EU-27 average (31%). According to the ESS data, perceived discrimination on the ground of gender (29.6%) is prominent among responses of members of groups subject to discrimination in Sweden (see Figure XI in the Appendix).

Discrimination **on the grounds of sexual orientation** is mostly widespread in Greece for 2012 (65%), exhibiting a marginal increase by 1% compared to 2009 (Figure III, Appendix). An in-

crease is also found in the United Kingdom (from 40% to 43%), whereas a 10% decrease is found in Sweden (from 57% to 47%) and no changes are documented in France, Spain, and Germany. On the other hand, according to the ESS findings, rates discrimination due to sexuality are quite low, while the highest rates (8.2%) are documented in Spain.

Compared to 2009, in 2012 a significant decrease is found across all countries when **age discrimination** is concerned. The most impressive decrease is documented in Greece and Spain by 17% and 16% respectively (see Figure IV in the Appendix). According to the Eurobarometer survey, discrimination on the grounds of age reaches the highest rate (56%) in France compared with the remainder five countries included in this report, and is 11% higher than the EU-27 average. According to the ESS data, the highest rate of age discrimination is found in Sweden (15.7%).

An increase of discriminations **due to religion or beliefs** is marked in France, Sweden, the United Kingdom, and Germany, whereas a decrease is documented in Greece and no change is found in Spain (Figure V, Appendix). The rate in France marked an 8% increase over three years (from 58% to 66%) and is the by 27% higher than the EU-27 average (66% versus 39%). Also, according to the ESS 5th round outcomes citizens in the United Kingdom mention religion as the main discrimination ground (Figure VII, Appendix).

According to data from the Eurobarometer, discrimination on **the grounds of disability** rates appear lower across all six countries, while the greatest decrease, by 16%, is documented in Spain (from 56% in 2009 to 40% in 2012), followed by Greece, where rates fell by 10% (Figure VI, Appendix). The highest rates (66%) are marked in France, which overexceed the EU-27 average by 20%. The ESS data suggest that discrimination on the grounds of disability rates are the highest in Sweden compared to the remainder five countries.

6.9 Conclusions

Drawing from the Commission's reports, it is important to be mentioned that all member-states have incorporated the directives into their national law, in such a way that probably exceeds the requirements set by European legislation concerning the grounds of discrimination prohibited by law, the protection's scope of application and the competences of the national equality bodies¹³⁷. Most member-states have incorporated the directives into their civil and labour law, whereas a minority of countries have also integrated them into their criminal law.

The transposition of the Racial Equality and Employment Equality Directives into national law of the EU member-states contributed to codifying and clarifying the anti-discrimination legislation, but also to significantly increasing legal protection in this area. This is clearly inferred from the increase in the number of cases brought before national courts for law violations relating to discrimination. The equalization of protection across all grounds of discrimination, which persists in some countries, is very encouraging.

The 2012 Eurobarometer survey suggests a decrease in rates for almost all grounds and forms of discrimination. This probably has to do with the citizens being more aware of discrimination and their rights, but also with a positive application of relevant legislations. Furthermore, data from the 5th round of the European Social Survey suggest lower rates of perceived discrimination.

Although significant progress has been made during the past few years and despite the fact that the majority of states seems to satisfy the material scope of the directives, notable gaps and shortcomings still exist and it is imperative that they are addressed. For example there is a lack of protection in certain countries and not all employees and self-employed persons are covered, especially

137. European Commission, 2010, p. 3.

in the public sector. Moreover, some countries provide limited protection when it comes to the distribution of goods and services, which is restricted to those goods and services that are available to the public. It is ultimately up to the courts to decide whether national legislation contradicts the European legislation and to ensure its effective implementation¹³⁸

A shared characteristic is that national case law regarding all grounds of discrimination mentioned by the directives is nowadays more frequent, even though the number of cases remains quite low in certain countries or is specific to certain grounds in the expense of others. There are also certain procedural difficulties (deriving also from short deadlines of lapse provided by the legislation, time-consuming procedures, high costs or failures in providing legal aid), which affect the access to justice and the effective application of law. It should however be noted that there is a great increase in the number of preliminary questions filed with the European Court, particularly regarding age discrimination, but it is still not known how these decisions will be applied at a national level. This is greatly due to ambiguities in the directives, and therefore in many national provisions which integrated them; thus judicial interpretation is of vital significance in order to clarify these limitations. Of extreme interest is also the case law of the European Court of Human Rights, operating within the framework of the Council of Europe and monitors the application of the European Convention for the Protection of Human Rights (ECHR). This court work in parallel with the EU Court and investigates discrimination cases that do not fall into the directives' scope of application. The two courts have developed a dynamic dialogue and influence each other.

The role of the national equality bodies is also very important. These have been established within member-states in order to en-

138. European Union, 2010, p. 100.

sure the implementation of laws and the protection of the principle of equal treatment. What can be clearly stated is that there is an increase across all countries of citizens' complaints concerning discriminatory treatment, although not with the same intensity for all grounds. Ultimately, the need to further inform citizens about the anti-discrimination protection provided by law for all grounds of discrimination remains quite timely.

Regarding Greece in particular, despite any gaps of Law 3304/2005, there is today a comprehensive anti-discrimination legislative framework, which has been recently enhanced with Laws 4074/2012 and 4097/2012; these laws incorporate into the Greek legislation directives and international conventions, thus increasing the level of protection. Looking closely into the application of legislation, we could argue that complaints regarding discriminations on the grounds of religion or beliefs and sexual orientation are still quite limited. A greater effort needs to be made in this area by the state, in order to raise public awareness and in order for citizens to learn their rights. According to the Eurobarometer survey, in Greece there is a relatively stable view regarding discriminations due to ethnic origin and sexual orientation, whereas a decrease is documented on other grounds, especially regarding gender discrimination. Discrimination on the ground of nationality remains the basic ground of discrimination in Greece, as the ESS findings also suggest. Out of the ten proposed grounds of discrimination, there is a decrease in six, nationality rates remain stable, and rates are higher for the remainder three.

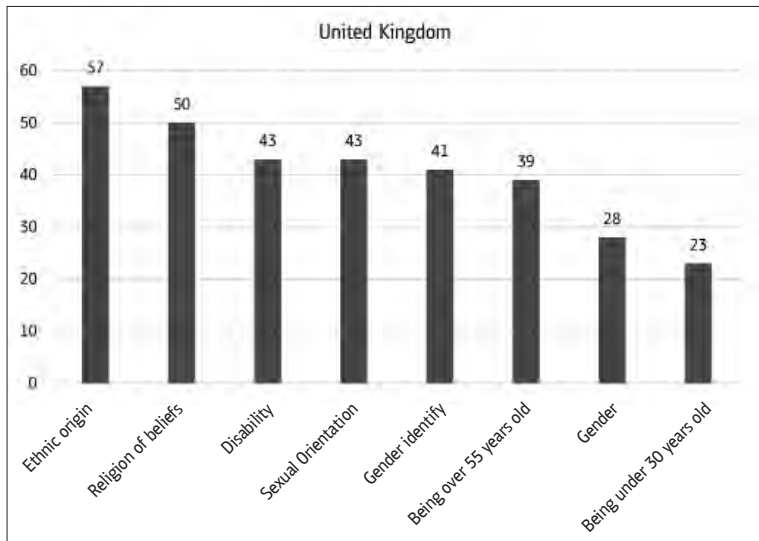
Discriminations seem to be more intensified in the labour market, where all rates are higher. Age discrimination (being over 55 years old) appears as the most prominent ground of unequal treatment. Discrimination outside working life is seen as occurring less often. The economic crisis has also increased discriminations, particularly in the labour market and mainly due to flexible

forms of employment and the change of scenery, brought about by a series of legislative interventions.

The primary duty of the Greek state is to raise citizens' awareness and to disseminate information regarding anti-discrimination legislation. Raising public awareness on discrimination issues is an important tool, which will ultimately be used to combat them. Developing social dialogue among government, the civil society and social partners could constitute a significant step of progress. In addition, NGO's working in the anti-discrimination field could play a determining role through directly addressing and fighting discrimination, but also through their legitimization in front of court authorities when defending victims of discrimination.

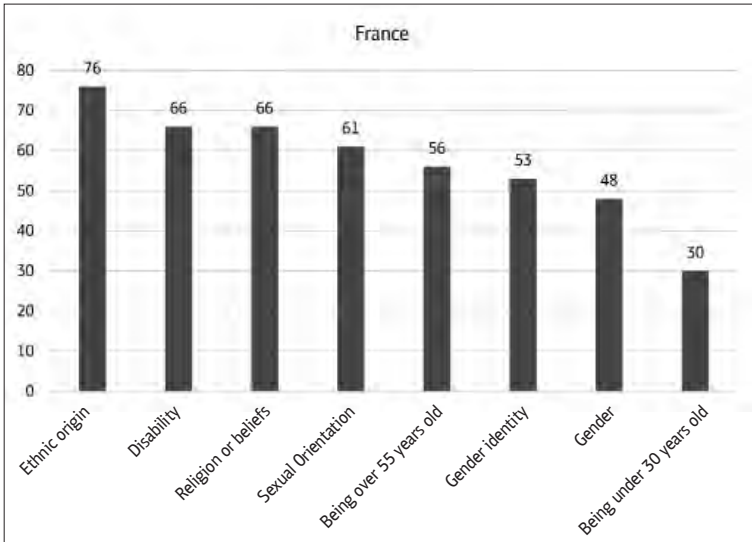
6.10 Appendix

6.10.1 Discrimination across European countries based on Eurobarometer

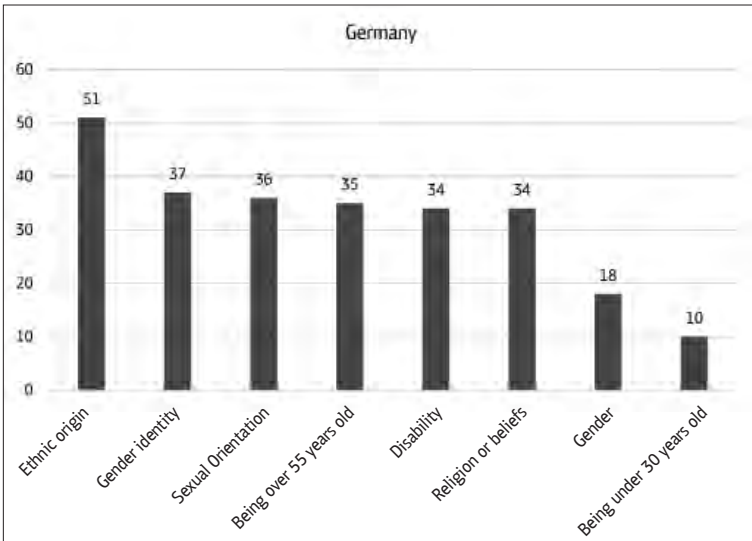


Source: Special Eurobarometer 393 / Discrimination in the EU in 2012.

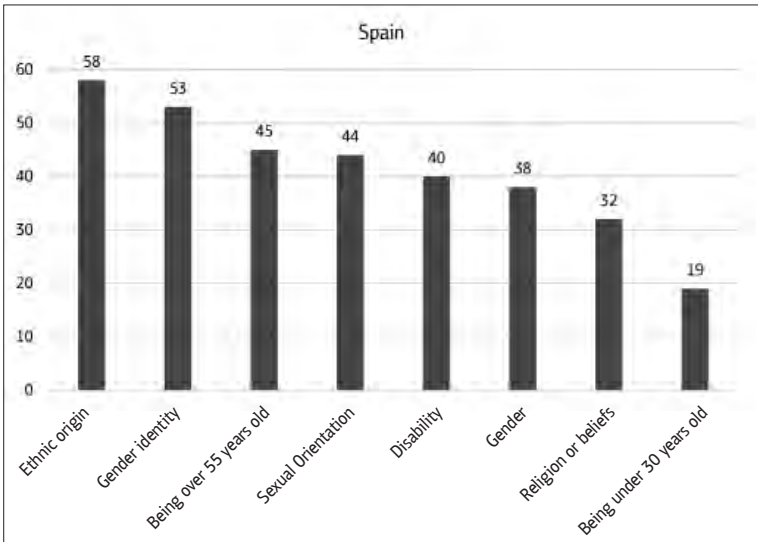
VULNERABLE SOCIAL GROUPS AND DISCRIMINATION
IN THE LABOUR MARKET



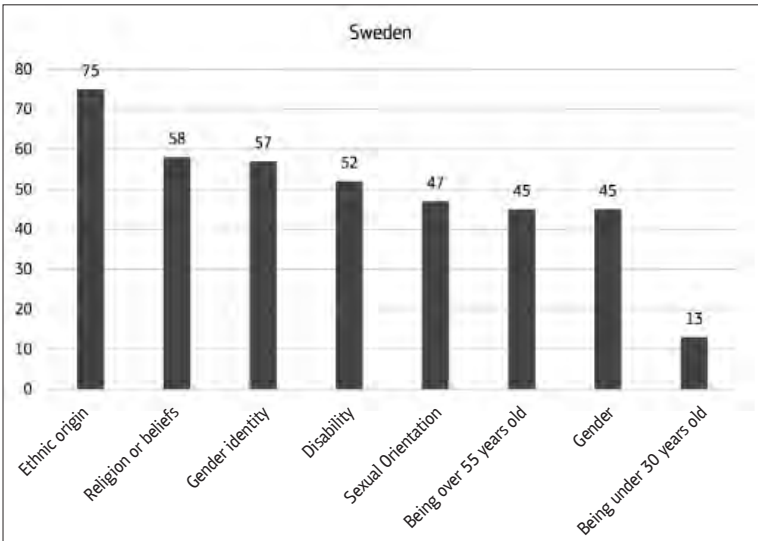
Source: Special Eurobarometer 393 / Discrimination in the EU in 2012.



Source: Special Eurobarometer 393 / Discrimination in the EU in 2012.

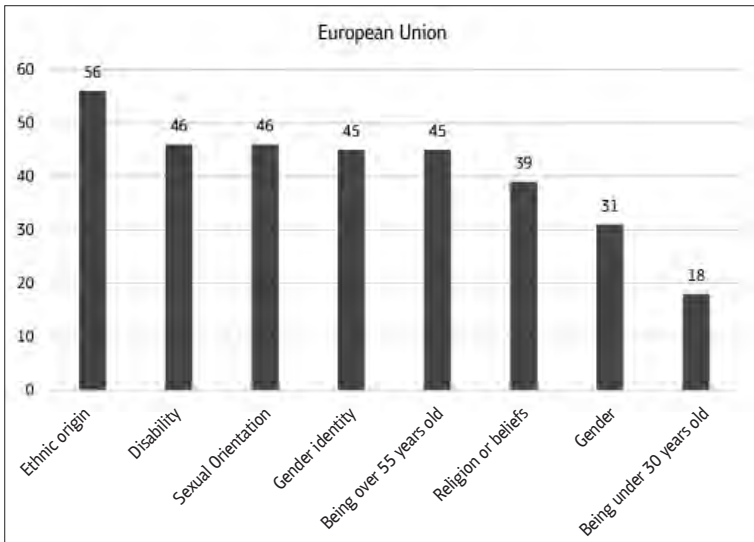


Source: Special Eurobarometer 393 / Discrimination in the EU in 2012.



Source: Special Eurobarometer 393 / Discrimination in the EU in 2012.

