

## GREECE

### 1. THE COUNTRY

#### 1.1. A few words about the country.

##### 1.1.1. Living conditions and quality of life

- *Cost of living*

Greek society and the Greek economy are changing rapidly as they go through a process of transition. The Greek economy has advanced from a period of high inflation and low rates of growth to a macroeconomic model with low inflation and high growth rates. The two years 2001-2003 were of critical importance for the Greek economy and Greek society. The country's entry into the EMU in 2001 established a macroeconomic model new to Greece, characterized by low inflation and discipline in public finance. Preparations for the 2004 Olympics, the completion of major infrastructure projects and the position of Greece as a key nexus point in the Balkan Stability Pact are all leading to a more rapid period of development. At the same time the National Action Plan for Employment is attempting, through an effective package of measures, to face the serious problems of employment and unemployment. The cost of living is relatively high in relation to the average worker's pay, but the government is trying out new strategic approaches to remedy the problem.

- *Finding housing (links)*

Those interested in finding accommodation can consult:

- *Relocation agents.* These are centres, which will put interested parties in touch with estate agents or letting agencies. They will also offer advice on the best areas to look for accommodation and on whether it would be best to buy or rent at any particular time.

- *Letting agencies.* These are private businesses engaged in renting out properties for short or long periods of time. Rents depend on the size, condition, age and position of the property in question, and on the length of the lease.

- *Estate agents.* Estate agents are the businesses, which handle property sales and purchases. They can also offer valuable advice on possible sources of finance.

- *Media.* There is an abundance of information on the internet for those seeking accommodation, on the websites of the larger estate agents, and also in the Greek national newspapers, especially in the papers appearing on Wednesdays, Saturdays and Sundays, which contain hundreds of classified ads for property for sale or to rent. There are also links to websites for those seeking to buy or rent property.

- *Learning the language (links)*

Most Greeks speak good or very good English, so foreigners living and working in the country no longer need to learn the language. Lessons are available, however, at:

- Summer or winter courses at the country's universities,

- Public adult education centres,

- Public educational institutes (IEK) or educational institutions approved by the state (KEK) or

- Private language schools.

The length of the courses will vary depending on the teaching agency and the desired level of proficiency. Special exams can be taken to acquire certification in knowledge of the language.

- *Education for children*

Education in Greece is divided into a number of levels: primary (6 years), secondary (*Gymnasio* – 3 years, *Lykeio* – 3 years) and tertiary (institutions of higher education and universities – duration depending on nature of course). Education is compulsory up to the end of the *Gymnasio*.

Most children go to free state schools, but there are also private schools, which charge fees. The school year lasts from mid-September to about the 20<sup>th</sup> June.

### 1.1.2. Working conditions

- *Ways of finding work*

Employment is sought in much the same way as in the rest of the European Union.

Specifically, job seekers can:

– Make a direct approach to a business or organization, sending a CV and accompanying letter, in which they should state their reasons for wishing to work at the business in question.

– Answer job advertisements in the press (daily papers or professional press), on job-hunting websites or the websites of large companies, or employment databases.

– Get in touch with temporary employment agencies, recruiting agencies or vocational guidance agencies. The offices of the government employment departments (OAED), offer the best service in terms of information and help in finding work.

- *Special skills in particular demand*

Skills in special demand are all those involved in new areas of knowledge responding to contemporary social needs, such as health and safety (position of safety officer), quality certification (ISO), business management and administration, environment-ecology (environmental impact studies), national land register, natural gas, new communication technologies.

- *Unemployment (unemployment rates and benefits)*

Over the last twenty years there has been a steep rise in the number of qualified engineers, outstripping the growth of the economy and generating a surplus of individuals over available jobs. This is a key feature of the labour market combined with the overall statutory framework governing the professional organization, access to activities and professional rights of engineering graduates.

Rates of unemployment vary between 2 and 7% and those most affected are young engineers, women engineers and ethnic Greeks returning to Greece from the eastern bloc countries. There is also a problem of unemployment for older engineers dismissed in wholesale redundancies from companies which have closed down or been privatised.

- *Employees' rights (working hours, official holidays, leave, benefits)*

50% of qualified engineers working in the profession put in over 9 hours a day, and 20% work more than 10 hours daily.

Increased working hours are seen mainly among contracting engineers and, especially, among those employing their own staff; needless to say, increased working hours do not necessarily entail a higher income.

It is common to find engineers, especially those in salaried positions, taking on a second job.

The country's official holidays are Christmas, New Year, Twelfth Night, Easter, March 25, August 15 and October 28.

Length of personal vacations depends on the collective employment agreements, or in the case of government employees on the code of practice for civil servants.

- *Representation of engineers (associations, organizations, chambers)*

The Technical Chamber is the legally established Technical Advisor to the state and the Professional and Scientific Association of all qualified engineers in Greece. It was founded in 1926.

The Chamber is dedicated to promoting knowledge in all the areas associated with its members' skills, and to promoting technical and technological skills in the service of the independent economic, social and cultural development of the country.

It promotes these activities on the national level, through direct involvement in the community and through the European engineers' associations to which it is affiliated (FEANI, CAE, CLAIU, ECCE). It has undertaken significant initiatives through these organizations; in collaboration with them, and with the EU, it also organizes conferences and other events on aspects of technology and construction.

The Chamber is based in Athens, with branches around the country. It is organized into 17 Regional Sections, established to reflect the geographical conditions, administrative divisions and distribution of technical manpower resources around the country.

Apart from the Chamber there are also sectoral associations of engineers for the various specialized skill areas and types of employment; most important of these are the Greek Civil Engineers Association (SPME), the Graduate Architects Association (SADAS), the Graduate Electrical Engineers Association, the Greek National Association of Agricultural and Topographical Engineers, the Association of Graduate Public Sector Engineers (EMDYDAS), the Association of Public Works Contractors (SPEDE), the Association of Public Works Designers (SMEDE). Engineers' insurance is provided by their own insurance fund (T.S.M.E.D.E ) in which they are registered automatically as soon as they join the Technical Chamber. The insurance is based on their professional status and not on their employment potential; this is regarded as an important privilege because it aligns their insurance status with their real working conditions.

In Greece there is also the European Federation of National Engineers Associations (**FEANI**), to which Greek engineers can apply for certification as European Engineers (Eur-Ing).