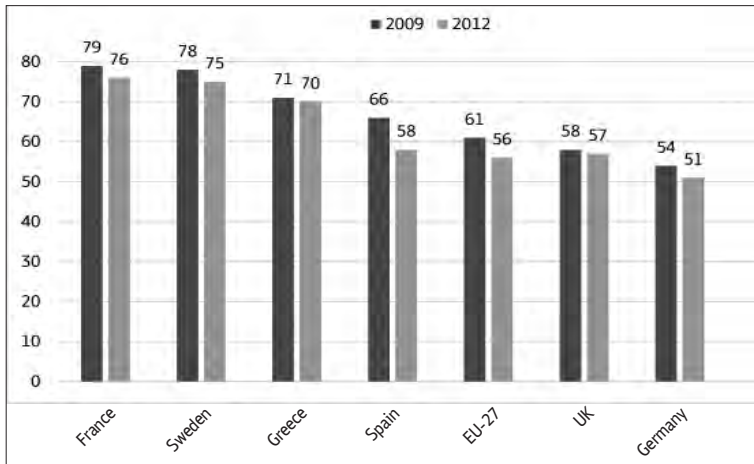
VULNERABLE SOCIAL GROUPS AND DISCRIMINATION
IN THE LABOUR MARKET



Source: Special Eurobarometer 393/Discrimination in the EU in 2012

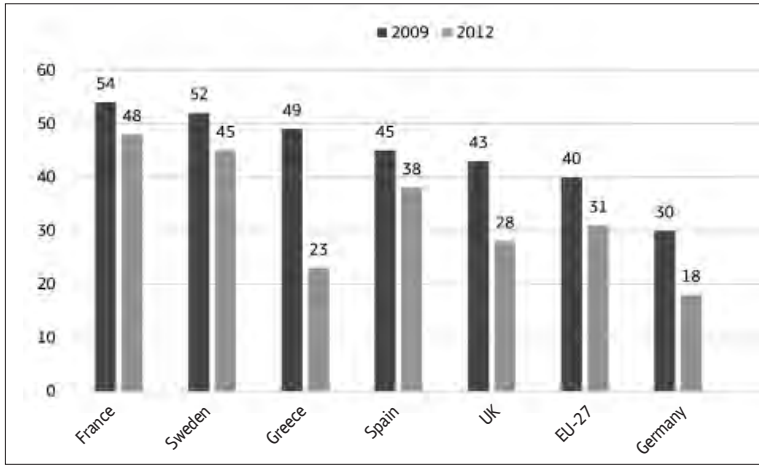
6.10.2 Discrimination on specific grounds based on Eurobarometer

Figure I Discrimination on the grounds of ethnic origin



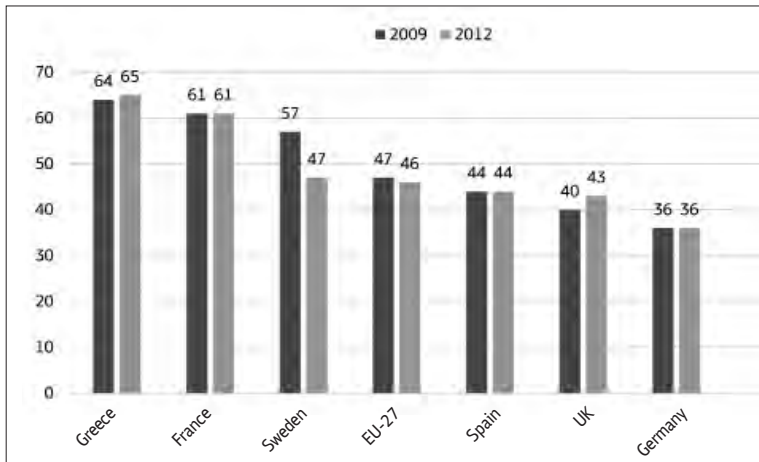
Source: Eurobarometer 2009, 2012

Figure II Discrimination on the grounds of Gender



Source: Eurobarometer 2009, 2012

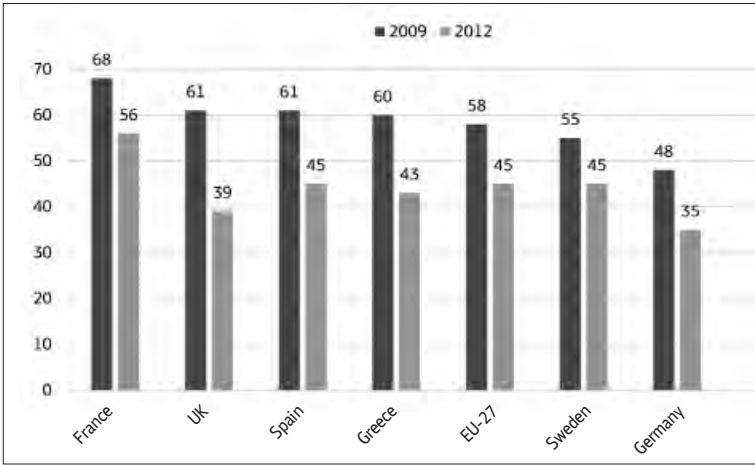
Figure III Discrimination on the grounds of sexual orientation



Source: Eurobarometer 2009, 2012

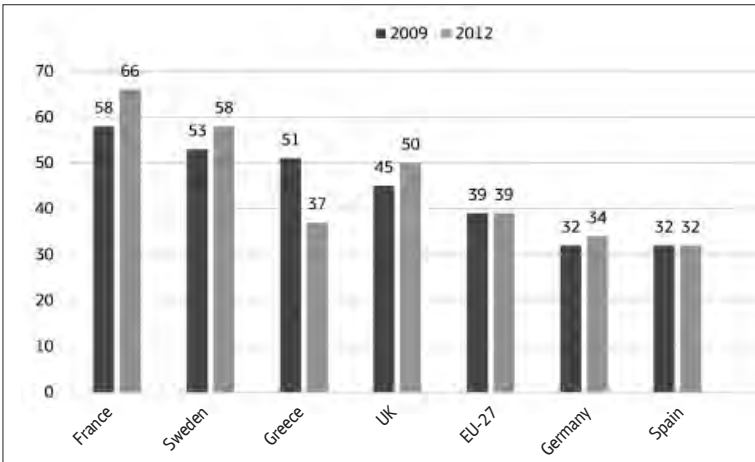
VULNERABLE SOCIAL GROUPS AND DISCRIMINATION
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Figure IV Discrimination on the grounds of age



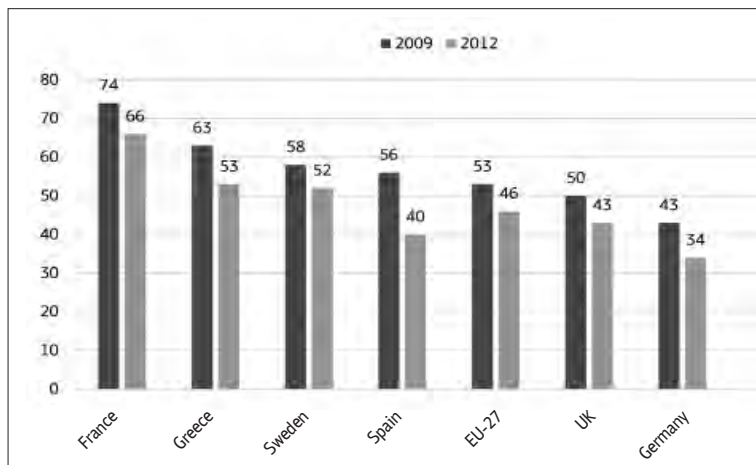
Source: Eurobarometer 2009, 2012

Figure V Discrimination on the grounds of religion or beliefs



Source: Eurobarometer 2009, 2012

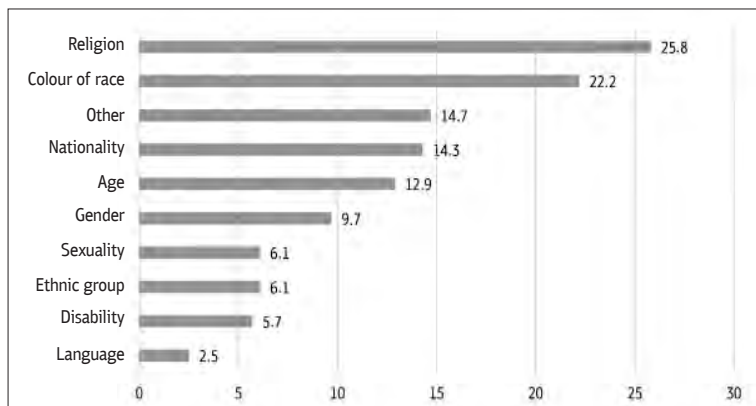
Figure VI Discrimination on the grounds of disability



Source: Eurobarometer 2009, 2012

6.10.3 Discrimination across European countries based on ESS Data.

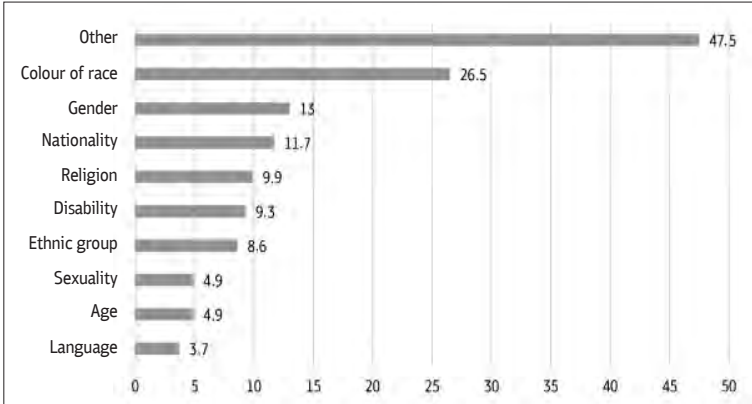
Figure VII Grounds of discrimination in the United Kingdom



Source: ESS Data, Results of 5th Round

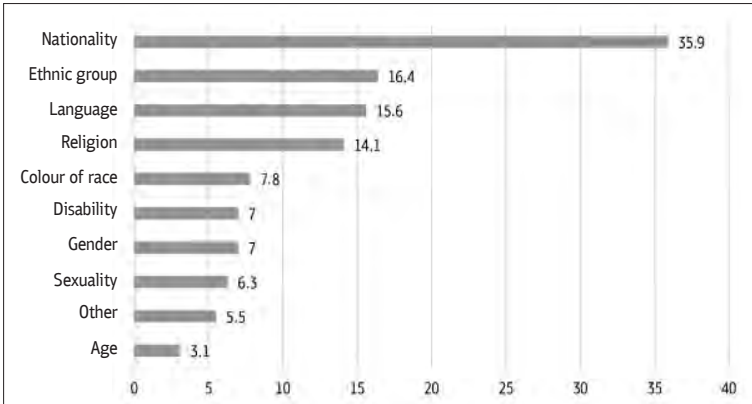
VULNERABLE SOCIAL GROUPS AND DISCRIMINATION
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Figure VIII Grounds of discrimination in France



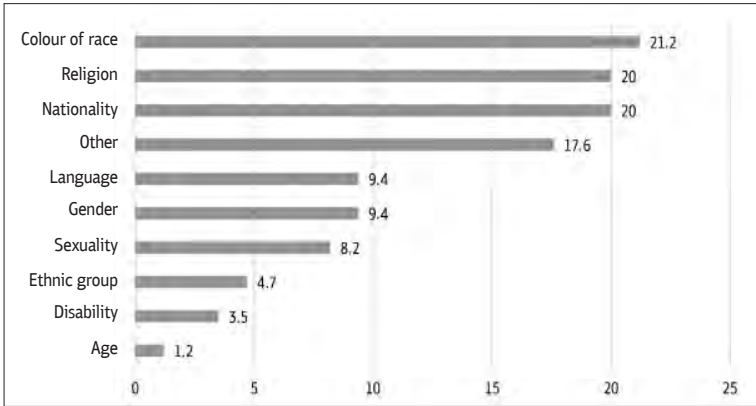
Source: ESS Data, Results of 5th Round

Figure IX Grounds of discrimination in Germany



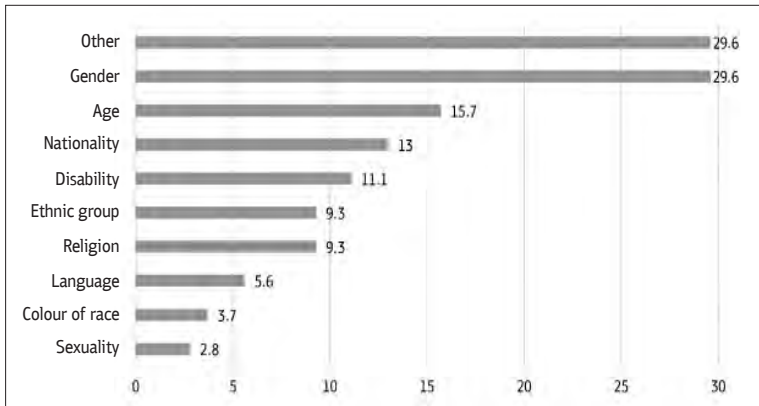
Source: ESS Data, Results of 5th Round

Figure X Grounds of discrimination in Spain



Source: ESS Data, Results of 5th Round

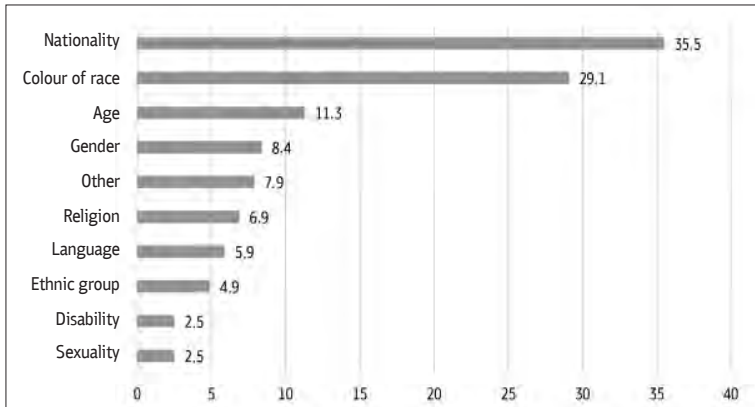
Figure XI Grounds of discrimination in Sweden



Source: ESS Data, Results of 5th Round

VULNERABLE SOCIAL GROUPS AND DISCRIMINATION
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Figure XII Grounds of discrimination in Greece



Source: ESS Data, Results of 5th Round

7. Econometric specification of demographic effects of socially vulnerable groups in employment

Nick Drydakis



7.1 Introduction

In this chapter, an effort is made to evaluate the effects of socially vulnerable groups' demographic characteristics in the labour market. More specifically, appropriate econometric techniques are used in order to as impartially as possible assess the effect of the demographic characteristics of certain socially vulnerable groups' regarding:

- Their participation rate in the labour force.
- Their employment rate.
- The length of their professional life.
- Their unemployment period.
- Their hourly net wages.
- The likelihood of being covered by some social security fund.
- The degree to which they fear losing their jobs.
- The degree to which they have experienced discrimination when job-hunting.
- The degree to which they have experienced discrimination at work.

In order to help the reader consider the analyses' outcomes, Appendix (I) of the present chapter presents the coding of the 9 dependent variables. The control of predictor variables is based on the econometric models of multiple regressions discussed below:

Probit models are used in order to assess the probability of labour force participation. Bivariate Probit models with Sample Selection are used to estimate the determining factors in shaping

the probabilities of employment, insurance by a social security fund, fear of losing one's job, discrimination while job-hunting, and discrimination in the workplace. Lastly, Heckit models are used to assess the determining factors affecting length of professional life, unemployment period, and net hourly pay. Using Heckman-type models, two-step estimations control for sample selection bias (Wooldridge, 2006), while interaction effects estimate trends by vulnerable group (Braumoeller, 2004; Brambor et al., 2006).

The results of each analysis are presented below in detail. Tables present the regression coefficient for each variable, standard error, and the p-value which shows the statistical significance for each coefficient. Accepted statistical significance levels for the present research are 1%, 5% and 10%. The lowest lines of each table present the values of various statistical criteria used to control the goodness of fit of each multi-variable model. Analyses were run using the STATA software program (MP 12.1).

Regarding the selection of the independent variables entered as predictors in the specifications, they were chosen according to previous findings in the literature and are outlined below:

- The variable “*age*”, which stands for participants’ age, is able to affect the relationships under consideration, since, as people grow older, they accumulate knowledge, skills and professional experience (human capital) and international trends show that older people are more likely to be employed, to be part of the labour force and to get higher wages (Becker and Chiswick, 1966; Willis, 1986; Ashenfelter and Rouse, 1998; Bertola et al., 2007).
- The variable “*gender*”, which identifies participants’ gender (male-female), could affect the relationships under consideration, since child bearing and being involved in raising children for women, the obligation to serve the army for men, and gender differences in general seem, according to

- the international literature, to play a determining role in job selection (Becker, 1964; Becker, 1991; Bertola et al., 2007).
- The variables “*married*”, “*number of children*”, and “*number of household members*”, which refer to whether participants are married or single, the number of their children, and the number of their households members respectively, are able to affect the relationships in question, because, as evident by the international trends, marital status and the obligations of married life, can determine job selection, salary level, etc. (Becker, 1964; Becker, 1991; Bertola et al., 2007).
 - The variables:
 - “*primary school*” which indicates whether the respondent has completed at least one year in primary school or not,
 - “*compulsory education*”, which indicates whether the respondent has completed compulsory education (junior high school-gymnasion) or not,
 - “*higher education*”, which indicated whether the respondent is a university/ technical university/ vocational training graduate or not,
 - “*training seminars*”, which indicates whether the respondent has attended any training seminar or not,
 - “*fluency in Greek*”, “*fluency in English*”, which indicate whether the respondent is fluent in Greek and English respectively or not,
 - can potentially affect the relationships under consideration, since, according to the literature, all of the above variables enhance one’s human capital, they are considered as indices of productivity and efficiency and can affect the levels of employment, salaries, etc. (Becker and Chiswick, 1966; Willis, 1986; Becker, 1991; Ashenfelter and Rouse, 1998).
 - The variable “*civil servant*”, which indicates whether the employed respondent is a public servant or not, can affect the

relationships under consideration through the unique industrial and labour relationships dominating these particular sectors of employment (Blau and Robins, 1990; Becker and Chiswick, 1996; Ashenfelter and Rouse, 1998; Edin and Gustavsson, 2008).

- The variables:
 - “*years of work*”, indicating the length of work experience,
 - “*victim of discrimination while job-hunting*”, which indicates whether the respondent has ever been subject to discrimination while being a jobseeker or not,
 - “*victim of discrimination in current job*”, which indicates whether the respondent is a victim of discrimination in his/her current job or not,

seem they can affect the levels of salary and employment according to the theories of human capital, labour relations and occupational psychology (Becker, 1964; Willis, 1986; Becker, 1991; Harmon and Walker, 1995; Ashenfelter and Rouse, 1998).

- The variables:
 - “*Greek citizenship*”, which indicates whether the respondent holds the Greek citizenship or not,
 - “*Long-term illness or disability*”, which indicates whether the respondent suffers from a long-term illness/ disability or not,

can affect the relationships under examination (employment rates, labour force rates, net hourly wages), since all of the above variables/ characteristics, according to the literature, are used by employers as evaluation criteria (Drydakís, 2010; Drydakís, 2012).

- The variable “*Attica*”, which indicates whether the respondent lives in the Prefecture of Attica or not, can affect the relationships under examination, because a country’s urban centres offer more job opportunities and seem, according to international trends, to affect employment and labour force

participation rates, salaries, etc. (Becker, 1991; Hamermesh, 1993).

- The variables “*Long-term unemployed over 45 years old with low qualifications*”, “*People with disabilities*”, “*Roma and members of other special cultural groups*”, “*Greek Muslims and members of other special religious groups*”, “*Immigrants, returnees*”, “*Refugees-asylum seekers*”, “*Women victims of domestic violence*”, “*Women/Men victims of trafficking*”, “*Heads of single-parent families*”, “*Ex-convicts - Juvenile offenders*”, “*Ex-drug users*”, “*HIV Positive*”, “*Homeless*”, “*People under the poverty line*”, “*People subject to discrimination on the grounds of sexual orientation*”, “*People subject to discrimination on the grounds of social gender identity*”, weigh the likelihood of the respondent belonging to the aforementioned social groups.
- On the other hand, the variable “*control group*”, which indicates whether the respondent belongs to the control group or not, weighs the sampling methodology. Thus, evaluations are weighed, taking into account the fact that the sample did not derive from random sampling.