## **1.2. Recognition of qualifications**

### **1.2.1 Engineers**

#### **1.2.1.1 *Studies – degrees – special skill areas***

Engineering courses last five years and are offered at the polytechnic schools located in Greece's major cities. Courses are taught in the following areas:

- Agronomists – Survey Engineering
- Architecture
- Electrical Engineering
- Electrical Engineering and Computer Engineering

- Electrical Engineering and Computer Technology
- Energy Resource Management
- Construction Engineering
- Computer and IT Engineering
- Computers, Telecommunications and Networks
- Metal and Mineral Engineering
- Engineering Finance and Administration
- Mineral Resource Engineering
- Production and Management Engineering
- Environmental Engineering
- Land Use and Regional Development
- Mechanical Engineering and Aviation
- Mechanical Engineering
- Industrial Mechanical Engineering
- Nautical Mechanical Engineering
- Civil Engineering
- Chemical Engineering

#### **POLYTECHNICS – POLYTECHNIC SCHOOLS**

National Metsoveio Polytechnic, 106 82 Athens,

**Web site:** [www.ntua.gr](http://www.ntua.gr)

Crete Polytechnic, 731 00 Hania,

**Web site:** [www.tuc.gr](http://www.tuc.gr)

Aristotle University of Thessaloniki (Polytechnic Schools), 540 06 Thessaloniki,

**Web site:** [www.auth.gr](http://www.auth.gr)

Democritus University of Thrace (Polytechnic Schools), 671 00 Xanthe,

**Web site:** [www.duth.gr](http://www.duth.gr)

University of Patra (Polytechnic Schools), 260 01 Patra,

**Web site:** [www.upatras.gr](http://www.upatras.gr)

University of Thessaly (Polytechnic School), 38221 Volos,

**Web site:** [www.uth.gr](http://www.uth.gr)

#### *1.2.1.2 License to practice: how and where to obtain a license to practice*

As stated above, the Technical Chamber of Greece (T.E.E) is the Professional and Scientific Association of all Greece's qualified engineers. After receiving their degree, engineers must obtain a license to practice from the Chamber; they will be granted membership of the Chamber and given their own number on the Chamber's Roll.

**Registration with the Chamber is a necessary prerequisite for any engineer wishing to practice his or her profession in Greece.** The Chamber currently has more than 80,000 members and is administered by a 15-member council elected by ballot of all members each three years.

The Chamber keeps a register of all properly qualified engineers in Greece.

#### 1.2.1.3 *Recognition and equivalence of degrees*

### **INTER-UNIVERSITY CENTRE FOR RECOGNITION OF FOREIGN QUALIFICATIONS (DI.K.A.T.S.A.)**

223 Mesogeion St., 115 25 Athens, tel. +30 1 6756362

The centre was established under Law 741/1977 for the purpose of recognition of foreign universities and degrees as equivalent to their Greek counterparts.

Applications for recognition of a degree must be submitted to the Centre, which is the competent body to make decisions on equivalence of university qualifications. It should be made clear that professional recognition of your formal qualifications is required on the basis of EEC Directive 89/48.

The following documents must be submitted together with the application: certification of nationality, qualifications and degrees, documentation proving professional experience, certification from the appropriate authority in the country of origin confirming that the applicant possesses the necessary qualifications to practice as an engineer.

Presidential Decree 165/2000 set up, under the Ministry of Education, a special collective body known as the 'Council for recognition of professional equivalence of higher education qualifications' (SAEITTE).

#### 1.2.2 *Architects*

For architects wishing to practice in Greece, all the procedures concerning studies, license to practice, recognition and equivalence of qualifications are the same as those applying to engineers and described above.

## **2.2. *Employer-employee relations***

### **2.3.1. *Engineers***

#### **2.3.1.1. *Engineers' fees***

### **GRADUATE ENGINEERS IN TECHNICAL, DESIGN AND CONTRACTING BUSINESSES**

#### **Engineers' salaries in the private sector**

The Mediation and Arbitration Agency (O.M.E.D.) has defined the National Sectoral Collective Employment Contract for employees in all Greek design and contracting companies. Below we present a detailed table of the salaries of engineers in the private sector between 1994-2003 as well as the O.M.E.D. decision regulating salaries for the current year.

**BASIC GROSS SALARIES FROM 1994 TO 2003**

ΧΡΟΝΑ ΥΠΗΞ. ΑΠΟ ΑΠΟΚΤ. ΔΙΠΛΩΜ	ΒΑΣΙΚΟΣ ΜΕΘΟΣ ΑΠΟ 1/1/94 ΣΣΕ 6.6.94	ΒΑΣΙΚΟΣ ΜΕΘΟΣ ΑΠΟ 1/7/94 ΣΣΕ 6.6.94	ΒΑΣΙΚΟΣ ΜΕΘΟΣ ΑΠΟ 1/1/95 ΣΣΕ 6.6.94	ΒΑΣΙΚΟΣ ΜΕΘΟΣ ΑΠΟ 1/7/95 ΣΣΕ 6.6.94	ΧΡΟΝΑ ΥΠΗΞ. ΑΠΟ ΑΠΟΚΤ. ΔΙΠΛΩΜ	ΒΑΣΙΚΟΣ ΜΕΘΟΣ ΑΠΟ 1/1/96 Δ.Α. 31/96	ΒΑΣΙΚΟΣ ΜΕΘΟΣ ΑΠΟ 1/7/96 Δ.Α. 31/96	ΒΑΣΙΚΟΣ ΜΕΘΟΣ ΑΠΟ 1/7/97 Δ.Α. 31/96	ΒΑΣΙΚΟΣ ΜΕΘΟΣ ΑΠΟ 1/7/97 Δ.Α. 31/96	ΒΑΣΙΚΟΣ ΜΕΘΟΣ ΑΠΟ 1/1/98 έως 31/12/98 Δ.Α. 54/98	ΒΑΣΙΚΟΣ ΜΕΘΟΣ ΑΠΟ 1/99 έως 31/12/99 Δ.Α. 54/98	ΒΑΣΙΚΟΣ ΜΕΘΟΣ ΑΠΟ 1/2000 (ΕΓΣΣΕ) 10,7%+2%
0-3	178.146	189.726	197.315	205.208	0-3	213.416	224.087	231.930	240.048	252.554	260.131	267.191
3-6	194.450	207.090	215.374	223.989	3-6	232.949	244.596	253.157	262.017	275.668	283.939	291.645
6-9	215.768	229.793	238.985	248.545	6-9	258.486	271.410	280.909	290.741	305.889	315.065	323.616
9-12	229.705	244.636	254.422	264.599	9-12	275.183	288.942	299.055	309.522	325.648	335.417	344.520
12-15	243.534	259.364	269.739	280.529	12-15	291.750	306.337	317.059	328.156	345.253	355.610	365.261
15-18	257.361	274.090	285.054	296.457	15-18	308.314	323.730	335.061	346.788	364.855	375.801	386.000
18-21	269.459	286.974	298.453	310.392	18-21	322.807	338.947	350.810	363.089	382.005	393.466	404.145
21-35	280.261	298.478	310.418	322.835	21-27	335.748	352.536	364.875	377.645	397.321	409.240	420.347
35-36			312.429	324.927	27-35	348.000	365.400	378.189	391.426	411.819	424.173	435.685
36-37			314.440	327.019	35-36	350.200	367.600	380.466	393.782	414.298	426.727	438.308
37-38			316.451	329.111	36-37	352.400	369.800	382.743	396.139	416.778	429.291	440.932
38-39			318.462	331.203	37-38	354.600	372.000	385.020	398.496	419.257	431.835	443.555
39-40			320.473	333.295	38-39	356.800	374.200	387.297	400.852	421.737	434.389	446.178
					39-40	359.000	376.400	389.574	403.209	424.216	436.943	448.802

Years of employment since acquisition of degree

Basic salary from 1-1-94 Collective Employment Agreement 6-6-94

Etc. etc.

Basic salary from 1/1/96 Arbitration Decision 31/96

Etc. etc.

ΧΡΟΝΑ ΥΠΗΞ. ΑΠΟ ΑΠΟΚΤ. ΔΙΠΛΩΜ	ΒΑΣΙΚΟΣ ΜΕΘΟΣ ΑΠΟ 1.2.2000 έως 31.12.2000 Δ.Α. 18/2000	ΒΑΣΙΚΟΣ ΜΕΘΟΣ ΑΠΟ 1.2.2000 έως 31.12.2001 Δ.Α. 18/2000	ΧΡΟΝΑ ΥΠΗΞ. ΑΠΟ ΑΠΟΚΤ. ΔΙΠΛΩΜ	ΒΑΣΙΚΟΣ ΜΕΘΟΣ ΑΠΟ 1.1.2002 έως 31.12.2002 (σε ΕΥΡΩ) ΣΣΕ 20.502	ΒΑΣΙΚΟΣ ΜΕΘΟΣ ΑΠΟ 1.1.2003 1.1.2003 έως 31.12.2003 Δ.Α. 28/2003 (6%)
0-3	271.837	282.710	0-3	879,45	932,22
3-6	296.716	308.585	3-6	959,95	1.017,54
6-9	329.243	342.413	6-9	1.065,17	1.129,08
9-12	350.511	364.531	9-12	1.133,98	1.202,02
12-15	371.612	386.476	12-15	1.202,24	1.274,38
15-18	392.712	408.420	15-18	1.270,51	1.346,74
18-21	411.172	427.619	18-21	1.330,23	1.410,04
21-24	427.656	444.762	21-24	1.383,55	1.466,57
24-27	435.876	453.311	24-27	1.410,15	1.494,76
27-35	443.261	460.991	27-30	1.419,12	1.504,26
35-36	445.930	463.767	30-33	1.428,07	1.513,76
36-37	448.599	466.543	33-35	1.434,04	1.520,08
37-38	451.268	469.319	35-36	1.442,68	1.529,24
38-39	453.937	472.094	36-37	1.451,29	1.538,37
39-40	466.605	474.869	37-38	1.459,95	1.547,55
			38-39	1.468,59	1.556,70
			39-40	1.477,22	1.565,85

*Σημείωση: Αυτή η Συλλογική Σύμβαση Εργασίας εφαρμόζεται μόνο για τα μέλη του Συλλόγου Τεχνικών Υπαλλήλων Ελλάδος, των οποίων η ιδιότητα του μέλους πιστοποιείται με την προσκόμιση στον εργοδότη σχετικής βεβαίωσης που εκδίδεται από το Σύλλογο.*

Years of employment since acquisition of degree

Basic salary from 1.2.2000 to 31.12.2000 Arbitration Decision 18/2000

Etc.etc.

*Note: This Collective Employment Agreement applies only to members of the Association of Technical Employees of Greece; membership must be proved by presentation to the employer of the relevant certificate issued by the Association.*

<b>ΕΠΙΔΟΜΑΤΑ ΕΠΙ ΤΩΝ ΒΑΣΙΚΩΝ ΚΩΣΕΩΝ</b>	
1. Γάμου: 10%	Το επίδομα αυτό δικαιούνται και οι χήροι-ες, οι διαζευγμένοι-ες, καθώς και οι άγαμοι γονείς, εφόσον όλοι έχουν τ ην επιμέλεια ενός τουλάχιστον παιδιού.
2. Παιδιών: 5%	Το επίδομα αυτό χορηγείται όταν τα παιδιά έχουν ηλικία κάτω των είκοσι (20) χρόνων, δεν εργάζονται, συντηρούνται από τον εργαζόμενο/-η και είναι άγαμοι. Σε περίπτωση που τα παιδιά σπουδάζουν σε σχολή που λειτουργεί με άδεια κρατικής αρχής ή σε αναγνωρισμένη σχολή του εξωτερικού, το επίδομα αυτό καταβάλλεται, εφόσον το παιδί είναι άγαμο και δεν εργάζεται, μέχρι και τη συμπλήρωση του 25ου έτους της ηλικίας του, ανεξαρτήτως φύλου. Για τα αποδεκμένα ανήλικα παιδιά το επίδομα καταβάλλεται ανεξαρτήτως ηλικίας.
3. Γενικού Δ/ντή 30%	
4. Τεχνικού Δ/ντή 20%	
5. Προϊσταμένου τμήματος: 15%	
6. Απασχόλησης σε εργοτάξιο: 10%	Το προσωπικό που απασχολείται σε εργοτάξιο δικαιούται επίδομα 10% επί του βασικού κλιμακίου, στο οποίο ανήκει για όσο χρόνο παρέχει, με εντολή της εταιρείας, τις υπηρεσίες του στο εργοτάξιο. Το επίδομα αυτό συμπληφίζεται με τυχόν χορηγούμενα επιδόματα ανθυγιεινής εργασίας ή με επιδόματα που καταβάλλονται για τον ίδιο σκοπό ή με ανώτερες των συμβατικών καταβαλλόμενες αποδοχές.
7. Υπεύθυνου έργου σε ομάδα μελέτης ή υπεύθυνου εργοταξίου: 15%	
8. Επιβλέποντος βάσει νόμου: 25%	Το επίδομα αυτό χορηγείται μέχρι την οριστική παραλαβή του έργου, κατά την οποία τελειώνει το έργο της επίβλεψης.
9. Χρήσης Η/Υ: 15%	Στους εργαζόμενους μπροστά από οθόνη οπτική απεικόνισης χορηγείται επίδομα χρήσης ηλεκτρονικού υπολογιστού και ανθυγιεινής εργασίας σε ποσοστό 15%, υπολογιζόμενο στον κάθε φορά ισχύοντα βασικό μισθό. Εν περιπτώσει απασχόλησης επί λιγότερες ώρες ημερησίως ή επί λιγότερες εργάσιμες ημέρες, οι εργαζόμενοι δικαιούνται να λάβουν το επίδομα ανθυγιεινής εργασίας μόνον για όσο χρόνο απασχολούνται στον ηλεκτρονικό υπολογιστή κατ' αναλογία.
10. Διδακτορικού: 13%	Το επίδομα αυτό καταβάλλεται εφόσον η διδακτορική διατριβή είναι σχετική με το επιστημονικό πεδίο της ειδικότητας απασχόλησης του εργαζόμενου.
11. Μεταπτυχιακών σπουδών: 10% (Master)	Χορηγείται, εφόσον ο τίτλος σπουδών είναι σχετικός με το επιστημονικό πεδίο της ειδικότητας με την οποία έχει προσληφθεί ο εργαζόμενος.
12. Ξένης Γλώσσας: 10%	Το επίδομα ξένης γλώσσας χορηγείται, εφόσον απαιτείται η χρήση ξένης γλώσσας ή η γνώση της αποτελεί κριτήριο πρόσληψης. Η επάρκεια γνώσης της ξένης γλώσσας διαπιστώνεται με την προσκόμιση τίτλου σπουδών επιπέδου Proficiency ή αντίστοιχου τίτλου για τις λοιπές γλώσσες. Δεν απαιτείται η προσκόμιση τέτοιου τίτλου, προκειμένου για πτυχιούχους σχολών του εξωτερικού μέσης, ανώτερης ή ανώτατης εκπαίδευσης, συμπεριλαμβανομένης και της μεταπτυχιακής.
13. Επιπέδον γλώσσας: 5%	
14. Επικίνδυνης και ανθυγιεινής εργασίας:	Όπως οι άλλοι εργαζόμενοι στον ίδιο χώρο.