In order to help the reader go through the multiple regressions’ results, Appendix (II) of this chapter presents the coding of the independent variables.

Statistically significant results are outlined below, while each of the nine working specifications are subsequently presented separately with the outcomes of the corresponding multiple regression.

Statistically significant trends:

- ▷ People who experience discriminatory practices in their current job earn lower salaries and are more likely to fear being laid off.

- ▷ People who have experienced discriminatory practices while job-hunting are more likely to be inactive, unemployed and coping with long-term unemployment.
- ▷ Women are more likely to be inactive, long-term unemployed, with fewer years of working experience, to earn lower net salaries, to fear of being laid off, more likely to have experienced discrimination while job-seeking, and more likely to have experienced discrimination in previous jobs.
- ▷ Greek citizenship and fluency in Greek increase the likelihood of being part of the labour force, of being employed, of being unemployed for a shorter period of time, and of having insurance.
- ▷ Higher education graduates face lower unemployment rates, shorter periods of unemployment, more years of work experience, higher pay, and greater likelihood to be registered with social security funds.
- ▷ People who have attended training seminars are less likely to be inactive, unemployed and long-term unemployed.
- ▷ People living in Attica face lower unemployment rates, but the unemployed in Attica face long-term unemployment. In addition, people living in Attica count more years of work, have higher salaries and are more likely to be insured by social security funds. Moreover, they are less likely to fear being laid off and to have experienced discriminatory practices while job-hunting.
- ▷ People from the control group earn higher salaries, have higher rates of labour force participation, have greater likelihood of employment, shorter periods of unemployment, more years of work experience and are more likely to be insured. Also, they are less likely to fear being laid off, to have experiences discrimination while job-hunting or in previous posts.

- ▷ The homeless are more likely to be inactive. Refugees-asylum seekers face the highest unemployment rates. People with disability are more likely to have fewer years of work experience. Ex-drug users face the greatest likelihood of being unemployed for the longest period of time. People with disability earn the lowest hourly pay. The Roma and people from other special cultural groups are most likely to not be insured. Women victims of domestic violence are most likely to be afraid they might be dismissed. The long-term unemployed over 45 with low qualifications are estimated to be most likely to have experienced discrimination while seeking employment. People who are subject to discrimination on the grounds of social gender identity are most likely to have experienced discrimination in previous jobs.

I. Specific Determinants

1. Determinants of labour force participation rate

In this section we present the statistically significant determinants of the likelihood the respondents belong to the labour force (i.e. being employed or unemployed-job seekers). Control group members face 11.7% greater likelihood to be part of the labour force, a statistically significant estimation at level 1%. Regarding differentiations among the vulnerable social groups, the homeless are most likely to be inactive (by 13.2%). People who are subject to discrimination on the grounds of sexual orientation are the least likely to be inactive (by 6.0%). Furthermore, those who report they had been subject to discrimination while seeking employment, show 3.8% less likelihood to participate in the labour force. Women who report having had been subject to discrimination while seeking employment are 15% less likely than men, who report having had been subject to discrimination while seeking employment, to be part of the labour force.

In addition, estimations show that men and married respondents are more likely to participate in the labour force by 4.9% and 5.2% respectively. Greek citizenship increases the likelihood of labour force participation by 5%. Lastly, people who have attended training seminars are more likely to participate in the labour force by 2% at 10% significance level.

Table 7.1 Determinants of labour force participation rate

Variables	Regression Coefficients	Standard Errors	P > z
Long-term unemployed over 45 years old with low qualifications	-0.132	0.034	0.000*
People with disabilities	-0.062	0.028	0.000*
Roma and members of other special cultural groups	-0.061	0.024	0.001*
Greek Muslims and members of other special religious groups	-0.066	0.021	0.000*
Immigrants, returnees	-0.102	0.022	0.000*
Refugees-Asylum seekers	-0.097	0.022	0.000*
Women victims of domestic violence	-0.110	0.020	0.000*
Women/Men victims of trafficking	-0.113	0.019	0.000*
Heads of single-parent families	-0.118	0.021	0.000*
Ex-convicts-Juvenile offenders	-0.070	0.023	0.000*
Ex-drug users	-0.071	0.028	0.000*
HIV Positive	-0.120	0.023	0.000*
Homeless	-0.138	0.024	0.000*
People under the poverty line	-0.115	0.021	0.000*
People subject to discrimination on the grounds of sexual orientation	-0.060	0.019	0.000*
People subject to discrimination on the grounds of social gender identity	-0.070	0.013	0.000*
Control group	0.117	0.021	0.000*
Age	0.001	0.000	0.008*
Gender	0.049	0.012	0.000*
Married	0.052	0.013	0.000*
Number of children	0.018	0.005	0.001*

Variables	Regression Coefficients	Standard Errors	P > z
Household members	0.003	0.004	0.359
Greek citizenship	0.050	0.011	0.000*
Primary school	-0.042	0.033	0.114
Compulsory education	0.001	0.016	0.911
Higher education	-0.000	0.013	0.993
Training seminars	0.020	0.014	0.089***
Fluency in Greek	0.023	0.013	0.118
Fluency in English	0.057	0.019	0.000*
Long-term illness	-0.008	0.018	0.609
Victim of discrimination while seeking employment	-0.038	0.012	0.003*
Victim of discrimination while job-hunting x Gender	0.150	0.032	0.000*
Attica	-0.112	0.110	0.122
LR chi2 (33)	97.994		
Prob > chi2	0.000		
Log likelihood	-150.850		
Pseudo R2	0.245		
Observations	1.064		

Notes: Bivariate Probit Model with Sample Selection (first stage results). Standard Errors are provided in a different column.

*Significance at level 1%.

**Significance at level 5%.

***Significance at level 10%.

7.2. Determinants of employment rate

In this section, we present the statistically significant determinants of the probability for respondents to be employed. The estimation of the multivariate model shows that control group members exhibit 53.2% higher employment rates. According to the estimations, refugees-asylum seekers exhibit the lowest unemployment rate (by 62%), while the lowest unemployment rate is found among Greek Muslims and members of other special re-

religious groups (by 35.2%). Estimations of unemployment rate for all vulnerable social groups are accepted at the 1% level of statistical significance. People who report having had been subject to discrimination while seeking employment exhibit 13.3% higher unemployment rates; note that this rate is higher for women (by 39.6%) compared to men who report having had been subject to discrimination while job-hunting.

Residents of Attica exhibit 4.3% lower unemployment rates. Educational level plays a statistically significant role. People who have completed compulsory education are estimated to face 16% lower unemployment rates, while higher education graduates (university/ technical university/ vocational training) exhibit 32.2% lower unemployment rates. Also, people who have attended training seminars face 5.5% lower unemployment rates, at 5% level of significance. Lastly, Greek citizenship and fluency in Greek increase employment rates by 11.1% and 17.9%, respectively.

Table 7.2 Determinants of employment rate

Variables	Regression Coefficients	Standard Errors	P > z
People with disabilities	-0.528	0.037	0.000*
Roma and members of other special cultural groups	-0.562	0.033	0.000*
Greek Muslims and members of other special religious groups	-0.352	0.032	0.000*
Immigrants, returnees	-0.590	0.032	0.000*
Refugees-Asylum seekers	-0.620	0.029	0.000*
Women victims of domestic violence	-0.604	0.026	0.000*
Women/Men victims of trafficking	-0.588	0.027	0.000*
Heads of single-parent families	-0.505	0.020	0.000*
Ex-convicts-Juvenile offenders	-0.519	0.038	0.000*
Ex-drug users	-0.502	0.042	0.000*
HIV Positive people	-0.488	0.029	0.000

Variables	Regression Coefficients	Standard Errors	P > z
People under the poverty line	-0.635	0.028	0.000*
People subject to discrimination on the grounds of sexual orientation	-0.510	0.027	0.000*
People subject to discrimination on the grounds of social gender identity	-0.520	0.034	0.000*
Control group	0.532	0.027	0.000*
Age	0.004	0.000	0.000*
Gender	0.021	0.019	0.272
Married	0.080	0.019	0.000*
Number of children	0.069	0.008	0.000*
Greek citizenship	0.111	0.019	0.000*
Primary school	0.163	0.018	0.000*
Compulsory education	0.160	0.017	0.000*
Higher education	0.322	0.025	0.000*
Training seminars	0.055	0.019	0.012**
Fluency in Greek	0.179	0.018	0.000*
Fluency in English	0.288	0.025	0.000*
Victim of discrimination while job-hunting	-0.133	0.021	0.000*
Victim of discrimination while job-hunting x Gender	0.396	0.007	0.000*
Long-term illness	-0.119	0.020	0.000*
Attica	0.043	0.027	0.000*
Mills ratio (λ coefficient)	0.593	0.012	0.008*
Prob > chi2 (30)	0.000		
Log likelihood	-247.540		
Pseudo R2	0.108		
Observations	1.154		

Note: Bivariate Probit Model with Sample Selection (second stage results). Standard Errors are provided in a different column.

**Significance at level 1%.*

***Significance at level 5%.*

****Significance at level 10%.*

7.3. Determinants of work experience

This section outlines the determinants affecting years of work experience (length of professional life). The estimations show that control group members exhibit 22% more likelihood to count more years of work experience, at 1% level of statistical significance. People with disabilities are the most likely to have less work experience (by 25.8%), while HIV positive individuals are the least likely (by 13.9%). Regarding people who have been subject to discrimination while seeking employment, women are 7.6% less likely to have a long work experience compared to men, at 5% level of statistical significance.

Moreover, men are more likely (by 31.9%) to have more years of work experience, as well as those who have completed at least one year in primary school (by 18%), higher education graduates (by 15%), those fluent in Greek (by 8%) and Attica residents (by 10.8%).

Table 7.3. Determinants of work experience (years)

Variables	Regression Coefficients	Standard Errors	P > z
Long-term unemployed over 45 with low qualifications	-0.172	0.068	0.007*
People with disabilities	-0.258	0.065	0.000*
Roma and members of other special cultural groups	-0.210	0.059	0.000*
Greek Muslims and members of other special religious groups	-0.200	0.058	0.000*
Immigrants, returnees	-0.249	0.056	0.000*
Refugees-Asylum seekers	-0.219	0.055	0.000*
Women victims of domestic violence	-0.211	0.052	0.000*
Women/Men victims of trafficking	-0.199	0.050	0.000*
Heads of single-parent families	-0.190	0.053	0.000*
Ex-convicts-Juvenile offenders	-0.090	0.060	0.154
Ex-drug users	-0.231	0.074	0.002*

Variables	Regression Coefficients	Standard Errors	P > z
HIV Positive people	-0.139	0.060	0.026**
Homeless	-0.180	0.050	0.001*
People under the poverty line	-0.210	0.053	0.000*
People subject to discrimination on the grounds of sexual orientation	-0.186	0.056	0.000*
People subject to discrimination on the grounds of social gender identity	-0.211	0.052	0.000*
Control group	0.220	0.050	0.000*
Age	0.052	0.001	0.000*
Gender	0.319	0.040	0.008*
Married	0.100	0.043	0.023**
Number of children	0.170	0.019	0.000*
Greek citizenship	0.081	0.060	0.179
Primary school	0.029	0.111	0.793
Compulsory education	0.180	0.066	0.006*
Higher education	0.150	0.052	0.006*
Training seminars	0.027	0.043	0.530
Fluency in Greek	0.080	0.040	0.046**
Fluency in English	0.220	0.060	0.000*
Victim of discrimination while seeking employment	-0.055	0.040	0.196
Victim of discrimination while seeking employment x Gender	0.076	0.021	0.023**
Long-term illness	-0.230	0.057	0.000*
Attica	0.108	0.058	0.061**
Mills ratio (λ coefficient)	0.538	0.042	0.006*
Prob > F	0.000		
Root MSE	0.516		
R ²	0.686		
Adj R ²	0.682		
Observations	1.011		

Notes: Heckit Model (second stage results).

Standard Errors are provided in a different column.

*Significance at level 1%.

**Significance at level 5%.

***Significance at level 10%.

7.4. Determinants of length of unemployment

In this section we present results regarding the factors affecting length of unemployment (months). Control group members are 21.2% less likely to face longer unemployment periods, at 5% level of significance. Regarding vulnerable social groups, ex-drug users are more likely to be unemployed for a longer period of time (by 31.6%) compared to the sample's weighted mean, while people subject to discrimination on the grounds of sexual orientation are the least likely to be unemployed for a long period of time (by 17.7%). People who have been subject to discrimination while seeking employment are more likely to be unemployed for a longer period of time (21%), while this rate is higher for women than men (by 10%). This estimation is statistically significant at 1% level.

Furthermore, men are 16.5% more likely to be unemployed longer. Length of unemployment is decreased for Greek citizenship holders by 34.4%, for those who have completed at least one year in primary school by 8.1%, for higher education graduates by 7.1%, for those who have attended training seminars by 12.9%, and for those fluent in Greek by 10.7%. Finally, estimations suggest that Attica residents are 9.6% more likely to be unemployed for longer.

Table 7.4 Determinants of length of unemployment (months)

Variables	Regression Coefficients	Standard Errors	P > z
Long-term unemployed over 45 with low qualifications	0.293	0.151	0.053***
People with disabilities	0.229	0.133	0.085***
Roma and members of other special cultural groups	0.233	0.109	0.033**
Greek Muslims and members of other special religious groups	0.233	0.109	0.034**

Variables	Regression Coefficients	Standard Errors	P > z
Immigrants, returnees	0.196	0.104	0.060**
Refugees-Asylum seekers	0.126	0.099	0.203
Women victims of domestic violence	0.213	0.096	0.026**
Women/Men victims of trafficking	0.290	0.104	0.005*
Heads of single-parent families	0.218	0.093	0.019**
Ex-convicts-Juvenile offenders	0.213	0.096	0.026**
Ex-drug users	0.316	0.147	0.032**
HIV Positive people	0.210	0.090	0.019**
Homeless	0.276	0.103	0.007*
People under the poverty line	0.243	0.095	0.011**
People subject to discrimination on the grounds of sexual orientation	0.177	0.098	0.059***
People subject to discrimination on the grounds of social gender identity	0.184	0.089	0.053***
Control group	-0.212	0.092	0.021**
Age	-0.012	0.001	0.000*
Gender	-0.165	0.039	0.000*
Married	0.016	0.040	0.679
Number of children	-0.048	0.015	0.001*
Greek citizenship	-0.344	0.045	0.000*
Primary school	0.044	0.084	0.595
Compulsory education	-0.081	0.047	0.084***
Higher education	-0.078	0.045	0.094***
Training seminars	-0.129	0.043	0.003*
Fluency in Greek	-0.107	0.040	0.009*
Fluency in English	-0.046	0.057	0.411
Victim of discrimination while seeking employment	0.219	0.041	0.000*
Victim of discrimination while seeking employment x Gender	0.100	0.172	0.000*
Long-term illness	0.256	0.051	0.000*
Attica	-0.096	0.046	0.036**
Mills ratio (λ coefficient)	0.554	0.010	0.000*

Variables	Regression Coefficients	Standard Errors	P > z
Prob > F	0.000		
Root MSE	0.639		
R ²	0.112		
Adj R ²	0.092		
Observations	822		

Notes: Heckit Model (second stage results).

Standard Errors are provided in a different column.

*Significance at level 1%.

**Significance at level 5%.

***Significance at level 10%.

7.5 Determinants of net salary (hourly)

Having already outlined the determinants of both the likelihood of employment and the likelihood of labour force participation, in the present section we investigate the factors that affect the level of net salaries. People with disabilities earn the lowest hourly pay (by 21.5%), while the lowest negative coefficient is met when people subject to discrimination on the grounds of sexual orientation are concerned (by 11.5%). Individuals who declared they have been subject to discrimination in their current job get lower salaries by 5.2%, among which women get 7.6% lower pay than men.

Civil servants get 12.6% higher salaries, while those who are registered with some social security fund earn 24.3% higher salaries compared to those who have no insurance. Both these results are statistically significant at level 1%. Married and years of work experience in turn increase hourly pay. All educational levels positively affect hourly pay, but higher education has the biggest impact by 18.5%. Moreover, fluency in Greek increases wage levels by 10%. Finally, employed residents of Attica earn higher wages by 15.6%.

Table 7.5 Determinants of net salary (hourly)

Variables	Regression Coefficients	Standard Errors	P > z
People with disabilities	-0.215	0.046	0.000*
Roma and members of other special cultural groups	-0.117	0.042	0.000*
Greek Muslims and members of other special religious groups	-0.160	0.042	0.000*
Immigrants, returnees	-0.161	0.041	0.000*
Refugees-Asylum seekers	-0.198	0.038	0.000*
Women victims of domestic violence	-0.190	0.030	0.000*
Women/Men victims of trafficking	-0.165	0.038	0.000*
Heads of single-parent families	-0.187	0.048	0.000*
Ex-convicts-Juvenile offenders	-0.138	0.052	0.004*
Ex-drug users	-0.140	0.054	0.009*
HIV Positive people	-0.139	0.025	0.001*
People subject to discrimination on the grounds of sexual orientation	-0.115	0.034	0.000*
People subject to discrimination on the grounds of social gender identity	-0.120	0.037	0.000*
Control group	0.185	0.036	0.000*
Age	0.006	0.001	0.000*
Gender	0.068	0.031	0.028**
Married	0.068	0.031	0.030**
Years of work	0.009	0.001	0.000*
Number of children	0.002	0.012	0.821
Greek citizenship	0.033	0.036	0.369
Primary school	0.140	0.080	0.073***
Compulsory education	0.158	0.041	0.000*
Higher education	0.185	0.032	0.000*
Training seminars	0.009	0.033	0.773
Fluency in Greek	0.100	0.034	0.007*
Fluency in English	0.097	0.038	0.012**
Public servant	0.126	0.038	0.009*
Insurance	0.243	0.037	0.000*
Victim of discrimination in current job	-0.052	0.007	0.000*

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Variables	Regression Coefficients	Standard Errors	P > z
Victim of discrimination in current job x Gender	-0.076	0.019	0.000*
Attica	0.156	0.035	0.000*
Mills ratio (λ coefficient)	0.306	0.008	0.008*
Prob > F	0.000		
Root MSE	0.461		
R ²	0.090		
Adj R ²	0.067		
Observations	735		

Notes: Heckit Model (second stage results).