## Η απόφαση του Ο.Μ.Ε.Δ. για το 2003

Η Εθνική Κλαδική Συλλογική Σύμβαση Εργασίας των εργαζομένων στις μελετητικές και εργοληπτικές τεχνικές επιχειρήσεις όλης της χώρας, όπως καθορίστηκε με βάση τη διαιτητική απόφαση 28/2003 (Διαιτητής: Κώστας Δ. Παπαδημητρίου), του Ο.Μ.Ε.Δ. αναλυτικά έχει ως εξής:

Με βάση το Ν. 1876/90 και το Κανονισμό Καταστάσεως Μεσοβαθρών - Διαιτητών ανέλαβα, μετά από κλήρωση στις 29.5.2003, καθίκοντα διαιτητή στις 30.5.2003 προς επίλυση συλλογικής διαφοράς εργασίας των Συλλόγου Τεχνικών Υπαλλήλων Ελλάδος αφενός και Συνδέσμου Τεχνικών Εταιρειών Η' τάξεως Πανελληνίου Συνδέσμου Ανωνύμων Τεχνικών Εταιρειών Πανελληνίας Ένωσης Διπλωματούχων Μηχανικών και Εργοληπτών Δημοσίων Έργων Πανελληνίας Ένωσης Διπλωματούχων Μηχανολόγων Ηλεκτρολόγων Εργοληπτών Δημοσίων Έργων Συνδέσμου Ελληνικών Γραφείων Μητετών Ένωσης Κατασκευαστών Κατιών Ελλάδος αφετέρου Κατά τις συζητήσεις της συλλογικής διαφοράς, που πραγματοποιήθηκε

ΚΑΤΗΓΟΡΙΕΣ ΕΡΓΑΖΟΜΕΝΩΝ ΚΑΙ ΜΗΚΤΕΣ ΑΠΟΔΟΧΕΣ				
ΠΑΛΙΟ ΑΣΦΑΛΙΣΤΙΚΟ (ΑΣΦΑΛΙΣΗΝΟΙ ΕΩΣ 31.12.92)				
	ΠΡΟΣΩΠΙΚΗ ΣΥΜΦΟΡΑ		ΕΓΓΟΔΟΤΙΚΗ ΣΥΜΦΟΡΑ	
	Άνω 5ετίας	Κάτω 5ετίας		
Κλάδος Κύριας Σύνταξης (ΚΚΣ)	111,75 ευρώ	67,05 ευρώ	-	X12 μήνες
Ειδικός Λογαριασμός Πρόσθετων Παροχών (ΕΠΠΠ)	57,77 ευρώ	34,66 ευρώ	128,34 ευρώ	X12 μήνες
Εφάπαξ ΕΛΠΠ	19,26 ευρώ	19,26 ευρώ	-	X12 μήνες
Κλάδος Υγείας Τεχνικών (ΚΥΤ)	2,15%	4,3%	X14 μήνες	
Παροχή Χρήμα στο ΙΚΑ	4,18%		7,43%	X14 μήνες
<b>ΣΥΝΟΛΟ</b>	<b>188,78 ευρώ + 6,33%</b>	<b>120,97 ευρώ + 6,33%</b>	<b>128,34 ευρώ + 11,73%</b>	

Σημείωση: Ο κλάδος Υγείας υπολογίζεται επί του συνόλου των αποδοχών. Το σύνολο αποδοχών δεν μπορεί να είναι κατώτερο από 558,75 ευρώ καθώς επίσης δεν μπορεί να είναι ανώτερο από 1.960,25 ευρώ

ΝΕΟ ΑΣΦΑΛΙΣΤΙΚΟ (ΑΣΦΑΛΙΣΗΝΟΙ ΑΠΟ 1.1.93)				
	ΠΡΟΣΩΠΙΚΗ ΣΥΜΦΟΡΑ		ΕΓΓΟΔΟΤΙΚΗ ΣΥΜΦΟΡΑ	
	Άνω 5ετίας	Κάτω 5ετίας		
Κλάδος Κύριας Σύνταξης (ΚΚΣ)	6,67%	4,00%	13,33%	X14 μήνες
Κλάδος Επικουρικής Σύνταξης	3,00%	1,80%	3,00%	X14 μήνες
Κλάδος Υγείας	2,15%	2,15%	4,30%	X14 μήνες
Κλάδος Πρόνοιας	4,00%	4,00%		X14 μήνες
Παροχή Χρήμα στο ΙΚΑ	4,18%	4,18%	7,43%	X14 μήνες
<b>ΣΥΝΟΛΟ</b>	<b>20%</b>	<b>16,13%</b>	<b>28,06%</b>	