Standard Errors are provided in a different column.

*Significance at level 1%.

**Significance at level 5%.

***Significance at level 10%.

7.6. Determinants of insurance by a social security fund

In the present section we present statistical findings regarding the factors affecting the likelihood for respondents to have insurance from some social security fund. The regression's results suggest that Roma and members of other special cultural groups are most likely to not have insurance, i.e. they are 8.7% less likely to be insured with a social security fund. This outcome is statistically significant at 1% significance level. On the other hand, control group members are 5.6% more likely to have insurance.

Respondents who hold the Greek citizenship are 11.4% more likely to have insurance, as well as those who have completed at least one year in primary school (by 20.3%), those who have completed compulsory education (by 14.2%), higher education graduates (by 8.8%), those fluent in Greek (by 7.7%), civil servants (by 4.8%), and Attica residents (by 7.3%). Also, those who earn higher wages are more likely to have insurance (by 3.8%).

Table 7.6 Determinants of insurance by a social security fund

Variables	Regression Coefficients	Standard Errors	P > z
People with disabilities	-0.070	0.031	0.009*
Roma and members of other special cultural groups	-0.087	0.027	0.004*
Greek Muslims and members of other special religious groups	-0.080	0.026	0.003*
Immigrants, returnees	-0.052	0.026	0.059***
Refugees-Asylum seekers	-0.060	0.026	0.002*
Women victims of domestic violence	-0.053	0.026	0.058***
Women/Men victims of trafficking	-0.059	0.025	0.007*
Heads of single-parent families	-0.052	0.020	0.004*
Ex-convicts-Juvenile offenders	-0.040	0.030	0.218
Ex-drug users	-0.068	0.035	0.085***
HIV Positive people	-0.030	0.030	0.390
Homeless	-0.045	0.029	0.143
People under the poverty line	-0.055	0.027	0.052***
People subject to discrimination on the grounds of sexual orientation	-0.053	0.030	0.055***
People subject to discrimination on the grounds of social gender identity	-0.057	0.027	0.052***
Control group	0.056	0.028	0.032**
Age	0.002	0.001	0.010**
Gender	0.006	0.021	0.751
Married	0.079	0.021	0.000*
Number of children	0.004	0.008	0.572
Greek citizenship	0.114	0.022	0.000*
Primary school	0.203	0.062	0.000*
Compulsory education	0.142	0.031	0.000*
Higher education	0.088	0.021	0.000*
Fluency in Greek	0.077	0.023	0.002*
Fluency in English	0.030	0.025	0.184
Long-term illness	-0.068	0.027	0.000*
Public servant	0.048	0.002	0.000*
Net hourly pay	0.038	0.000	0.000*

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Variables	Regression Coefficients	Standard Errors	P > z
Attica	0.073	0.024	0.002*
Mills ratio (λ coefficient)	0.453	0.018	0.003*
Prob > chi2 (30)	0.000		
Log likelihood	-522.466		
Pseudo R2	0.050		
Observations	708		

Notes: Bivariate Probit Model with Sample Selection (second stage results). Standard Errors are provided in a different column.

**Significance at level 1%.*

***Significance at level 5%.*

****Significance at level 10%.*

7.7 Determinants of fear of potential dismissal

Estimations of the factors affecting fear of potential dismissal experienced by employed individuals are presented in this section. Women victims of domestic violence are the most likely to fear being laid off (by 31%), while people with disabilities are the least likely (by 11%). Control group members are 21% less likely to fear they might get laid off. However, those who report they are victims of discrimination in their current job are 16.5% more likely to feel worried they might be dismissed; this rate is 8.3% higher for women than men experiencing discrimination in their current job.

Generally speaking, women are 19.5% more likely to fear they might be dismissed, a statistical finding at 1% level of significance. Furthermore, respondents with children are 7.8% more likely to fear they might be laid off, at 5% level of significance. Lastly, Attica residents are 34% more likely to experience fear of potential dismissal.

Table 7.7 Determinants of fear of potential dismissal

Variables	Regression Coefficients	Standard Errors	P > z
People with disabilities	0.110	0.057	0.051***
Roma and members of other special cultural groups	0.200	0.056	0.000*
Greek Muslims and members of other special religious groups	0.199	0.053	0.000*
Immigrants, returnees	0.195	0.050	0.000*
Refugees-Asylum seekers	0.254	0.057	0.000*
Women victims of domestic violence	0.310	0.048	0.000*
Women/Men victims of trafficking	0.218	0.059	0.002*
Heads of single-parent families	0.259	0.057	0.000*
Ex-convicts-Juvenile offenders	0.080	0.058	0.172
Ex-drug users	0.105	0.062	0.101
HIV Positive people	0.178	0.056	0.001*
Homeless	0.130	0.053	0.008*
People under the poverty line	0.238	0.058	0.000*
People subject to discrimination on the grounds of sexual orientation	0.254	0.055	0.000*
People subject to discrimination on the grounds of social gender identity	0.205	0.058	0.001*
Control group	-0.210	0.055	0.000*
Age	-0.002	0.003	0.124
Gender	-0.195	0.055	0.000*
Married	0.028	0.069	0.690
Years of work	0.002	0.003	0.429
Number of children	0.078	0.036	0.035**
Greek citizenship	-0.278	0.078	0.004*
Primary school	0.064	0.354	0.854
Compulsory education	0.120	0.119	0.306
Higher education	0.090	0.059	0.122
Long-term illness	0.031	0.108	0.777
Public servant	0.002	0.063	0.964
Victim of discrimination in current job	0.165	0.056	0.006*

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Variables	Regression Coefficients	Standard Errors	P > z
Victim of discrimination in current job x Gender	-0.083	0.007	0.000*
Attica	0.340	0.056	0.000*
Mills ratio (λ coefficient)	0.302	0.133	0.008*
Prob > χ^2 (33)	0.001		
Log likelihood	-154.612		
Pseudo R ²	0.127		
Observations	257		

Notes: Bivariate Probit Model with Sample Selection (second stage results). Standard Errors are provided in a different column.

**Significance at level 1%.*

***Significance at level 5%.*

****Significance at level 10%.*

7.8 Determinants of discrimination while seeking employment

In the present section we present the determinants affecting discriminatory practices while seeking employment. The long-term unemployed over 45 with low qualifications face the highest likelihood (by 34.9%) of experiencing discrimination while seeking employment. HIV positive individuals are the least likely (by 19%) to report having had been subject to discrimination while seeking employment. Control group members are 26% less likely to report having experienced discriminatory practices while seeking employment. On the other hand, more likely to report having experienced discrimination while seeking employment are women (by 13.2%), unmarried individuals (by 8.4%), those who have not graduated from higher education (by 6.7%) and those who live outside Attica (by 7.2%).

Table 7.8 Determinants of discrimination while seeking employment

Variables	Regression Coefficients	Standard Errors	P > z
Long-term unemployed over 45 with low qualifications	0.349	0.040	0.000*
People with disabilities	0.274	0.041	0.000*
Roma and members of other special cultural groups	0.210	0.039	0.000*
Greek Muslims and members of other special religious groups	0.209	0.038	0.000*
Immigrants, returnees	0.239	0.036	0.000*
Refugees-Asylum seekers	0.224	0.034	0.000*
Women victims of domestic violence	0.230	0.032	0.000*
Women/Men victims of trafficking	0.245	0.034	0.000*
Heads of single-parent families	0.245	0.034	0.000*
Ex-convicts-Juvenile offenders	0.249	0.032	0.000*
Ex-drug users	0.195	0.030	0.000*
HIV Positive people	0.190	0.040	0.000*
Homeless	0.224	0.037	0.000*
People under the poverty line	0.274	0.035	0.000*
People subject to discrimination on the grounds of sexual orientation	0.208	0.030	0.000*
People subject to discrimination on the grounds of social gender identity	0.268	0.032	0.000*
Control group	-0.260	0.031	0.000*
Age	0.003	0.001	0.009*
Gender	-0.132	0.027	0.000*
Married	-0.084	0.029	0.005*
Number of children	-0.019	0.012	0.099
Greek citizenship	0.031	0.033	0.340
Primary school	0.033	0.071	0.640
Compulsory education	0.011	0.039	0.776
Higher education	-0.067	0.029	0.004*
Long-term illness	0.167	0.033	0.000*
Attica	0.072	0.027	0.004*
Mills ratio (λ coefficient)	-0.076	0.012	0.006*
Prob > chi2 (27)	111.234		

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Variables	Regression Coefficients	Standard Errors	P > z
Log likelihood	-808.974		
Pseudo R2	0.000		
Observations	1.264		

Notes: Bivariate Probit Model with Sample Selection (second stage results).
Standard Errors are provided in a different column.

*Significance at level 1%.

**Significance at level 5%.

***Significance at level 10%.

7.9 Determinants of discrimination in previous jobs

In this section we present the determining factors of experiencing discriminatory practices in previous jobs. People subject to discrimination on the grounds of social gender identity are the most likely to have experienced discriminations in previous jobs (by 12%), while HIV positive individuals are the least likely to have been subject to discriminatory practices in previous employment posts (by 8%). Control group members are 9.8% less likely to have experienced discriminatory practices in previous jobs, whereas women are more likely to have experienced discriminations in previous jobs (by 4.7%), as well as unmarried people (11.3%), those who have not attended higher education (by 5.1%) and those who live outside Attica (by 16%).

Table 7.9 Determinants of discrimination in previous jobs

Variables	Regression Coefficients	Standard Errors	P > z
Long-term unemployed over 45 with low qualifications	0.097	0.046	0.028**
People with disabilities	0.112	0.044	0.004*
Roma and members of other special cultural groups	0.050	0.041	0.198
Greek Muslims and members of other special religious groups	0.047	0.039	0.173

Variables	Regression Coefficients	Standard Errors	P > z
Immigrants, returnees	0.092	0.041	0.016**
Refugees-Asylum seekers	0.105	0.036	0.004*
Women victims of domestic violence	0.097	0.027	0.003*
Women/Men victims of trafficking	0.110	0.026	0.002*
Heads of single-parent families	0.098	0.030	0.001*
Ex-convicts-Juvenile offenders	0.109	0.036	0.003*
Ex-drug users	0.103	0.050	0.017**
HIV positive people	0.080	0.040	0.003*
Homeless	0.095	0.039	0.017**
People under the poverty line	0.102	0.023	0.003*
People subject to discrimination on the grounds of sexual orientation	0.119	0.030	0.001*
People subject to discrimination on the grounds of social gender identity	0.120	0.038	0.001*
Control group	-0.098	0.034	0.000
Age	-0.003	0.001	0.002*
Gender	-0.047	0.020	0.000*
Married	-0.113	0.031	0.000*
Greek citizenship	0.042	0.039	0.259
Primary school	0.045	0.079	0.570
Compulsory education	-0.016	0.038	0.172
Higher education	-0.051	0.029	0.082***
Long-term illness	0.091	0.038	0.014**
Attica	-0.160	0.044	0.000*
Mills ratio (λ coefficient)	-0.056	0.018	0.003*
Prob > chi2 (26)	0.000		
Log likelihood	-732.999		
Pseudo R2	0.025		
Observations	1.086		

Notes: Bivariate Probit Model with Sample Selection (second stage results).

Standard Errors are provided in a different column.

*Significance at level 1%.

**Significance at level 5%.

***Significance at level 10%.

7.10 Synopsis

In this section, the findings of the estimated econometric specifications are summarized. These findings highlight tendencies regarding the most important phenomena/ variables under consideration, which concern the labour market participation of vulnerable social groups' members.

- **Determinants of labour force participation.** Homeless exhibit the highest likelihood of being inactive, whereas people subject to discrimination on the grounds of sexual orientation are the least likely to be inactive. Individuals who report having had been subject to discrimination while seeking employment are less likely to actively participate in the labour force, which is even more prominent among women. Men generally are more likely to be part of the labour force, and Greek citizenship also increased the likelihood of labour force participation. In addition, people who have attended training seminars are less likely to be inactive.
- **Determinants of employment probability.** Refugees-asylum seekers face the highest unemployment rate while the lowest unemployment rate is found among Greek Muslims and members of other special religious groups. Higher unemployment rates are also found among people who report having had been subject to discrimination while job-hunting, a finding that is more prominent among women compared to men. Additionally, people higher education graduates face lower unemployment rates, whereas unemployment rates are higher among individuals who have attended training seminars. Greek citizenship and fluency in Greek increase employment probability and residents of Attica face lower unemployment rates.
- **Determinants of work experience.** People with disabilities are the most likely to count less years of work experience,

whereas HIV positive individuals are the least likely. Women who have had been subject to discrimination while job-hunting are less likely to have a long work experience compared to men who report having had been subject to discrimination while seeking employment. Men, as well as those who have completed at least one year in primary school, higher education graduates, those fluent in Greek and Attica residents are more likely to have longer professional lives.

- **Determinants of long-term unemployment.** Ex-drug users are the most likely to be unemployed for longer periods of time, whereas individuals subject to discrimination on the grounds of sexual orientation are the least likely to be long-term unemployed. Furthermore, individuals who have been subject to discrimination while seeking employment are more likely to be long-term unemployed, which is more evident in women than men. Men are generally less likely to be unemployed for longer periods of time. Length of unemployment also decreases for Greek citizenship holders, for those who have completed at least one year of primary education, higher education graduates, those who have attended training seminars, and those fluent in Greek.
- **Determinants of pay level.** People with disabilities earn the lowest salaries, whereas the lowest negative coefficient is met when people subject to discrimination on the grounds of sexual orientation are concerned. Individuals who report they are subject to discriminations in their current job earn lower wages, which is more prominent for women compared to men. Civil servants get higher pay, as well as those who are registered with a social security fund earn more than those who are not insured. Married life and length of professional life also increase hourly pay. All educational levels positively affect hourly pay, but higher education generated

the greatest effect. Also, fluency in Greek and residence in the Attica region increase pay levels.

- **Determinants of insurance with a social security fund.** Roma and members of other special cultural groups are the most likely not to have insurance, whereas control group members are the most likely to. Respondents who hold the Greek citizenship are more likely to be insured, as well as those who have completed at least one year in primary education, those who have completed compulsory education, higher education graduates, those fluent in Greek, civil servants, Attica residents, and people who earn higher salaries.
- **Determinants of fear of potential dismissal.** Women victims of domestic violence are the most likely to fear potentially being laid off, whereas people with disabilities are the least likely. Also, individuals who report having been victims of discrimination in their current job are more likely to feel worried about the potential of being laid off, which is more prominent among women than men. Generally speaking, women are more likely to feel fear of potentially being dismissed. Furthermore, respondents with children are more likely to fear they might lose their jobs, which is also true for Attica residents.
- **Determinants of experiencing discriminatory practices while seeking employment.** Long-term unemployed individuals over 45 with low qualifications are estimated to be more likely to have experienced discriminations while seeking employment. HIV positive individuals are the least likely to be subject to discriminatory practices while seeking employment. Women are also more likely to have experienced discriminations while seeking employment, as well as unmarried individuals, people who have not completed higher education and people who do not live in the Attica region.
- **Determinants of experiencing discriminatory practices**

in previous jobs. Individuals subject to discrimination on the grounds of social gender identity are the most likely to have experienced discriminations in previous jobs, whereas HIV positive individuals are the least likely. Control group members are also less likely to have been subject to discriminatory practices in previous employment. At the same time, women are more likely to report having had been victims of discrimination in previous jobs, as well as unmarried individuals, people who have not completed higher education and people live outside of the Attica region.

In conclusion:

- ▷ **Educational level plays a determining role.** Individuals who have completed higher education face the lowest unemployment rates, particularly when it comes to long-term unemployment. They are also more likely to have longer professional lives, higher wages, and are more likely to be registered with a social security fund.
- ▷ **Attending training seminars affects important employability indices.** Individuals who have attended training seminars are less likely to be inactive, unemployed and long-term unemployed.
- ▷ **Greek citizenship and fluency in Greek affect the labour market.** Greek citizenship and fluency in Greek increase the likelihood of labour force participation, shorter periods of unemployment and social insurance.
- ▷ **Gender affects employability indices.** Women are more likely to be inactive, long-term unemployed, to count fewer years of work experience, and to earn lower net wages. Moreover, they are more likely to fear they might be laid off, as well as to report having been subject to discrimination while seeking employment and in previous jobs.
- ▷ **Experiencing discriminatory practices while seeking employment affects the labour market.** Those who re-

port having experienced discriminations while seeking employment are more likely to be inactive, unemployed and long-term unemployed.

- ▷ **Experiencing discriminatory practices in current job affects the labour market.** People who are subject to discriminations in their current job earn lower salaries, and are more likely to fear they might be dismissed from their jobs.
- ▷ **Prefecture of residence affects the labour market.** Unemployment rates are lower among Attica residents, but those who are unemployed in Attica are without work for a longer period of time. Furthermore, Attica residents have longer professional lives, higher wages, and are likely to be insured with a social security fund. They are also more likely to experience fear of being potentially laid off and to have been subject to discriminatory practices while seeking employment.
- ▷ **Vulnerable social groups' characteristics affecting the labour market.** Homeless people are the most likely to be inactive. Refugees-asylum seekers face the highest unemployment rate. People with disabilities are the most likely to have fewer years of work experience. Ex-drug users are the most likely to be unemployed for a long period of time. People with disabilities earn the lowest hourly wages. Roma and members of other special cultural groups are the most likely to not have insurance. Women victims of domestic violence are the most likely to fear being potentially laid off from work. Long-term unemployed individuals over 45 with low qualifications are the most likely to have experienced discriminatory practices while seeking employment. People subject to discrimination on the grounds of social gender identity are the most likely to have been subject to discriminations in previous jobs.

Appendix

I. Coding of dependent variables

Dependent Variables	Coding
Labour force	1= when the respondents are employed or unemployed-jobseekers, 0 in any other case (inactive)
Employed	1= when the respondents are employed, 0 when they are unemployed
Years of work	Continuous variable measuring the years of work experience (natural logarithm)
Period of unemployment	Continuous variable measuring how many months respondents have been unemployed (natural logarithm)
Net hourly pay	Continuous variable measuring the level of net hourly pay (natural logarithm)
Insurance	1= when the respondents are covered by some social security fund, 0 in any other case
Fear of being laid off	1= when the respondents are not afraid they might lose their jobs, 0 in any other case
Victim of discrimination while job-hunting	1= when the respondents have been subject to discrimination while job-hunting, 0 in any other case
Victim of discrimination in previous jobs	1= when the respondents have been subject to discrimination in previous jobs, 0 in any other case

II. Coding of independent predictor variables

Independent variables	Coding
Control group	1= when the respondent is a member of the control group, 0 in any other case (vulnerable social group)
Vulnerable social group (16 categories):	
- Long-term unemployed over 45 years old with low qualifications	1= Long-term unemployed over 45 with low qualifications, 0 in any other case
- People with disabilities	1= people with disabilities, 0 in any other case
- Roma and members of other special cultural groups	1= Roma and members of other special cultural groups, 0 in any other case

VULNERABLE SOCIAL GROUPS AND DISCRIMINATION
IN THE LABOUR MARKET

Independent variables	Coding
- Greek Muslims and members of other special religious groups	1= Greek Muslims and members of other special religious groups, 0 in any other case
- Immigrants, returnees	1= immigrants, returnees, 0 in any other case
- Refugees-Asylum seekers	1= refugees-asylum seekers, 0 in any other case
- Women victims of domestic violence	1= Women victims of domestic violence, 0 in any other case
- Women/Men victims of trafficking	1= Women/Men victims of trafficking, 0 in any other case
- Heads of single-parent families	1= Heads of single-parent families, 0 in any other case
- Ex-convicts-Juvenile offenders	1= Ex-convicts-Juvenile offenders, 0 in any other case
- Ex-drug users	1= Ex-drug users, 0 in any other case
- HIV positive people	1= HIV positive, 0 in any other case
- Homeless	1= homeless, 0 in any other case
- People under the poverty line	1= People under the poverty line, 0 in any other case
- People subject to discrimination on the grounds of sexual orientation	1= People subject to discrimination on the grounds of sexual orientation, 0 in any other case
- People subject to discrimination on the grounds of social gender identity	1= People subject to discrimination on the grounds of social gender identity, 0 in any other case
Age	Continuous variable measuring respondents' age
Gender	1= when the respondent is male, 0 in any other case
Married	1= when the respondent is male, 0 in any other case
Number of children	Continuous variable measuring respondents' number of children
Household members	Continuous variable measuring the number of household members
Greek citizenship	1= when the respondent holds the Greek citizenship, 0 in any other case

Independent variables	Coding
Primary school	1= when the respondent has completed at least one grade in primary school, 0 in any other case
Compulsory education	1= when the respondent has completed the compulsory education (junior high school/gymnasium), 0 in any other case
Higher education	1= when the respondent is a university/technical university/vocational training graduate, 0 in any other case
Training seminars	1= when the respondents have attended some training seminar, 0 in any other case
Fluency in Greek	1= when the respondent has at least very good knowledge of Greek, 0 in any other case
Fluency in English	1= when the respondent has at least very good knowledge of English, 0 in any other case
Long-term illness	1= when the respondent suffers from a long-term illness (over 12 months), 0 in any other case
Civil servant	1= when the respondent is a civil servant, 0 in any other case
Victim of discrimination in current job	1= when respondents have been subject to discrimination in their current job, 0 in any other case
Attica	1= when respondents reside in Attica, 0 in any other case

8. The state of art regarding discriminations of social vulnerable groups in the Greek labour market: Results from focus group discussions

Angelo Tramountanis, Natalia Spyropoulou



8.1. Focus Group Interview in Thessaloniki

8.1.1 Main axes – Discussion topics

I. Participants' degree of awareness and knowledge of labour market discrimination

▷ *Discrimination (unfavourable, unequal and unfair treatment and behaviour) in the Greek labour market.*

One of the main topics that emerged from the focus group interviews, according to the participants, is that unequal treatment is first and foremost caused by the Greek State, through the establishment of a dual labor market, i.e. the bipole of private and public sector. Socially vulnerable groups have always faced issues of discrimination in the past. Groups that often experienced such discriminatory behavior are first of all, those of different gender and ethnic groups. At a second level, other groups that face discrimination are Roma and former users of toxic substances.

However, in contrast to the past, discriminations in the labor market today not only continue to affect the aforementioned groups, but furthermore, they have also changed form. Thus, as noted by the representative of the Panhellenic Federation of Postal Workers P.O.S.T., employment is in accordance with the segmentation of the labor market, as it emerges from the current legislative and regulatory framework. Due to the new forms of labor, such as hourly wage, flexible employment and job rotation, potential employees are driven to seek work through other chan-

nels, which also pose the risk of intensifying racism. Following that comment, another speaker noted that “...*there are already existing conflicts that we must clearly see, especially today when unemployment has risen to such extremes, that these conflicts will be very painful for socially vulnerable groups...*”.

▷ *Degree to which the economic crisis has affected unfair or unequal treatment in the labour market.*

The first point at which all participants agreed, is that the prolonged economic crisis has intensified the unfair and / or unequal treatment of different social groups in the labor market. The second point is that discrimination has changes form, has increased, and is no longer confined to the previous identified vulnerable groups. As noted by all participants, the unemployed should now be regarded as a vulnerable group. According to the representative of Manpower Employment Organization (OAED) Xanthi, the crisis has changed the working landscape, and now “... *those people at risk of discrimination include all unemployed, Greeks and immigrants. We have around 300,000 long-term unemployed who have not worked in the last 3 to 4 years. As a result, they should be included into the category of socially vulnerable groups ...*”.

In accordance with the above, the representative of the “Center for Consumer Protection” (KEPKA) noted that due to the crisis, the discussion regarding vulnerable groups and their protection have necessarily faded into the background. Nobody is interested, because nobody can afford to deal with this issue, unless it is very specifically mentioned in his job description. Thus, “...*when there are scientists who have eaten their pants to university desks, with post-graduate diplomas and there is no (job) option open for them ... nobody will discuss on finding employment for the handicapped or the drug-addict, regardless of what they are capable of achieving...*”.

These views are in full accordance with the representative for the specialized Center for Social and Vocational Integration of OKANA in Thessaloniki. She stated that at the moment we observe private companies that do not hire people with more employment years and work experience, so pondering about individuals who have underwent a harmful situation for themselves, their family and for the whole society is simply out of the question.

▷ *Level of discrimination, regarding groups covered by Law 3304/2005*

In the Thessaloniki focus groups interviews, participants agreed that all groups covered by Law 3304/2005 (*grounds of racial or ethnic origin, religious or other beliefs, disability, age and sexual orientation*) experience discrimination. It seems, however, that ethnic and racial discrimination are the most frequent. Probably due to the crisis, there is also reference to discrimination because of age, for both the young and the elderly.

Additionally, it was also pointed out that specific mention should be made for discrimination within the different employment sectors. Thus, according to the representative of the Panhellenic Federation of Postal Workers P.O.S.T., in the agricultural sector, the distinction is neither racial nor ethnic, but based on age; while in technology intensive enterprises, there is a lack of young men and women higher in the chain of command. Also, while taking into account the progress that has been made in the public sector, there is still a feeling that in some issues, Greece is well below EU average.

Regarding further criteria, the discussion brought to prominence the issue of legislation and law enforcement. According to the representative of the Panhellenic Federation of Postal Workers P.O.S.T., the latest law clearly discriminates on age. Thus, there is a provision that for those aged 25 or less, when hired, the wage

will be decreased by 30%. This, even though the collective contract law clearly determines the minimum salary. So a distinction arises between those aged 25 and 24 years old. With this being an issue, another issue is the reduction and balkanization of pay, the dismissal of 50 years old who are not going to find employment anywhere, since, for example, younger aged employees come cheaper. One may reach to the conclusion thus, that the State itself may at some times legitimize discriminations in the labour market.

Further on the issue of legislation, the same malfunctions can be identified in the case of people with disabilities as well. While there is a relevant law (Law 2643), committees that decide on hiring people with disabilities in the private sector have simply stopped functioning.

▷ *Status of social vulnerable groups today as far as their labour integration*

There seem to be clear differences in the way that crisis is affecting different groups; the key difference being in the characteristics of each social group. The crisis does not affect in the same way an employee whose salary is reduced or has lost his job, to someone who doesn't have a single daily wage, as is the case with Roma. The same thing applies to persons with disabilities, those released from prison, etc.

The representative for the specialized Center for Social and Vocational Integration of OKANA in Thessaloniki stressed on the critical importance of programs for social and professional integration of former drug users. She stated that a significant number of individuals were employed in the context of the "3 +1" programme, and during the implementation of European funded Training Programmes. In these programs, individuals were employed with contracts in municipalities, the Public Power Corporation (DEH) or even at individuals who had sensitivity to these

people. Comparable employment opportunities also existed in early 2000 with a series of Manpower Employment Organization (OAED) programs. However, as happens often, the ability to absorb these people ends with the programmes conclusion.

II. Highlighting particular fields of discrimination in the Greek labour market

In the opinion of the representative of Employment Promotion Centers (KPA) Kilkis, discrimination has extended in many areas. For example, regarding employment of women before the age of childbearing, it was mentioned that when they sign the employment contract, they also sign a document stating that they will not get pregnant during their employment, or that they will willingly leave the company in case of pregnancy. In either case, they will not claim compensation from the employer.

One issue that was raised by the representative of the Panhellenic Federation of Postal Workers P.O.S.T., is that the criterion of past work experience and the points awarded during the process of hiring in the public sector, are actually a case of discrimination. In his view, this criterion should be replaced with something else. No new employee, no matter what qualifications he/she has (Master's degrees, etc), will be able to present past experience. In other countries, where unemployment is at 9%, it is possible to obtain the necessary experience; in Greece, where unemployment reaches 20% or more (in the Thessaloniki region 30% or more) according to official figures, this criterion is a case of great discrimination for the uptake phase. Furthermore, there are postings for filling vacancies (while not that many today) that have an age limit of 35 years, thus excluding individuals over that age limit. Therefore, discrimination based on age do not only concern employees of older age that face dismissal issues. This leads to the gathering at Manpower Employment Organization (OAED) of

long-term unemployed individuals, with 6 and 7 years of unemployment, some in old age, who have no medical coverage. Many of them are builders or engaged in seasonal occupations that do not fill the criteria for minimum health coverage.

A point also raised by the representative of the Panhellenic Federation of Postal Workers P.O.S.T. is that in the past these distinctions could be somehow be controlled. Today there is no control or any other measure. The current framework is even in conflict to Community terms and the Constitution.

The representative of the “Center for Consumer Protection” (KEPKA) noted that once a discussion is launched on the issue of discrimination of vulnerable groups, there are automatically generated discussions about this grim reality of unemployment and the failure to protect labor relations. For him, all groups are equally confronted with the issue of unemployment.

The representative of Manpower Employment Organization (OAED) Xanthi also added the Roma dimension. In his opinion, the society as a whole accepts in a different way one who is 50 years old, loses his job or gets fired because someone closed the factory where he was working, and thus has the sympathy of the world and support of the social fabric; in contrast to Roma who no longer find the wages they did in the past when harvesting tomatoes, because now the Bulgarian immigrant competitor comes with very low wage requirements. Consequently, to those threatened with social exclusion, one can also observe a class stratification. They are treated and affected in different ways. As such, persons with disabilities or visually impaired are more affected than the paraplegics. In Xanthi, Pomaks and Roma do not suffer the same. These two religious and ethnic minorities have their differences, but the structures of their society and their integration until now, classify them (up to the crisis) in another class structure.

The representative of the “Center for Consumer Protection”

(KEPKA) stressed that present times are most inappropriate in order to try and record problems of vulnerable groups, since the problem has immensely expanded. The laws and social policies were developed when there were both resources and active development, and some moves were made at a European and national level. As a consequence, some groups began to be treated differently in a positive way. However, in the present harsh conditions, no social policy can be realized without resources.

Consequently, if development won't recommence, and if unemployment will not fall back to 10%, issues related to minorities or vulnerable groups will sensitize none, as everyone feels they belong to a vulnerable social group and will therefore protect protect themselves against other groups.

The representative of Kilkis Employment Promotion Centers (KPA) estimates that the matter will be resolved by raising awareness of the general public and businesses.

III. Problems in identifying and combating discrimination

Regarding immigrants, the representative of the Association of Albanian immigrants Mother Teresa, stressed that they are targeted from many directions. One of the biggest problems is that once the child of immigrants is past 18 years old, it exits the medical coverage offered by his parents.

However, indicative of the current situation and of the way in which the state deals with immigrants, is the example of the translation of the certificate of family status. For the representative, this is one of the biggest problems that immigrants face. For Albanians, the certificate must be translated into Greek in order to identify the children, and hence receive child benefit. This leads to the peculiar case in which, the allowance that will be given to an Albanian immigrant parent, has already been paid in advance by him, in order to have the birth certificate translated. Yet, this

does not happen, for example, for the birth certificates of Albanians in Xanthi. He estimates that from the existing immigrants to Greece, 30-40% of them return to their countries, because at present there are no jobs in Greece. Many have a family here but not employment, nor stamps on the job and hence benefits, while at the same time they have to pay rent as well. This does not apply to Greeks, who at least have a house to stay with no rent.

The representative of the “Center for Consumer Protection” (KEPKA) noted that Albanians are “old immigrants” and are now incorporated in society. At first they faced intense pressure and discrimination, since they took the jobs of Greek labour workers, such as for example wall painters. At the forefront are now new immigrant groups, who additionally differ in color.

The representative for the specialized Center for Social and Vocational Integration of OKANA in Thessaloniki notes that many children who take part in treatment programs by OKANA or other entities, are second-generation immigrants. These children, whose parents were forced to work all day, experienced social racism from the early years at school until high school classes, by their classmates and teachers. This among others is one reason that led them to drug use, while their parents could not do anything about it. In her opinion, it is an open secret that when Greek parents saw Albanian students enrolling in their schools, they moved their children to private schools. Racism among children in the form of within-school bullying is also very intense.

IV. Participants’ proposals

According to the participants of the focus groups, there are ways to combat discrimination in the labor market and to support socially vulnerable groups in having better opportunities to enter labour market.

A first step is to strengthen vocational training programs, in

order to develop skills that will make them competitive in the labor market. These programs should be in accordance with EU Directives, and focus on green growth, green infrastructure, recycling, small hydro, biogas, sheep and goat farming, crops and standardized biological and ecological products, and finally to crops. Vulnerable social groups should be directed to adopt the institution of Social Cooperative Enterprises. Alternatively, Rehabilitation entities should jointly create options such as big farms, major production workshops, handmade jewelry workshops, garages that can repair air conditioners, etc.

Another proposal is for people to work in productive workshops, after attending training and employment for at least 2 years. In this case, an estimated 100 individuals can daily work through programs that will subsidize insurance and wages. This will provide skilled craftsmen who will have worked in an environment similar to the real work, and be able to compete or then create a Social Cooperative Enterprise.

According to the representative of the Panhellenic Federation of Postal Workers P.O.S.T. and the representative of the “Center for Consumer Protection” (KEPKA), the whole issue in Greece is roughly moving. Hence, any intervention need to be undertaken, needs to derive from the European level. In accordance with the above, the representative of Manpower Employment Organization (OAED) Xanthi observes that “.. *I believe that given the country’s finances at the moment, little can be done regarding the employment of immigrants or people with disabilities. What can be done is to disseminate information to the general public regarding these groups... “.*

Closing, the representative of the Panhellenic Federation of Postal Workers P.O.S.T., noticed that each one from those present at the focus group, depending on their role, should speak the language of truth. In his opinion and given the present situation, in order to fight discrimination everyone should be willing to

sacrifice his position and office, if that is what is needed. In his opinion, every person is fully aware of what needs to be done. In addition, he stressed the role of individual responsibility, as the state is funding the creation of structures and infrastructures to address these issues, but at the same time laws are passed in the completely opposite direction. Everyone has responsibility, given his role, to makes this obvious.

8.2 Focus Group Interview in Athens:

8.2.1 Main axes - Discussion topics

I. Participants' degree of awareness and knowledge of labour market discrimination

▷ *Discrimination (unfavourable, unequal and unfair treatment and behaviour) in the Greek labour market.*

According to the participants of the Focus Group Interviews, the Greek labour market was always characterized by unequal and unfavourable treatment of certain population groups. Amongst other things, structural characteristics of the labour market hindered vulnerable social groups' equal participation. Gender and nationality were among the most common grounds of discrimination. Even at times of economic growth and prosperity, women were treated as inferior to men, while immigrants also found it difficult to enter the formal labour market.