BENEFITS OVER AND ABOVE BASIC SALARIES

1. Marriage 10%	Also payable to widows, widowers, divorced individuals and single parents, provided that they are responsible for raising at least one child
2. Children 5%	This benefit is paid when the children are under 20 years old, are not working, are kept by the employee and are unmarried. If the children are studying at a school operating with a state license or at a recognised school abroad this benefit is payable provided that the child is unmarried and not working, until the child reaches the age of 25, regardless of sex. For children with a certified disability, the benefit is paid regardless of age.
3. General Director 30%	
4. Technical Director 20%	
5. Head of section 15%	
6. Employment at worksite 15%	Staff working at a worksite are entitled to a benefit of 10% of the basic rate to which they are entitled and for as long as they are offering their services, at their company's instructions, at the worksite. This benefit shall be offset against any benefits being paid for unhealthy working conditions for benefits paid for this purpose or remuneration over and above the contractual pay.
7. Project manager in design team or worksite manager 15%	
8. Supervising engineer as appointed in law 25%	This benefit is paid until final delivery of the project, when the work of supervision is complete.
9. PC user 15%	Employees who work in front of a PC monitor are paid a PC and unhealthy conditions allowance of 15% of the basic salary. If the computer is not used all day or every day, then they are entitled to receive the proportion of the unhealthy conditions allowance corresponding to the number of hours or days of PC use.
10. Ph.D. 13%	This allowance is paid only if the doctoral dissertation was on a subject related to the special field in which the individual is employed
11. Postgraduate studies 10% (Master's)	This allowance is paid only if the degree was in a subject related to the special field in which the individual is employed
12. Foreign language	The foreign language allowance is paid only if the use or knowledge of the language was a criterion in recruitment for the position of employment  Adequate knowledge of the language must be demonstrated by presentation of a Proficiency Certificate for English and an equivalent for other languages  Individuals who have attended secondary or higher (including postgraduate) education abroad need not produce the certification above
13. Additional languages 5%	
14. Dangerous or unhealthy working conditions	As for other workers in the same area

The O.M.E.D. decision for 2003

The National Sectoral Collective Employment Agreement for employees in design and contracting companies in Greece, as defined by the O.M.E.D. on the basis of arbitration decision 28/2003 (Arbitrator: Kostas D. Papadimitriou) is as follows:

On the basis of Law 1876/90 and the Mediation-Arbitration Code I have undertaken on 30-5-2003, following a lottery process on 29-5-2003, the duties of arbitrator to resolve the employment dispute between the Association of Technical Employees of Greece and the Association of Technical Companies Class VIII, the Greek Association of Technical PLCs, the Greek Association of Graduate Engineers and Public Works Contractors, the Greek Association of Mechanical Engineering Contractors for Public Works, the Association of Greek Design Companies, the Association of Greek Building Constructors, during the negotiations which were held to resolve the dispute.

#### WITHHOLDINGS FROM GROSS SALARIES

##### OLD INSURANCE SYSTEM (THOSE INSURED UP TO 31-12-92)

	Personal contribution	Employer's contribution	
Main Pension Sector	Over 5 years 111.75 Euro	Under 5 years 67.05 Euro	x12 months
Special Additional Benefits Account (ELPP)			
One-off ELPP			
Technicians Health Sector			
Money Benefit to IKA (Social Security Fund)			
TOTAL			

##### NEW INSURANCE SYSTEM

	Personal contribution	Employer's contribution
	Over 5 years	Under 5 years
Main Pension Sector		
Supplementary Pension Sector		
Health Sector		
Welfare Sector		
Money Benefit to IKA (Social Security Fund)		
TOTAL		

According to Decision No. 25/1983 of the Athens DDM, engineers shall work a standard working week of 40 hours, i.e. 8 hours of employment five days a week. Work over this limit shall be paid in accordance with the provisions of current employment legislation. Engineers in the private sector are entitled to 14 monthly salaries each year, 30 days holiday on full pay, 10 days in addition for marriage leave. The duration of employment (basic time) required for eligibility for annual regular paid leave (Law 539/1945, as currently valid), is reduced from twelve to ten months. For women maternity leave is available for 17 weeks and then one hour each day for 30 months following the birth. On agreement with the employer the reduced working time can be set at 2 hours for the first 12 months and 1 hour for the remaining six months. The reduced hours permitted for care of children is regarded, and paid, as working time. Engineers working away from their ordinary base are entitled to the benefits envisaged in paragraph 4 of Joint Ministerial Decision 43739/4395/51 of the Ministers of Labour and Finance, on the same terms and conditions laid down in that Decision, i.e. compensation equal to 1/20 of the legal remuneration in terms of basic salary and supplements in the form of allowances envisaged in the Collective Employment Agreement, as well as travelling and accommodation expenses. For information or clarification contact the Office of Professional Affairs at 3291.604, 3291.605, 3291.606, 3291.607 or 3245.936.

At the offices of the O.M.E.D. in Athens on 5 June 2003 all parties to the collective dispute appeared before me with their legal representation.

HAVING TAKEN INTO CONSIDERATION:

That the recourse to arbitration was the initiative of the employee side (under register no. 026/225.2003 application to the O.M.E.D. for arbitration, seeking the signing of a collective employment agreement.

2. Proposal No. 879/2003 by the arbitrator Mr. Lixouriotis

3. The documents contained in the relevant arbitration file and the data arising from those documents.

4. The oral statements made during the aforesaid discussion, and the minutes of the negotiations.

5. The level of National General Collective Employment Agreement increases for the current year.

6. The rate of inflation for 2002, and the forecast inflation rate for 2003.

7. That in the current year too the sector which is the subject of this collective dispute is enjoying significant growth and in general terms showing substantial profit levels.

I HAVE REACHED THE FOLLOWING DECISION:

### **Article 1**

#### **Scope**

The parties subject to this Decision are the employees making up the technical, financial and administrative personnel of the whole country's technical, design and contracting companies, in the following specialist areas:

A. Graduate engineers (university level), in all areas, with degrees from recognized Greek universities or foreign universities granting degrees recognized as equivalent by the DIKATSA

B. Geologists – Agriculturalists – Forestry Scientists (university level) (Earth science technicians (university level)

C. Graduate engineers from technical colleges (TEI) in all areas, holders of a degree involving three years of study from a Greek college or foreign college granting a degree recognized as equivalent

D. Foremen – Construction Project Designers, Topographers, Mechanics, Shipbuilders

1. Graduates of technical schools (secondary ed. Level), of Institutes of Vocational Training (IEK) and of Technical Vocational High Schools

2. Experts in all the above fields

E. Accountants and assistant accountants

F. Administrative staff (secretaries, computer operators, office staff, storekeepers, janitors, collectors)

G. Guards, night watchmen, gatekeepers

H. Cleaners

I. Drivers

This Decision applies only to members of the Association of Technical Employees of Greece; membership must be proved by presentation to the employer of the relevant certification as issued by the Association.

## **Article 2**

### **Increases in Basic Salaries - Wages**

The minimum level of basic wages and salaries subject to this arbitration decision, as at 31.12.2002, on the basis of previous collective arrangements, is increased from 1.1.2003 by 6%.

## **Article 3**

### **Salary questions for special areas**

From 1.1.2003 agriculturalists, forestry scientists (university level) are subject to this arbitration decision, in accordance with the basic salary scale, provisions and allowances applying to graduate geologists in this decision.

## **Article 4**

### **Allowances**

4.1. The 10% Ph.D. allowance provided for is to be increased by 3% from 1.1.2003 to become 13%, calculated on the basis of the new basic salaries and wages scale for the grade of each employee.