Nowadays, however, discrimination and unequal treatment is even more common in the labour market. According to the Focus Group participants, changes in labour relations, brought about the last couple of years, have shattered workers' statutory rights. Collective bargaining agreements are not in place anymore, there is an increase in flexible forms of employment, shrinkage in wages and benefits, etc. In such conditions, members of vulnerable social groups seem to suffer even more.

▷ *Degree to which the economic crisis has affected unfair or unequal treatment in the labour market.*

All participants agreed that the economic crisis has severely affected unfair or unequal treatment of different social groups in the labour market. Indeed, in certain cases, it has further led to changes in social roles and in social regression.

As far as gender is concerned, according to the representative of INE/ GSEE, women in Greece traditionally occupied a certain position within the labour market, which was different than that of men, both regarding issues of employment and unemployment as well as issues on wages, etc. Women, for example, faced the problem of the “glass ceiling”, even though there were never any formally available data on wage gap. Today, amidst the crisis, unequal treatment of men and women, although at first seemed to be decreasing, is now increasing even more. In other words, women face even more difficulties than men. They can’t find a job easily, they are fired more easily, they face problems with maternity leaves, while long-term unemployed women find it even harder to re-enter the labour market. Unemployment rates are higher among women than men. In addition, the representative of INE/ GSEE emphasized the fact that women seem to move back to their previous status, i.e. in traditional roles of supporting their families and working informally and with no salary. The crisis has created increasing needs and, due to the lack of appropriate public social support services and households’ financial difficulties, many women are forced to go back to taking care of their families and working in informal forms of employment, uninsured, unregistered, with no insurance coverage or right.

As far as immigrants are concerned, Youth Organization for people of African origin (ASANTE) representatives argued that immigrants were - in any case and even before the crisis - facing difficulties in entering the formal labour market. They were mainly working in the informal labour market, with no insurance

and for very little pay. They were working in certain jobs, which for men were farming, constructions, and public works for various construction firms, etc, and for women care of the elderly and children and cleaning houses. Nowadays, it is even harder for immigrants to enter the labour market. More so for individuals looking for specialised posts in the private sector. Things are worse for female immigrants looking for a job in a scientific field. Due to the present harsh conditions on the labour market, plenty of female immigrants have lost their legitimate status and legitimate employment (because of unemployment or reductions in insurance contributions), while the labour ticket (*ergosimo*) did not bring the expected results.

According to the scientific associate of the Maragopoulos Foundation, the economic crisis has significantly affected people with disabilities in two ways. On the one hand, hiring a person with disabilities is seen as an extra cost by the employer (e.g., costs for the creation of a disabled-friendly working environment); which especially amidst the crisis, acts as a deterrent in recruitments in the private sector. On the other hand, the State itself appears to have frozen activities for the promotion of people with disabilities' occupational integration. "THEOTOKOS" representative agreed and mentioned that, as far as Law 2643/98 is concerned, which provided for quotas in the labour market for people with disabilities (in both public and private sectors' enterprises of more than 50 workers) and for positive discriminations in the public sector, there are no vacancies in the public sector nowadays - due to the crisis - and, additionally, the State never developed a monitoring mechanism for the implementation of such laws. Lastly, a negative portrayal of people with disabilities has been generated lately in society, due to the media coverage of certain individual cases of fraud with social benefits, which targeted the whole group of people with disabilities and unfair attitudes towards them have been documented ever since.

Regarding personally perceived discrimination, the representative of Maragopoulos Foundation characteristically stated: “... up to a certain point, yes, as all young people, I personally feel that I am a victim of the crisis, not only because I am blind, but also because of the current situation in Greece... and... we all need to have a little patience...”.

It was also stressed that, due to the crisis, even though the amount of welfare benefits has not been reduced for people with disabilities, there was a decline in the number of beneficiaries. This was due to the way in which different criteria are calculated, and the process followed by health committees. Thus, a number of people who are in real need are excluded from social welfare protection. The crisis' impact is also evident among people with mental health problems, as professionals' efforts for beneficiaries' social and occupational (re-) integration are hindered by severe problems of underfunding.

▷ *Level of discrimination, regarding groups covered by Law 3304/2005*

Participants generally agreed that all groups covered by Law 3304/2005 equally face discrimination problems, which are sometimes indirect and other times direct. Several other social vulnerable groups were also brought up in the discussion, which are not explicitly covered by law, but are facing significant discriminations and integration problems in the labour market.

For instance, the group of former drug users is not included in the groups of L.3304/2005, but faces severe discrimination in the Greek labour market. This is true since, in addition to the general problems of existing discrimination, the majority of former drug users have certain characteristics that make it difficult to enter the labour market. They are usually over 35 years with many shortcomings in educational and technical skills and are absent from the labour market for many years. For them, it is not

just difficult to enter the labour market, but also to participate in training activities. Those who are successful to have a job, are usually employed in manual work and do not normally disclose the fact that they are former substance abusers.

The Greek Roma also cope with racism and prejudices of the Greek society. These are introduced early in the field of education, where there is blatant discrimination against Roma children - with the operation of segregated schools - and these discriminations continue to follow them for the rest of their lives. According to the representative of the Confederation of Greek Roma, although various programs for Roma in Greece have received funding from the European Union, little has changed. As noted characteristically "*billions came from Europe for our housing, education, for a better society and [...] it has all turned to dust...*".

Regarding the significant discrimination faced by the Roma in the labour market, it appears that so far there is a shortage of systematic and integrated initiatives by the State to combat and ultimately facilitate their work integration. There is a lot of bias against the Roma in the labour market. The result is that over the last 20 years, the position of Roma in the labour market remains essentially the same, with their majority still outside the formal labour market. Today, because of the crisis, things are probably worse. According to the same speaker, the inability of Roma to enter the formal labour market is now a significant problem for their survival, and further mentioned that currently 70-80% of Roma are engaged in some forms of criminality.

Lastly, the representative of "EPANODOS" believes that the most burdened group is that of former prisoners, which, although not mentioned in the text of the law as a distinct group, is actually one of the groups suffering significant and multiple discriminations. This is because 90% of ex-offenders also belong to one of the other vulnerable groups, and sometimes in more than one. This group therefore is disadvantaged in many ways: most ex-of-

fenders are long-term unemployed, many do not speak Greek, they come from various countries, etc. As a result, these individuals suffer multiple discriminations, and also carry the stigma of having been to prison.

▷ *Status of social vulnerable groups today as far as their labour integration*

All participants generally agree that there is a great problem when it comes to labour integration of vulnerable social groups. Additionally, the discussion highlighted a common problem for all vulnerable groups subject to discrimination (e.g. people with disabilities, former drug users, people with mental health problems, etc): the difficulties they themselves and their families encounter in deciding to break free from welfare support and from a passive self-image. The State has a significant role to play in empowering and activating people for their labour market integration and casting off welfare dependency. In Greece no sufficient motives are provided, whereas policies for the facilitation of social and economic integration are also scarce. Implemented policies regarding welfare benefits for people with disabilities constitute a typical example. The right to receive disability benefits and deceased parent benefits are lost when a person is hired at a job. This in itself creates more insecurity and inhibition to both the individual and his/ her family and ultimately acts as a disincentive for labour integration, given that there is no guarantee for tenure, especially in the current period of crisis.

More specifically, the following were noted for each group:

- As far as ex-drug users are concerned, there is nowadays a significant amount of support in employment-related issues in both individual and group levels (e.g. skill development). However, therapists also face challenges in their practice. Especially today, a period of severe economic crisis, when unemployment rates and bias rapidly grow, it seems very

difficult to be optimistic about the employment integration of former drug users. The following was characteristically stated: *“There is generally this feeling, where are we going, what we are doing, how are we going to help them. Where are we going with such high unemployment rates, with 1.200.000 unemployed people?”*

- As far as people with intellectual difficulties are concerned, when they do manage to enter the labour market, they occupy ancillary work posts, because they frequently lack the educational qualifications required for higher posts. However, in order for them to be fully integrated in the workplace and learn the job, they need more time; evidently, due to the crisis, people with intellectual difficulties find it even more challenging to meet employers’ increasing demands. *“Everything moves in this pace and this way amidst the economic crisis...it is even harder, I’m not saying it’s impossible, but it is much harder for a person with disabilities (developmental defects and intellectual difficulties) to compete for a job, when employer asks 200% from employees”.*
- The situation is similar for people with mental illness. More specifically, as stated by the representative of “THE-OTOKOS”, the experience to date shows that difficulties in finding employment emerge not only from the country’s economic situation, but also from some particularities of this certain group. That is, on the one hand, the economic reality today requires one to be very competitive to get into the labour market, to have high qualifications and skills, to be alert, to use various job-hunting techniques, and to generally be active, optimistic and competitive in order to be able to withstand this very arduous job-hunting process. In short, under the current economic situation, candidates must have highly developed their assertiveness and competitiveness. On the other hand, people with mental health

problems usually have very low self-esteem, which in turn leads them to resign from the job-search effort quite easily, mainly because they cannot cope with competition and long (nowadays) job-hunting periods.

- As far as the Roma are concerned, there are significant problems in their labour integration, given that, according to the representative of the Panhellenic Confederation of Greek Roma, the rates of Roma's labour participation is quite low. These problems are exaggerated due to the crisis but also due to the arrival of Romani people from other countries. As it was explicitly put: *"at least we used to have a piece of bread, now we have nothing"*.

II. Highlighting particular fields of discrimination in the Greek labour market

As most participants agree, discrimination that most is observed recruiting, i.e. when a person attempts to enter the labour market. However, unequal treatment is found in other fields as well. As discussed earlier, discriminations in wages are very common between men and women, as well as in natives and immigrants. Nevertheless, most often discrimination appears to occur in hiring. This is equally true for immigrants, former drug users, and people with disabilities. Immigrants are not represented in scientific professions and a tendency is documented in further shrinking quotas to their expense. According to Youth's organization for people of African origin (ASANTE) representative: *"you can tell from peoples' behaviour that the less the immigrants the better"*.

Former drug users also face bias and reserve when job-hunting. According to the representative of OKANA *"employers often feel numb and concerned that the worker might relapse and create problems"*. In this context, the development of continuing support services for employers was proposed, in order for them to face their fears and prejudices and hire former drug users. However,

there was a general feeling among participants that bias against this particular group of workers is nowadays less than it was in the past. More specifically, when it becomes known that a worker used to be a drug user, employers do not normally fire him/ her.

According to the representative of Panhellenic Association for the Psychological Rehabilitation & Occupational Reintegration (PESPASE), employers' bias against people with mental health problems derive from a reality that is not universally true for all people with mental health problems. Regarding those individuals that are fit for employment and their mental health problems are not evident, the representative stated that "*we frequently find ourselves in front of a dilemma: Is it necessary for the applicant to disclose his/ her psychological difficulties?*" People with mental health problems are still stigmatized and employers are biased when it comes to recruiting someone with these characteristics. "*Prejudice derives from the conviction of employers that they are all incapable to work, that they are dangerous*". Particularly with respect to the economic crisis, it is stated: "*nowadays, due to economic crisis, the increasing pressures and threats of being laid off, many employers already have workers facing extreme difficulties within their enterprises, but when we ask them to hire someone who has been through psychological difficulties in the past, they say there is no way to hire him/ her*". Employers also confirm this notion. For instance, at a working meeting with big enterprises' employers, which aimed to raise awareness on the employability of people with mental health problems, employers stated that they would rather not know about the psychological problems of prospective employees.

In conclusion, it could be argued that the majority of focus groups interview participants discussed discrimination in the labour market, with emphasis on problems in the area of recruitment, given that vulnerable groups' greatest difficulty lies in their initial acceptance in the formal labour market. In this sense, the majority of participants did not observe other special forms of

discrimination within workplaces. However, those representatives that are engaged in promoting social inclusion of vulnerable groups emphasized that there is a lack of support for workers and employers in the workplace, in order to address the fears and prejudices on what is “different”. It is clear though that there is a lack of public awareness in the whole society for this issue.

III. Problems in identifying and combating discrimination

In the focus group interview that was held in Athens, participants discussed on general problems in combating discrimination, but also placed emphasis on problems that certain population groups face.

The main problems that were discussed on the unequal treatment of immigrants and on the discrimination that this group faces, were related to state policies.

- Children of immigrants without papers face extreme difficulties, because once they reach 18 years old, they cannot be legally employed.
- Immigrants, but not Greek nationals, are obliged to pay a deposit of €60.000 to the State to start a business.
- Law 3304/05 has certain institutional gaps, which should be taken into account and addressed. For instance, the law makes reference to discrimination on the grounds of racial or ethnic origin, religious or other beliefs, disability, age and sexual orientation, but does not include the issue of nationality and it does not cover asylum seekers.

As far as people with disabilities are concerned, the following problems were discussed:

- Despite the fact that the State has provided for some favourable legislation for the labour market integration of people from vulnerable social groups, there is not enough and

necessary control over its implementation, which results in these arrangements remaining inactive. For instance, Labour Inspectorate has failed to make the appropriate controls in enterprises that employ over 50 employees, to examine on whether the 2% quota for people with disabilities is applied.

- In addition, the legislative provision for quotas in the public sector was mentioned, which cannot benefit people with disabilities anymore, since at present there are no vacancies in the public sector.
- It was further noted that, although certain initiatives have been taken to integrate people with disabilities in the workplace, e.g. the program “Bridges to Employment” (NSRF) funded by the Ministry of Health and the European Social Fund, which concerned the placement of people with mental illness in businesses, however there was very little response from big businesses despite the financial incentive (subsidy of €5000). Eventually the project was implemented by small or medium-sized enterprises.
- Similar problems occur with Manpower’s Employment Organization (OAED) subsidies to former drug addicts and people with disabilities, which constitute a significant incentive, but interest in them has been reduced due to the crisis. In addition, those employers that use this program are obliged to keep the disabled worker for at least three years with subsidy and 1 year without subsidy. Therefore, employers are not that interested in making use of this program, and particularly at this time of severe crisis, since *“employers don’t even know what will happen to them in the next couple of months”*.
- Finally, reference was made to the structural obstacles of the Greek labour market, which should be taken into account by employment integration support services and beneficiar-

ies themselves. In other words, training and support activities do contribute to the fight against discrimination and employment integration, but are not a panacea.

IV. Participants' proposals

According to the participants, there are ways to combat discrimination in the labour market, to support members of vulnerable social groups, and to improve their employability prospects. What follows is a list of proposals/ points made by participants:

▷ **Enhancing and further development of the social economy sector** is proposed by most participants as an effective alternative solution for facilitating access of vulnerable social groups' members to the labour market. The successful (despite certain challenges) operation of Social Cooperatives of Limited Liability (KOISPE) and Social Cooperative Enterprises (KOINSEP), which have helped people with mental health problems find jobs, adds to that direction. Based on the experience accumulated thus far, social cooperatives are most suitable for other socially vulnerable groups such as, for example, ex-offenders, who face considerable difficulties in finding a job, and, due to their particular characteristics, cannot apply for funding to start their own businesses.

▷ Moreover, the view was expressed that large enterprises more easily accept to collaborate with a KOISPE - which employs people with mental health problems - for the provision of services or production of goods, than to hire individuals with mental illness. This mainly relates to the fact that in the first case the employer has no responsibility for the employee, as it is limited to a specific commercial transaction. Therefore, if the product or service offered by a KOISPE is competitive, prejudice and discrimination are becoming irrelevant to the conduction of a business agreement based on free market terms.

▷ Employment in social economy enterprises should be utilized to the maximum by the beneficiaries, as a stepping-stone for their integration in the free labour market.

▷ Particular attention should be given to the **viability of alternative employment structures**. In this sense, the financial support of social cooperatives through TOPEKO (Local Actions for Social Integration of Vulnerable Groups) works in the opposite direction, in the sense that KOISPE will become dependable from funding from these sources. Therefore, a long-term sustainability plan is required - and not ad hoc actions - so that businesses remain sustainable even after the end of funding.

▷ Manpower's Employment Organization (OAED) programmes should be updated in order to better and fully address Vulnerable Social Groups needs.

▷ A **holistic approach** is proposed for tackling discrimination and the promotion of integration for members of vulnerable social groups in the labour market.

▷ It is imperative to remove barriers between services offered by NGOs and to **promote cooperation and networking** between different stakeholders. However, it was noted that establishing networks among services must be done in such a manner, with such a collaboration platform, that there will be no overlaps and confusions regarding the responsibilities and services offered by each provider. Past experience often demonstrates the exact opposite, with overlaps by providers in some areas, and complete lack of service in others.

▷ Emphasis should be placed on **informing and educating** not only employers and the wider society, but also all those who suffer discrimination. In other words, members of socially vulnerable groups must be informed on their rights and on how to advocate for them. Furthermore, they should also be empowered on supporting other members of their groups who need help.

▷ In the current period that is characterised by this crisis, and due to the shrinking of the welfare state, active participation of every individual citizen is necessary. Furthermore, what is also necessary is the mobilization and involvement of the wider community in activities aimed at combating discrimination and facilitating equal access to the labour market. In this context, what emerged was the need to promote initiatives of self-organization of community, neighbourhood, etc. Characteristically, the necessity for social care facilities was mentioned which could be met - in the absence of state resources - through networking and proper organization of the community itself.

▷ **A strong point was that representation of disadvantaged groups should be done by members of that group.** Particular emphasis was given, for example, to the “unacceptable” fact that up to today the views and positions of the Roma population were hardly taken into account when designing programs and public policies for that group.

▷ For certain groups subject to discrimination (such as people with mental health problems, former drug users, etc), development of specialized structures is proposed for the provision of continuing support. Hence, support from these centres will not cease when individuals enter the labour market, but will continue throughout their working life.