The allowance is payable provided that the Ph.D. dissertation was written on a subject related to the field of employment of the individual. It shall be paid only from the date on which the relevant degree is lodged with the company and not retroactively to the date of the qualification. This provision shall also apply to accountants and assistant accountants who possess a Ph.D. The provision of paragraph 3b of article 3 of the Collective Employment Agreement dated 20-5-2002 is hereby revoked and salaried beneficiaries thereof shall again be subject to the salary scales as set in this Arbitration Decision, depending on their years of service – previous employment.

4.2. Employees in all areas of knowledge taught in higher education who hold a Master's degree or corresponding qualification in a subject related to their employment shall receive an allowance of 10% calculated on the basis of the new basic salary and wage scales for their grade. The allowance will only be paid if the content of the qualification is related to the field of specialization in which the individual has been recruited and from the date on which the qualification is lodged with the company, not retroactively from the date of the

qualification. It is self-evident that no employee can claim allowances for both a Master's and a Ph.D. at the same time.

This provision will apply also to accountants and assistant accountants who hold a postgraduate qualification, as above. The provision of paragraph 3a of article 3 of the Collective Employment Agreement dated 20-5-2002 is hereby revoked and salaried beneficiaries thereof shall again be subject to the salary scales as set in this Arbitration Decision, depending on their years of service – previous employment.

4.3. Those employees in unconditional receipt to date of a Ph.D. or Master's allowance shall continue to receive said allowance at 10%, calculated on the basis of the new basic salary and wage scales for their grade.

## **Article 5**

### **Retained provisions**

5.1. All allowances are calculated on the basis of the new basic salary and wage scales for the employee's grade, in line with the years of service or previous employment, as applicable under previous Collective Agreements or Arbitration Decisions.

5.2. Remuneration higher in total than that determined in this Decision, or more favourable conditions of employment envisaged in Collective Labour Agreements, Arbitration Decisions, laws, legal decrees, ministerial decisions, internal regulations, customs or individual contracts of employment, not formally amended by the provisions of this Decision, shall remain unaffected and shall not be subject to amendment.

5.3. In all other respects the terms and conditions of the Sector Collective Agreement of 20.5.2002 remain in force, as do those of all previous collective arrangements insofar as they are not amended or revoked by this Decision.

## **Article 6**

### **Commencement and duration**

This Decision shall take effect from 1.1.2003, unless a different date is specified above.

Date lodged: 23 June 2003

## **THE ARBITRATOR**

**Kostas D. Papadimitriou**

A corresponding Collective Employment Agreement exists for electrical, mechanical, electronic and shipbuilding engineers, members of the STEB (Contractors Association), in industry.

In the public sector the public sector pay scales are in force, based on the unified salary scale (permanent employees or employees on contract), which includes the basic salary, the length of service allowance, the levelling allowance and various special allowances such as those for postgraduate studies, extra-curricular employment for engineers in education, problematic and remote region allowances, IT allowance, holiday and leave, family and performance incentive allowances.

For private projects engineers' pay is determined on the basis of the contractual budget in **Presidential Decree 696/74** «On engineers' fees for preparation of designs, supervision, delivery etc. of transport, hydraulic and building projects, as well as topographic, land register and cartographic work and relevant technical specifications of designs» (Gov. Gaz. 301 A' of 8-10-1974), as amended and supplemented by **Presidential Decree 515/89** (Gov. Gaz. 219 A' of 5-10-1989). For designs not envisaged in the provisions above, a special agreement is reached and a lump sum payment is made.

Private projects are also subject to:

**Decision 81304/6083/6-12-89** of the Minister for the Environment 'Definition of unit price for surface area of residential building projects' Gov Gaz. 886 B της 7-12-89.

**Circular 17854/12-2-90**, provision of instructions in respect of Presidential Decree 515/89 AND Decision 81304/89 ( Gov. Gaz.K 886 B).

2.3.1.2. Private projects

- **Presidential Decree 305/1996 (Gov. Gaz. 212)**

Minimum health and safety specifications to be met at temporary and mobile worksites in compliance with EEC Directive 92/57.

- **MIN. DECISION 10256/1926/26-3-1997 (Gov. Gaz. 329/D/1997)**

AMENDMENT OF DECISION ON BUILDING CONSTRUCTION – ANTI-SEISMIC JOINTS PROVISIONS

- **MIN. DECISION D17A/116/4/FN 429/18-10-2000 (Gov. Gaz. 1329/B/6-11-2000)**

APPROVAL OF GREEK REGULATIONS FOR DESIGN AND CONSTRUCTION OF PROJECTS USING REINFORCED CONCRETE (EKOS 2000)

- **Presidential Decree of 3/8-9-1983(Gov. Gaz. 1983)**

METHOD OF ISSUING OF BUILDING PERMITS AND INSPECTION OF BUILDINGS BEING CONSTRUCTED

- **LAW 1577/1985(GOV. GAZ. 210A/18-12-1985)**

GENERAL BUILDING CODE

- **MIN. DECISION 3046/304/30.1-3.2.1989(GOV. GAZ. 59/D/1989)**

BUILDING CONSTRUCTION CODE

- **DECISION 59283(GOV. GAZ. 558/4-7-2002)**

Supplement to paragraph 3 of article 2 of Min. of Environment Decision 3046/304/30.1.1989 "Building Construction Code "

- **PRES. DECREE 1073/1981(GOV. GAZ. 260A/16.9.1981)**

"On safety measures during on-site construction and all kinds of civil engineering projects "

- **GOV. GAZ. 381/B/24.3.2000**

"REINFORCED CONCRETE STEEL TECHNOLOGY REGULATIONS "

- **MIN. DECISION D17α/67/1/FN275/2003 (781/B/18-6-2003)**

"AMENDMENT AND SUPPLEMENT TO DECISION EAK 2000"

- **MIN. DECISION D17a/141/3/FN275/1999 (GOV. GAZ. 2184/B/1999)**

"APPROVAL OF GREEK ANTI-SEISMIC REGULATIONS "(EAK 2000)

- **MIN. DECISION D14/19164/28-3-1997(GOV. GAZ. 315/B/17-4-1997)**

"APPROVAL OF CONCRETE TECHNOLOGY REGULATIONS - 97"

The agencies overseeing the design or construction of private projects are the planning directorates in the area and the corresponding planning offices for the municipal areas across the country, which issue the necessary building permits. In the case of special buildings collaboration is required with other agencies, such as the Directorates for Industry or Transport.

### 2.3.1.3. Public projects

Designs for Public Projects (4 years from the date of taking his or her degree an engineer may register on the Roll of the Expert Opinion Committee for Designs (GEM).

Construction of Public Projects ( 3 years from the date of issue of his or her license to practice an engineer may register on the Roll of M.E.K. [Register of Constructors' Experience].