▷ Lastly, the representative of “EPANODOS” made reference to the use of **innovative active educational methods** within the project “BORO KI EGO” (*I also can*), as an example of “best practice”. These methods were addressed to young and juvenile offenders (some of which were Roma, immigrants, second generation immigrants and former drug users). It was further noted that a possible “best practice” could be the establishment of a network of all employment support services, with the scope of implementing an integrated intervention.

8.3 Appendix

Thessaloniki

The focus group interview in Thessaloniki took place on **Tuesday, 21/09/2012 (18:00 - 20:00)** in the conference room of **Capsis Hotel** (18, Monastiriou Str, Thessaloniki).

Participants:

1. Representative of the “Center for Consumer Protection” (KEPKA)
2. Representative of the Panhellenic Federation of Postal Workers P.O.S.T.
3. Representative of Manpower Employment Organization (OAED) Xanthi
4. Representative of Manpower Employment Organization (OAED) Xanthi
5. Representative of Employment Promotion Centers (KPA)
6. Representative of Employment Promotion Centers (KPA) Kilkis
7. Representative of the Association of Albanian immigrants Mother Teresa.
8. Representative of the specialized Center for Social and Vocational Integration of OKANA in Thessaloniki.

Focus Group Interview Observers in Thessaloniki:

- Dionyssi Balourdos, National Centre for Social Research
- Nikos Sarris, National Centre for Social Research
- Katerina Iliou, National Centre for Social Research

Athens

The focus group interview in Athens took place on **Tuesday, 18/12/2012 (10:00 - 13:00)** in the conference room of the **National Centre for Social Research** (9, Kratinou Str. & Athinas Str., Athens, 8th floor).

Participants in Athens:

1. Representative of Social Rehabilitation Unit – Organization against drugs (OKANA)
2. Representative of “EPANODOS” Reintegration Centre for Ex-offenders
3. Representative of the Panhellenic Confederation of Greek Roma
4. Representative of Panhellenic Confederation of Greek Roma
5. Representative of gender issues - INE/ GSEE
6. Representative of NGO ASANTE Youth organization for people of African origin
7. Representative of NGO ASANTE Youth organization for people of African origin
8. Representative of ‘Panhellenic Association for the Psychological Rehabilitation & Occupational Reintegration’ (PEP-SAEE)
9. Representative of Maragopoulos Foundation For Human Rights expert on disability issues.
10. Representative of “Greek Society for Supported Employment & Work Counsellor” in “IPAP THEOTOKOS”

Focus Group Interview Observer in Athens:

- Aliko Mouriki, National Centre for Social Research

Focus Group Interview Coordinators (Thessaloniki-Athens):

- Natalia Spiropoulou, National Centre for Social Research
- Angelo Tramountanis, National Centre for Social Research

9. Best practices for Equal Access to the labour market

Aliki Mouriki



9.1. Examples of best practice from Greece: Equal Community Initiative (1st and 2nd round)

The Community Initiative Equal was designed entirely with the aim to support horizontal policies and services for combating discrimination in the labour market on the grounds of gender, disability, racial or ethnic origin, age, religious beliefs or sexual orientation, by strengthening equal access for all to the labour market and creating more and high-quality jobs. Among the Initiative's beneficiary groups are young people, women, people with disabilities, low-skilled workers, returnees, immigrants, refugees, offenders and ex-offenders, juvenile offenders, the Roma, Pomaks, and ex-drug addicts.

The Program's general objectives concerning the above-mentioned socially vulnerable groups' employment are defined as follows: a) Improving employability, through enabling access and return to the labour market for groups subject to discrimination, tackling racism and xenophobia relating to the labour market. b) Developing an entrepreneurial spirit, through improving access to the process of starting businesses, strengthening social economy. c) Encouraging enterprises' and workers' adaptability, through the promotion of life-long education and integration working practices, and the support of the adaptability of companies and workers. Furthermore, the general aims of the program were: (i) to reinforce policies of equal opportunities for men and women, by balancing family and work life, (ii) to encourage the abolishment of professional segregation, and (iii) to support social inclusion and employability of asylum seekers.

Equal, as the sole Community Initiative supported by the European Social Fund during the 3rd Programming Period and both implementation phases (2002-2005 & 2005-2008), served as fertile ground for experimentation in the area of Employment and Social Cohesion policy, but also regarding the procedures of good governance. It was designed and implemented in order to enable the pilot testing of integrative and innovative actions and procedures/ mechanisms, which could then be integrated to the body of national policy for Employment and Social Cohesion.

The actions implemented in the framework of the Equal Community Initiative more specifically dealt with discriminations faced by all vulnerable population groups in their effort to enter and remain in the labour market. What was sought after with Equal was to generalize successful individual interventions, after being pilot implemented, and to integrate them into central policy-making and/or everyday practices of relevant bodies.

Generally speaking, the Initiative made use of all available resources, on both 1st and 2nd implementation rounds, thus successfully reaching, and in many occasions surpassing, its primary objectives. It brought about significant outcomes and integrative policy proposals, managing to mobilize actors from various sectors, through complex processes and the implementation of new mechanisms and principles.

As was evident by the evaluation of the Program in both national and European levels, the Basic Principles of the Initiative's Implementation, i.e. the partnership nationally and internationally, the active involvement of target-groups in designing and implementing interventions, pilot testing of innovative ideas, the horizontal integration of gender in actions and policies (gender mainstreaming) and the mainstreaming of innovations in the current practices and policies of Employment and Social Cohesion, constitute a significant innovation of added value for the implementation of integrated interventions into Greek reality.

That is actually why testing and enhancing the expertise regarding the above-mentioned principles are documented as the most significant input of the Initiative, whose principles and expertise were taken into account when planning the Programs for 2007-2013, and particularly the newer ones.

All projects included in the Equal Community Initiative also suggested transnational collaborations, which resulted in diffusing best practices from international partners to Greek development partnerships. The development partnerships collaborated within the framework of National Thematic Networks (NTN), which were responsible – among others – for recognizing and evaluating best practices emerging within the Equal Program.

Within the framework of Equal's two rounds, best practices were sought after in relation to the following dimensions:

- ▷ Updating existing structures of employment counselling and developing new services with networked and extended collaboration and better dissemination of best practices.
- ▷ Introducing a new legislative framework in order to fully address the problems faced by the most vulnerable groups, as well as training work counsellors in new subjects that reinforce the structures' integrated interventions.
- ▷ Developing support structures offering high-quality services and mechanisms detecting needs for equal access to basic social goods and rights that facilitate gradual access to the labour market and an ongoing counselling and support for the development of social and professional skills in relation to the needs arising from new forms of labour organization and diversity management.
- ▷ Connecting local development with the employment needs of socially vulnerable groups and engaging all local bodies, Non Governmental Organizations and social partners throughout all stages of support, from the stage of planning

to the stage of implementing actions and the wider implementation of successful practices.

- ▷ Managing cultural differences, training immigrants and ethnic minorities on issues related to their social and professional integration.
- ▷ Individualized training and social inclusion plans and understanding of the strategy for labour market integration of people with multiple problems (understanding of social exclusion and poverty with the aid of comparative indices), developing the potential of actors who effectively tackle social exclusion and poverty and promote innovative methods.
- ▷ Adopting improved methods for the proper evaluation of people's learning and skills, organizing exchanges in implemented policies promoting mutual learning in relation to the National Action Plans of member-states and the possibility of life-long education and training.
- ▷ Engaging employers and trade unions to contribute, participation motives and strengthening of negotiations on special thematic axes to the end of improving the processes of collaboration for the benefit of both the unemployed and businesses.

The Community Initiative Equal, whose primary objective was to promote best practices which could later be integrated into national practices and legislations, acknowledges that a best practice “[...] is not an isolated entity that can be just copied and then reproduced. It is developed through a network of activity that is mutually supportive”.¹³⁹ The simplest definition of best practices suggests that they constitute “approaches that are working well

139. European Commission, Employment & European Social Fund, 2005, *Equal- Making Change Possible: A practical guide to mainstreaming*, p. 21.

http://ec.europa.eu/employment_social/equal/data/document/mainstreamguide_en.pdf

and be duplicated elsewhere”¹⁴⁰ Furthermore, it is noted that best practices should, among others, (a) be interrelated with current and new policy priorities; (b) they should offer specific answers to the problems the current and new policies aim to address; (c) they should be recognized as “best”, based on evidence and reliable results, and (d) they should be evaluated as “best” if potential users believe they can adopt them, which actually implies the possibility of them being transferred by those who want to adopt them.¹⁴¹

Considering that the objective of the Community Initiative Equal ab initio was to promote innovation and to identify best practices, a mechanism was created in order to search, identify, evaluate, disseminate and promote their implementation, as well as their integration into existing policies. This mechanism was based on the establishment and operation of national and European Thematic Networks. More specifically, working groups were created, which comprised bodies implementing Equal projects, as well as groups of experts on particular subjects, in order for “all involved parties to join together to identify best practices, to successfully disseminate and widely implement best practices and to create a more convincing argument for the adoption of new approaches by relevant bodies and organizations”¹⁴² Consequent-

140. This definition is adopted by the European Social Fund’s editions, e.g. European Union – European Social Fund, χχ, *Equality and Diversity Good Practice Guide – Ethnic Minority Communities*, Ecotec available online:

http://www.equal.ecotec.co.uk/resources/equalopps/502762_ESF_GPG_Ethnic_v2.pdf, p. 5, and European Union – European Social Fund, χχ, *Equality and Diversity Good Practice Guide – Gender*, Ecotec available online:

http://www.equal.ecotec.co.uk/resources/equalopps/502751_ESF_Gender_v4.pdf, p. 5.

141. European Commission, Employment & European Social Fund, 2005, *Equal Making Change Possible: A practical guide to mainstreaming*, p. 21-22.

142. Nagopoulos N., Bouzas N., 2005, *Proposal for the integration of best practices into national action plans for Employment and Social Cohesion*, http://www.equal-greece.gr/e_details.asp?ethd=10&aa=5 (in Greek).

ly, within the framework of the National Thematic Networks, the Development Partnerships submitted proposal for the effective identification of best practices through a Platform of Best Practices Identification. Proposals were evaluated by a group of experts, which selected promising best practices. At a subsequent stage and after the projects' completion, the final selection of best practices took place, according to specific criteria.¹⁴³ With respect to the projects carried out during the 2nd round of the Community Initiative Equal, their evaluation follows a number of clearly defined, expressly mentioned *criteria*, presented below:¹⁴⁴

a) *Innovation*. The following were investigated and evaluated: (1) the best practice's added value in relation to the gaps and shortfalls in policy; (2) the best practice's advantages compared with current practices; (3) applying new ways of responding to inequalities and discriminations in the labour market, faced by the target-groups and others.

b) *Relevance*. The following were investigated and evaluated: (1) its contribution to certain shortcomings and gaps in policy; (2) its content's relevance to identified needs and problems the target-groups face; (3) its goals' compatibility with strategies and priorities of the respective national and European policies, etc.

c) *Effectiveness*. The following were investigated and evaluated: (1) direct quantitative and qualitative outcomes deriving from the best practice's implementation; (2) the degree to which its primary objectives and expected results are met; (3) its contribu-

143. Sidira B., Nagopoulos N., 2007, *A study of best practices: Methodology and selection criteria*, Athens, National Thematic Network "Diversity Management in the Workplace" (in Greek).

144. Sidira B., Nagopoulos N., 2008, *Best Practices of the Network for Diversity Management in the workplace and of the Equal projects carried out by the collaborating Development Partnerships: clarifying concepts, highlighting individual parts, contributors, limitations, outcomes, opportunities and prospects for broader application*, Ministry of Employment and Social Protection – Special Service for the CI Equal (in Greek).

tion to the achievement of goals set out throughout the course of implementation, etc.

d) *Impact*. The following were investigated and evaluated: (1) the immediately projected mid-term outcomes; (2) the indirectly projected mid-term outcomes; (3) the expected long-term outcomes and consequences in relation to quantitative and qualitative impact indicators etc.

e) *Applicability in diverse environments, conditions, etc.* The following were investigated and evaluated: (1) the best practice's applicability by other corporate partnerships, organizations, groups, individuals; (2) its applicability in diverse socio-economic situations; (3) its applicability under other conditions and circumstances and on various workforces, etc.

f) *Possibility of wider application*. The following were investigated and evaluated: (1) the possibility of other interested parties adopting the best practice; (2) the type and range of conditions required for the implemented practice to be successful; (3) the various actions that could contribute to maximizing the practice's positive effects, etc.

g) *Empowerment*. The following were investigated and evaluated: (1) specific ways of engaging beneficiaries in decision-making processes; (2) specific ways of engaging beneficiaries in planning; (3) specific ways of engaging beneficiaries in implementing; (4) specific benefits and values for the target-groups; (5) the improvement of beneficiaries' and target-groups' (future) position in the labour market.

h) *Accessibility*. The following were investigated and evaluated: (1) access potential of target-groups into development processes of products, services, etc; (2) the utilization of products, services, and practices; (3) the adjustment of services, practices, etc to the abilities of target-groups' members.

i) *Usefulness*. The following were investigated and evaluated: (1) the potential use of the proposed best practice for the benefit

of other population groups; (2) the possibility of developing and utilizing it in diverse fields, environments, conditions, etc; (3) the possibilities of various organizations/ partnerships utilizing certain aspects – wholly or partially – of the best practice.

j) *Efficiency*. The following were investigated and evaluated: (1) the resources used in similar or previous practices; (2) the potential maximizing of the practice's effectiveness from a prospective increase of resources; (3) the potential of integrating the practice into operational programs, organizations' strategies, national and European policies.

Based on these criteria and principles, certain actions aiming to tackle discrimination against vulnerable social groups in the labour market were identified as best practices and are presented below.¹⁴⁵

145. Information were drawn mostly from: (a) Balourdos & Chrysakis, 2012 and (b) EKKE, 2010.

1. IMMIGRANTS AGRO-JOBS¹⁴⁶

Practice description: The action's objective was to promote the conditions of social and economic integration of female economic migrants, who face additional barriers to their access to the labour market particularly when it comes to non-traditional occupations (care of the elderly, young children, housework, etc.). Through training, female economic migrants gained knowledge and skills that will help them improve their employability.

Outcomes: After finishing their training, three of them were hired on a 10-month, full-time contract at the Women's Agricultural Cooperative "TO KASTRI". This program benefited both the participants and the Cooperative's members. On the one hand, the enterprise gained employers who successfully carried out their jobs, while on the other hand these women gained valuable work experience in catering services, which will aid their integration to the local community.

The employment of members of the target-group as Counsellors was identified as a best practice of this project, because it promotes socially vulnerable groups' active participation. It was highlighted that Counsellors offering information and support services to immigrants living and working in the agricultural space, are immigrants themselves who were trained, selected following a specific procedure, and now work under the supervision of the organizations' Coordinator-Consultant. In this case, "informal" group leaders were utilized, and also acted as Ombudsmen, both to attract and to engage beneficiaries. The Counsellor-Ombudsman intervenes in the level of attitudes and mentality, as it is necessary to enhance his/her fellow-compatriots' assertiveness and remove any suspicions towards the institutions and services of the Greek state.

146. See <http://epeap.florina.teikoz.gr/IMMIGRANTS/temp.htm>

Impact: Contact between the members of the Women's Cooperative and the immigrant women who took part in this project contributed in:

- The mutual understanding that both sides, although of different nationalities, share the same concerns, the same problems, but also the same joys, as women and as mothers.
- Reducing racist prejudice.
- In highlighting immigrant women employment in the Cooperative as a best practice of economic and social integration.

Furthermore, women immigrants who live in rural areas could potentially constitute the new members of Women's Cooperatives, which could reverse the declining number of cooperatives' members, due to the gradual abandonment of rural areas by young Greek women.

2. "Coco Mat"¹⁴⁷

Coco Mat is a company manufacturing sleep products exclusively from natural materials. It is a recognized leader in natural sleep products in Europe, with a network of stores across the EU, as well as in the USA, Saudi Arabia, and Canada.

Practice description: Coco Mat is committed to equal opportunities for all. Its staff comprises people of thirteen different nationalities and nine religions, as well as people with disabilities. Among its foreign employers are refugees from Eastern European Countries, like Russia.

Outcomes:

- Refugees and people with disabilities make for 54% and 12% of Coco Mat's staff respectively.
- Coco Mat has won an impressive number of awards for its

147. See <http://www.coco-mat.com/web/en/node>

policies, like the “European Corporate Responsibility Award (2009), the “Corporate Social Responsibility Award for HR/Equal Opportunities” by the Greek Advertisers’ Association (2010), the “Entrepreneurial Excellence Award” of the Ministry of Development of Greece (2007), the “Human Resource Prize” of KPMG (2006) and many more¹⁴⁸.

Impact:

Coco Mat’s human resources policy could be used as model for other companies in Greece, since the country lacks a culture of diversity integration in the workplace. Coco Mat’s policy could be used as a tool for:

- Governmental policy planning (as a best practice integrating the Principle of Non-Discrimination which could be applied in public services);
- Developing corporate policies for the integration of diversity;
- Campaigns of people with disabilities and immigrants/refugees organizations on the benefits of vulnerable social groups’ employment.

Practice description: The project’s aim was to identify innovative practices and to design and propose relevant legislative measures which would add to an integrated management of **active ageing**, i.e. supporting and maintaining the employability of the active older population in Greece, through the engagement of the most representative social partners and the activation of social dialogue processes.

Outcomes:

- Flyers were designed and distributed to Greek employers, human resources managers and production managers of big

148. For more information visit: <http://www.coco-mat.com/web/en/awards>

corporations. The flyers presented some of the most common myths and stereotypes about older workers.

- Enterprises of all three economy sectors were offered training on active ageing management and promotion.