Construction of public works projects may be undertaken by domestic businesses registered on the Roll of Contracting Companies (MEEP) in the category and registration class appropriate to the project, and by contracting companies from EU member states in accordance with the provisions in force at the relevant time. Construction companies outside the EU which have the necessary qualifications may enter competitions and may undertake construction of public works projects in those cases covered by the country's international commitments.

According to the statement of reasons accompanying Law 1418/1984 the establishment by that law of new forms of practicing the profession of contractor was based on the simple observation that to complete its task, i.e. the successful construction of the public works project, the contracting company needs to have the proper technical status and capacity. These two requirements of a contracting company formed the guide for the individual legislative provisions and specifically those concerning the establishment of two registers: the Register of Contracting Companies (MEEP) and the Register of Constructors' Experience (MEK). The former (MEEP) allows verification of the technical and financial competence of the businesses and the latter (MEK) the construction experience of the individuals staffing these businesses. These registers are kept by the Directorate of Registers and Technical Professions (D15) of the General Secretariat of Public Works of the Ministry of the Environment, which is responsible for the operation of the registers and issues the necessary certification for participation in tender procedures.

The Register of Constructors' Experience (MEK) contains six categories of project (road building, housing, hydraulics, ports, electrical engineering and industrial energy) and eight sub-categories of specialist project or task (drilling, green spaces, special insulation, elevators, electronic equipment for floating projects – shipyard installations, mineral extraction and purification/processing of water, liquids, gases, wastes). The Register has four grades of experience: A, B, C and D.

#### **Basic laws:**

**Emergency Law 2326/40 (Gov. Gaz. 145<sup>A</sup>/40)** «On Engineers and Public Works Contractors Pension Fund»

**Royal Decree 20-11/4.12.1940** «On implementation of Emergency Law 2326/1940 on Engineers and Public Works Contractors Pension Fund»

**Law 915/79 (Gov. Gaz. 103<sup>A</sup>/1979)** «On amendment and supplement to legislation on Engineers and Public Works Contractors Pension Fund».

**Min. Dec. 43/3/715 of 8/15.4.81 (Gov. Gaz. 223B/81)** «On approval of regulations governing payments of the Special Additional Payments Account of the Engineers and Public Works Contractors Pension Fund».

**Law 716/1977(Gov. Gaz. 295A/5.10.1977)**

**Pres. Dec. 194/1979(Gov. Gaz. 53/A/15.3.1975)**

**Pres. Dec. 346/1998(Gov. Gaz. 230/A/12.10.1998)**

**Pres. Dec. 18/2000(Gov. Gaz. 15/A/3.2.2000)** 'Amendment of Presidential Decree 346/1998(A'230) in compliance with the provisions of EC Directive 97/52 of 13 October 1997'



**Pres. Dec.101/2003(Gov. Gaz. 95/A/23.4.2003)** Amendment of Presidential Decree 346/1998(A230), as amended by Presidential Decree18/2000(A15) on public service contracts, in compliance with the provisions of European Council Directive 2001/78 of 13 September 2001"

**Law 3164/2003(Gov. Gaz. 76/A/2.7.2003)**

**DECISION ON CONDITIONS FOR DEGREES (GOV. GAZ.102/B/30.1.2003)**

2.3.1.4. Searching for technical legislation

**The above provisions, in their codified form, as valid today, are available from the NOMOS Service of the Technical Chamber of Greece Information Bank.**

2.3.2. Architects

For architects in Greece provisions concerning remuneration and employment on private and public sector projects are as applicable to other engineers and set out above.

## **2.4. Engineers' insurance**

Engineers must be insured with the **TSMEDE** fund, with which they are automatically registered on receiving their license to practice. Contributions are paid each six months by self-employed engineers, while in the case of salaried individuals the appropriate withholdings are made by the employer, as stipulated in the table accompanying the collective employment agreement. The employer remits the sums withheld to the fund and issues the employee with a statement that the proper contributions have been paid for his or her time of employment. Public sector employees under the old insurance system are able to choose, i.e. if they wish they may join the public sector insurance regime. In this case they are insured in the Main Pension Sector, with the Public Employees Supplementary Insurance Fund (TEADY), the Civil Servants Mutual Fund (MTPY), the Public Employees Welfare Fund (TPDY) and remain only in the Main Pension Sector of the TSMEDE (their names are removed from the ELPP). In the Care Sector they choose between the KYT and the Public Sector. Every two years they have the option to change their choice of Care Sector.

**Law 2084/92** introduced very serious changes into the system of social insurance in general, and the TSMEDE and its subscribers in particular.

### **Basic innovations of Law 2084/92**

For the first time insured Greeks were divided into those insured up to 31.12.1992 (the 'old' insured) and those insured from 1.1.1993 ('new' insured), with significant differences in their insurance provision. For the 'old' insured insurance contributions were multiplied, stricter conditions were imposed for retirement and pensions were reduced. For the 'new' insured, highly adverse terms of retirement and benefit levels were introduced.

Specifically:

#### I. Insurance

1. Introduction of mandatory **single insurance** for the 'new' insured, who are obliged to accept insurance only in the sectors of the TSMEDE with the option of voluntary insurance in their working funds, but paying the whole contribution (personal, employer's and state). (Article 39)

#### II. Contributions

2. Introduction of **state participation** in the contributions of the 'new' insured. Ratio of contributions of 'new' insured self-employed to the **main pension**, individual: state = 6/9 : 3/9. Ratio of contributions of 'new' insured salaried employees to **main pension**, individual:employer:state = 2/9 : 4/9 : 3/9. Minimum amount of contributions of self-employed to illness insurance, individual – state = 6.45% - 3.4%. Minimum contributions of salaried

employees to illness insurance, individual – employer - state = 2.15% - 4.3% - 3.4%. (Articles 22, 35)

3. Bilateral **equal** funding by individual and employer for **supplementary** insurance for both 'new' and 'old' insured. Minimum contributions of salaried employees to supplementary insurance, individual - employer = 3% - 3%. Minimum contribution of self-employed to supplementary insurance, 6%. (Articles 32, 52)

4. Funding of **one-off** sector by personal contribution, minimum percentage 4% for the 'new' insured. If the conditions for receipt of one-off assistance are not met, the contributions of both 'new' and 'old' insured are returned, with interest at the rate paid at the time on deposits in the Bank of Greece. A platform of 10,000,000 drs is established. For the one-off payment granted by the special funds for 35 years of insurance (Articles 37, 38, 56, 57).

5. The contributions of the '**new**' **self-employed** are calculated on the basis of the **insurance category** of their choice (one of the 14 insurance categories (Articles 22, 32, 35, 37)

6. The contributions of the '**old**' **self-employed** are calculated on the basis of the GDP for the year 1991, adjusted since 1.1.93 by the rate of increase in civil service pensions. (Articles 44, 52, 55)

7. The contributions of the '**new**' **salaried employees** are calculated on the **overall** nature of their remuneration. (Articles 22, 32, 35, 37)

8. The contributions of the '**old**' **salaried employees** for the illness sector are calculated on the basis of their remuneration, with a minimum limit of the readjusted GDP for 1991 and an upper limit of the highest insurance category of IKA (Institution of Social Security) (Article 55).