Impact: The main impact of the program was that for the first time in Greece a comprehensive approach to the issue of aging was developed throughout all sectors of the economy. Another important achievement was that for the first time in Greece, employer organizations and trade unions sat down together at the table of discussions and committed themselves to an open social dialogue on the important issue of active ageing. It should be noted that the General Confederation of Greek Workers (INE / GSEE) and the General Confederation of Professionals, Craftsmen and Merchants (GSEVEE) were among the partners. Finally, a central “observatory” concerned with issues related to active ageing was set up in Athens, supported by a nationwide network that provides coverage for all regions. The great advantage of both the observatory and its network is that all information and products developed can be easily accessed and disseminated across Greece. The observatory is still active today, and operates under the auspices of the Economic and Social Council of Greece.

4. Ploegos¹⁴⁹

Practice description:

- Improve business culture and employers’ behaviour by tracing the most effective way to change “inhibiting parameters”.
- Enhancing the cognitive perceptions, qualifications and skills of workers to improve their adaptability to ever-changing occupational demands.

149. See http://www.ploigos-equal.net/index.php?option=com_content&task=view&id=76&Itemid=43

Outcomes:

- The project “Training for Change Management”, included targeted interventions of informing/ training workers to enhance their skills and abilities and improve their adaptation through ‘horizontal’ themes, i.e. regardless of skills or employment positions, such as quality control and quality assurance, health and safety at work, communication management, group management, etc.
- In addition, the project developed and implemented a management system of formal and informal knowledge of shipyards. The system’s methodology was based mainly on employing of an older workforce in new roles, such as “workers of knowledge” or “ombudsmen.” The project also created a Department of Manpower Support and an Adjustment Centre in Syros, offering targeted counselling, reorientation of labour and employment promotion for older staff members, workers who face the risk of losing their jobs to newcomers and also to other workers.

Impact:

The main effects of the program were the following:

- Improved business culture and employers’ work behaviour by tracing the most effective way to change “inhibiting parameters”.
- Enhanced cognitive perceptions, qualifications and skills of workers, and thus improved adaptability to ever-changing occupational demands.
- Improved communication within enterprises.
- Effective management of the typical organizational knowledge; documentation and transformation of empirical knowledge to a manageable and easily disseminated form. Note that, through this process, it was sought to utilize older workforce in new occupational roles.

- Improved quality and efficiency of the production processes, the organization and of human resources.
- Enhanced support offered to the workforce that is expected to be most affected by the changes, by promoting labour mobility and active participation and intervention of all social partners involved.

5. En Drasei

The project's innovative elements are:

- The development of a Network and its operation in both horizontal and vertical levels, strengthening the space of final intervention.
- The methodological perspective of documenting and evaluating human resources among vulnerable social groups at the local level (Η μεθοδολογική προσέγγιση καταγραφής και αξιολόγησης του ανθρώπινου δυναμικού των κοινωνικών ευπαθών ομάδων σε τοπικό επίπεδο (Mountainous, mid-land municipalities, industrial service centres, urban areas), with an effort to integrate and utilize local particularities (social – economic – cultural characteristics).
- The methodological approach of preventively detecting unemployment, but also tracing new skills, qualifications and occupations, by investigating the dynamics of the existing production system, and the prospects of creating a new environment of multiple activities in the field of employment - income.
- Interconnection – establishing networks among institutions, allowing for the creation of a decentralized mechanism, which will serve as one stop shop.
- Creating a Knowledge Portal for employment with the participation of all partners and with the prospect of a nation-wide scope.

- Providing certifications of newly-acquired skills.
- Partnership and collaboration among national institutions with local level applications.

6. IFAISTOS

Within the 1st implementation round of the Community Initiative Equal, the Development Partnership “Meta-information Centre for Immigrants, Returnees, and Refugees – IFAISTOS” established and run a Meta-Information Centre. The centre’s objective was to provide – in an integrated and systematic manner – valid, filtered, individualized and up-to-date information to institutions providing services to immigrants, returnees and refugees, as well as to coordinate their inter-cooperation. Through the effective exchange and complement of their services, they are able to function as one-stop shops, thus serving target-groups more efficiently and more thoroughly.

Immigrant, returnees and refugees organization took part in planning the structure and operation of this action, contributing to identifying particular problems and highlighting best practices in tackling them.

During the project’s evaluation, it was recognized that the operation of the Meta-information Centre as a targeted action of networking and inter-actor contributed to the emergence of significant elements regarding this particular form of networking as a means to improve the function of organizations and the quality of the services provided.

The project also aimed to highlight, correspond, certify and enhance (where necessary) the target-group’s, in order for them to be integrated to the Greek labour market, making the best out of their qualifications. To this end, it documented and evaluated the technical occupational skills of returnees, immigrants and refugees in an effort to assist them in immediately utilizing their

professional skills. Next, it provided them with certificates from the Organisation for Vocational Education and Training (OEEK), with the objective to increase their employability.

This practice was considered to correspond to the guidelines set out by ESDA and it constitutes policy proposal for ESDA and ESDEN.

7. Empowering Economic Migrants and Refugees

Within the framework of the 2nd implementation round of the Community Initiative Equal, the Development Partnership “Empowering Economic Migrants and Refugees in the Labour Market” established 7 *Immigrant Support Offices* in Athens, Piraeus, Thessaloniki, Volos and Patrai.

Its offices provide the following services to immigrants:

- Information regarding their labour rights, legalization issues, education, etc.
- Support and referral to competent services to meet their demands.
- Empowerment and activation for the improvement of their working conditions, through collective forms of action.
- Empowerment and promotion of their demands through their active participation and the strengthening of contact with other collective bodies, like trade unions, immigrant communities, employers institutions, and other organizations.

During the evaluation of the Project, the organization and operation of the Network’s offices was recognized as best practice. It was noted that the offices’ staffing by qualified consultants was of key significance to the effective establishment and operation of the organization. In addition, regarding the project’s intervention strategy as it developed in practice, the organization and operation of one of the offices by the immigrants themselves was

evaluated as very important to (active involvement & bottom-up approaches).

8. IDEA

Within the framework of the 1st implementation round of the Community Initiative Equal, the Development Partnership “IDEA” sought to coordinate actions to support and broaden employment in the Peloponnese region, through establishing a network among the most important institutions involved at both regional and local levels. For this purpose it developed a *Portal for the Dissemination of Information about Employment* and set up a Helpline and Helpdesk to facilitate access to information for the unemployed. The innovation introduced by this program lies in that it relied on Local Government Organizations and trained one member of each Organization of the Peloponnese Region to use the Portal and to provide information to migrants in the region.

During the evaluation of the Project, training Local Government Organizations’ members as work counsellors was recognized as best practice, because it introduced the active involvement of local communities in immigrant employment.

9. E-Quality

Within the framework of the 1st implementation round of the Community Initiative Equal, the Development Partnership E-Quality trained a diverse group of employed and unemployed persons, comprising also members of the target-group (including immigrants). This trained personnel formed the core of the Counsellors’ Network, multiplying the Quality System and acting in charge of the Quality Network’s function in regional and local level. This choice was evaluated as best practice

Furthermore, creating a framework of high-quality require-

ments was identified as best practice, as well as the development of a Quality System with a wide scope of application, including various units, services and the executive personnel of support and employment counselling.

10. Desmos/E-quality

Within the framework of the 1st implementation round of the Community Initiative Equal, the Development Partnership “Desmos/E-quality” helped to improve and network four Employment Centres (Efxini Poli Aharnon, XEN of Attica, DOKPNY of N. Ionia, KESYY NELE of Evros), which then made use of the tools developed throughout the program. The project also made use of group counselling in order to highlight methods and techniques of approach, reception, empowerment and skill development to aid unemployed immigrants and unemployed persons from other socially excluded groups in their labour market integration. Group counselling was identified as best practice by the project’s evaluation.

In addition, the Development Partnership “Desmos/E-quality” carried out actions and implemented mechanisms of support for young people with inadequate education or/and professional skills for a successful labour market integration, thus denoting a number of “talents” in the field of Communication and Information Technology. These actions were based on the implementation of an innovative training program in new economy, combined with internships in IT businesses, and group and individualized support actions, through IT Lounges, which were characterized as examples of “unit innovation”.

11. Equality and Social Cohesion

Within the framework of the 1st implementation round of the Community Initiative Equal, the Development Partnership for

“Equality and Social Cohesion” developed and implemented four reception and occupational counselling tools for immigrants and refugees. More specifically, questionnaires were created to assess professional skills, occupational personality, self-esteem and cognitive skills. These tools included a digital database used to handle data and draw conclusions faster and more objectively. They were based on the assessment of immigrants’ personal characteristics throughout the different phases of counselling, so that beneficiaries would not be given the subjective possibility to draw conclusions for themselves by themselves. The added value of these tools lies in the fact that they specifically addressed the needs and profiles of immigrants and were validated in the target-population, but also in the fact that it improved and enhanced implemented policies for the benefit of the target-group.

Immigrants’ skill certification and diploma recognition was carried out by the competent administrative services of our country.

12. MEVEL

Within the framework of the 1st implementation round of the Community Initiative Equal, the Development Partnership for “Equal Opportunities for Women in the Aegean-MEVEL” sought to integrate the principle of equality into the workplace and to promote female employment in sector of the new economy (e.g., new forms of tourism and new technologies), but also to contribute in highlighting-investigating female invisible labour. The project’s target-groups included female immigrants who work or wish to work in the Aegean area. Having groups of counsellors/facilitators individually approaching employers with invisibly working women, running an awareness-raising campaign and honouring employers and entrepreneurs, were among the actions carried out by the project.

According to the evaluation of the project, raising awareness among entrepreneurs in implementing equality policies in their businesses and informing employers about these policies and their labour rights, were included in the action's positive outcomes.

13. SynPraxis

Within the framework of the 2nd implementation round of the Community Initiative Equal, the Development Partnership “Syn-Praxis –Employment Cooperation” pilot implemented a model of prepared placing and supervised work for the unemployed. The placing practice concludes the process of inclusion in employment for the unemployed, and it constitutes a “testing” tool based on human resources for business development. In summary, placing is defined as a process that has to (a) include active involvement of the enterprise across all planning stages; (b) prepare the intern in order to successfully meet the demands of the specific occupational field; (c) link with the development prospects of the enterprise and highlight models which could be widely used by the enterprise to respond to its particular needs regarding human resources management, etc; and (d) familiarize the unemployed with the work of labour as a means to overcome social exclusion.

9.2. Thematic Networks

The European Thematic Networks were established after the completion of the C.I. Equal to operate as the par excellence mechanism of experience sharing within the framework of the 4th Program Period of the Social Fund, aiming also to facilitate communication between different Funds. The Networks make use of the expertise, best practices, implementation models and general outcomes of Equal.

Our country is involved in the following European Thematic Networks:

- ▷ “Youth Employment”
- ▷ “European Network on Social Inclusion of Roma under the Structural Funds”.
- ▷ “European Learning Network on Empowerment & Inclusion”.
- ▷ “Inclusive Entrepreneurship”.
- ▷ “European Learning Network on Transnationality”.
- ▷ “European Network on Partnership”.
- ▷ “European Network on Gender Mainstreaming”.
- ▷ “European Network on Migrants & Ethnic Minorities”.
- ▷ “Transnational Learning Network on Asylum Seekers/Victims of trafficking”.
- ▷ “European Network on Age Management”.
- ▷ “European Network on Social Economy”.

During the course of their existence, the Networks, in successive executive meetings, will attempt a) to transfer the expertise generated by the implementation of Community Initiative Equal based on the principles of partnership, transnationality, active participation, innovation, gender mainstreaming and mainstreaming; and b) to collect, analyze and codify experience, positive and negative, gained from integrating Equal’s principles into OP of ESF during the 4th Program Period. The Networks are expected to constitute evaluation tools, but also tools of learning from successful applications, planning new procedures and enhancing the strategies of integrating Equal’s principles.

In Greece, the official launch of the National Networks for Monitoring Equal’s principles (transnationality, active participation-empowerment, partnership and gender mainstreaming) took place in April 2008, with the participation of institutions carrying out Equal projects and representatives of the Special Management Services of ESF’s three Operational Programs.

9.3. Integrating the principles of C.I. Equal into development strategy

The principles of C.I. Equal are related to the general objectives of the NSRF thematic priority “Employment and Social Cohesion”. The General Objectives are outlined below:¹⁵⁰

- ▷ *General objective 7*: Improving adaptability of employers and enterprises.
- ▷ *General objective 8*: Facilitating access to employment.
- ▷ *General objective 9*: Promoting Social Integration.
- ▷ *General objective 10*: Establishing an efficient and financially sustainable health system that will provide high-quality and personalized services to citizens and will focus on continuously improving prevention and healthcare services.
- ▷ *General objective 11*: Highlighting the economic, social and developmental aspect of gender equality by directly relating it to main national policy priorities (development – employment – social cohesion).

More specifically:

a) in the context of *General Objective 8* the following are expressly stated as a special objective: “incorporating the principles of Community Initiative EQUAL into the development policy (including interventions of systemic character), both at programming and implementation level, as this forms a compulsory horizontal planning priority stemming from the new regulations of the Structural Funds”.

b) Explicit references related to the C.I. Equal are also expressed in *General Objective 11*, where it is stated that in order to support female employability and to ensure care units for children and dependent persons, best practices of the C.I. Equal, among others, will be made the most of.

150. For more information visit: <http://195.167.92.155/main.php?id=36>

Lastly, it should be noted that NSRF 2007-2013 clearly states that “...Implementation of the aforementioned General Objectives will rely on basic principles and horizontal policies such as the incorporation of gender mainstreaming and equal opportunities for all, the principles of accessibility for disabled persons and non-discrimination, the decentralization and delegation of responsibility, as well as the strengthening of partnerships with social partners, local government agencies, NGOs and private sector bodies for planning, implementing and evaluating interventions. Care will also be placed in developing a systematic evaluation of both new and current interventions in order to improve their effectiveness, increase their extroversion (experimentation and transfer of good practices) and promote solutions in the area of non-technological (social) innovation...”

At the same time, in all three ESF Operational Programs implemented in our country there are explicit references for the integration of C.I. Equal’s principles, as well as for their implementation monitoring mechanisms and procedures. More specifically:

- ▷ In the Operational Programme “Human Resources Development” (EPANAD 2005-2013)’s strategic, and more specifically regarding planning and implementing interventions within General Objective 2 “Facilitating access to the labour market”, the outcomes from C.I. Equal’s implementation have been made the most of.
- ▷ In the Operational Programme “Education and Lifelong Learning” horizontal and vertical mainstreaming of Equal’s principles will be ensured through a special service, improving the special management service of C.I. Equal, CSF 2000-2006 (see below).
- ▷ In the Operational Programme “Public Administration Reform” its integrated approach regarding equal opportunities is expressed through highlighting and documenting vulnerable groups’ special needs, tracing elements and aspects of

public policy that help to sustain, voluntarily or involuntarily, discriminations and inequalities, and integrating previously-gained expertise (e.g. Equal), as well as best practices of other administrations.

During the current Program Period, monitoring the integration of Equal's principles into the ESF Operational Programs 2007-2013 is carried out by the Special Management Service of the Community Initiative "Equal", which was renamed as Special Service for Mainstreaming of the Principles of Community Initiative EQUAL and for Managing the Actions of the Operational Program "Human Resources Development".¹⁵¹

More specifically, in the chapter regarding the Development Strategy of "NSFR 2007-2013" and in the context of General Objective 8, "Facilitating access to employment", the following are stated: "incorporating the principles of Community Initiative EQUAL into the development policy (including interventions of systemic character), both at programming and implementation level, as this forms a compulsory horizontal planning priority stemming from the new regulations of the Structural Funds".

Also, in the context of General Objective 11, "Highlighting the economic, social and developmental aspect of gender equality by directly relating it to main national policy priorities (development – employment – social cohesion)" it is specified that we should "make the most of the best practices put forth by C.I. Equal". In addition, the following is clearly stressed in the "implementation provisions of NSRF" section and specifically in the "Coordination of ESF actions" subchapter: "horizontal and vertical mainstreaming of the principles of Equal will be ensured through a specialized structure. This structure will determine the opportunities for the incorporation of the principles of Equal in the actions of the OPs co-financed by ESF and will offer the

151. See <http://195.167.92.155/index.php?prd=2&id=32>

necessary know-how to this end. Moreover, the aforementioned statement is found in all Operational Programs co-funded by the ESF. Additionally, relevant references are incorporated more or less in the texts of the Operational Programs.

The *Special Service for the Integration of Equal Principles* exercises its competencies in collaboration with the National Coordination Authority, which has the overall responsibilities of monitoring and coordinating the Operational Programs of the NSRF, and the European Social Fund Coordination and Monitoring Authority (ESFCMA), which monitors the ESF Operational Programs. This special service is tasked with the duty to identify opportunities to integrate the principles of Equal in the actions of the Operational Programmes, but also to provide the necessary know-how in this direction with the appropriate expertise. It also monitors and advises on the correct application of the principles of Equal.

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<http://www.ekke.gr/ocd>

The current volume presents the key findings from the research Programme «Combating Discrimination in the Labour Market» that was funded under the European PROGRESS Programme. The aim of this book is to illustrate the key dimensions of discrimination, focusing on the estimation of relevant indicators and models for discrimination that vulnerable social groups face in the labour market.

This volume is divided in three sections. The first one (chapters 1-4) analyzes the findings from the field work that was conducted by the National Centre for Social Research, in collaboration with the Manpower Employment Organisation. The second section (chapters 5-6) focuses on the institutional framework related to combating discrimination at the international, European and national level, with particular emphasis on the Greek labour market. The third section (chapters 7-8) discusses specific discrimination aspects, such as the econometric illustration of the effects of the demographic characteristics of vulnerable social group on employment; results from the focus group interviews that were conducted in Athens and Thessaloniki; and cases of anti-discrimination policies and best practices.



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