9. A **single insurance rate is introduced for the Health Sector**, both for 'new' and 'old' insured, regardless of the number of insured indirect members (Articles 35, 55).

#### INSURANCE CONTRIBUTIONS TO THE TSMEDE

**1.1.2003 – 31.12.2003**

<b>I. SELF-EMPLOYED</b>		
<b>A. OLD INSURANCE SYSTEM (Insured up to 31/12/92)</b>		
	Over 5 years	Under 5 years
MAIN PENSION	111.75 €	67.05 €
SPECIAL ACCOUNT	57.77 €	34.66 €
ONE-OFF PAYMENT ELPP	19.26 €	19.26 €
HEALTH SECTOR	36.04 €	36.04 €
<b>B. NEW INSURANCE SYSTEM (Insured since 01/01/93)</b>		
	Over 5 years	Under 5 years

MAIN PENSION	111.75 €	67.05 €
SUPPLEMENTARY PENSIONS	33.53 €	20.12 €
WELFARE SECTOR	22.35 €	22,35 €
HEALTH SECTOR	36.04 €	36.04 €

## II. SALARIED EMPLOYEES

### A. OLD INSURANCE SYSTEM (Insured up to 31/12/92)

	Over 5 years	Under 5 years	EMPLOYER'S CONTRIBUTIONS
MAIN PENSION	111.75 €	67.05 €	
SPECIAL ACCOUNT	57.77 €	34.66 €	128.34 €
ONE-OFF PAYMENT ELPP	19.26 €	19.26 €	
HEALTH SECTOR	2.15%	2.15%	4.30%

(\* Note: The HEALTH SECTOR is calculated on the total amount of remuneration. This total amount may not be lower than the GDP of 01/01/2003 (558,7521 €) and may not be higher than the Highest Fraction of IKA on each occasion. (year 2003 = 1960,25 €). MAIN PENSION– SPECIAL ACCOUNT – ONE-OFF PAYMENT over 12 (12 months). HEALTH SECTOR over 14 (12 months + Easter bonus + Holiday Allowance + Christmas bonus).

**NOTE!!!** For those engineers who have had sums withheld from 01/01/2003 to 30/6/2003, the differences arising owing to the retroactive increase in contributions on the basis of TABLE IIA must be withheld and returned (by the end of October 2003).

### B. NEW INSURANCE SYSTEM (Insured since 01/01/93)

	Over 5 years	Under 5 years	EMPLOYER'S CONTRIBUTIONS
MAIN PENSION	6.67%	4.00%	13.33%
SUPPLEMENTARY PENSION	3.00%	1.80%	3.00%
WELFARE SECTOR	4.00%	4.00%	
HEALTH SECTOR	2.15%	2.15%	4.30%

(\*Note ALL contributions are calculated on the basis of the TOTAL REMUNERATION, without limit. ALL the Sectors over 14 ( 12 months + Easter bonus + Holiday Allowance + Christmas bonus).

## III. Pensions

10. **Conditions for retirement of 'new' insured with old-age pension:** they must have reached the age of 65 and have been insured for at least 15 years. Once this period of

insurance has been completed, they may retire at an earlier age, with the sum of their pension reduced by 1/200 of the full monthly pension for each month remaining till their 65<sup>th</sup> birthday, and no more than 60 months. (Article 24).

11. The **conditions for payment of the supplementary pension**, for both 'new' and 'old' insured, are the same as those for the main pension (Articles 33, 53).

12. The **sum of the main pension** for the 'new' insured amounts to 1.714% of pension-generating payments over the years of insurance (i.e. 60% for 35 years of insurance). The amount of the pension may not exceed four times the readjusted GDP for 1991, nor be lower than the sum arising for 15 years of insurance with a pension-generating salary of the readjusted GDP of 1991 (Article 29).

13. The **sum of the supplementary pension** for both 'new' and 'old' insured amounts to a maximum of 20% of pension-generating payments over 35 years of insurance (Articles 34, 54 Note! The same article envisages the restructuring of the TSMEDE). This provision was amended by the latest insurance legislation in respect of the calculation of the supplementary pension ONLY of the 'old' insured.

14. In the case of **employment of the 'new' insured pensioners**, only 2/3 of the main pension is paid. The balance may not be lower than the minimum limit (Article 41).

15. **Conditions for old-age retirement of the 'old' insured** are differentiated as follows: (Articles 47,48)

#### **Single pensioners:**

1. A new condition is introduced for retirement on completion of 15 years of insurance and at the age of 65.

#### **From 1.1.98**

2. For retirement after 35 years of insurance, women must have reached the age of 58, while for men the age limit is increased from 1.1.98 by six months per year from the age of 58 and up to the age of 60 (year 2001 and subsequent years).

3. For **men** the conditions for retirement with 20 and 25 years of insurance and at the age of 60 and 58 respectively are revoked; from 1.1.98 they may take old-age retirement only in accordance with 1 and 2 above and with completion of 25 years of insurance and at an age which is increased, as of 1.1.98, from 58 by six months each year and up to the age of 65 (year 2011 and subsequently).

4. **For women who were insured before 1.1.83 and completed 20 years of insurance after 1.1.98**, it is possible to take retirement on grounds of old age with conditions 1 and 2 above, and on completion of their sixtieth year and with a period of insurance which is increased as of 1,1,98 from 20 years by 6 months per year and up to the completion of the 25 year insurance period (year 2007 and subsequently).

5. **Women insured after 1.1.83**, may take retirement on grounds of old age with conditions 1 and 2 above and on completion of 25 years of insurance and at an age which as of 1.1.98 is increased from 58 years by six months per year and up to the age of sixty (year 2001 and subsequently).

**On completion of the insurance period, it is possible to retire at an earlier age, with the pension reduced by 1/200 of the full monthly pension for each month remaining until the age limit is reached, and up to a maximum of 60 months.**

#### **Double pensioners:**

The above conditions also apply to double pensioners of TSMEDE, if they are granted a pension first by TSMEDE and then by the other agency, or if in 6 months of the issuing of the pension decision by the other agency they establish their right to a pension from TSMEDE. Otherwise they cannot take their old-age pension from TSMEDE until they have reached age 65.

As well as reaching the age of 65, double pensioners must also have completed a period of insurance, which, as of 1.1.98, is increased from 17 years by six months per year and up to the completion of 20 years. They may retire after 15.5 years of insurance for 1998 and 16 years for 1999, and so on, but with a level of pension only **half** the sum corresponding to the years of insurance in the previous section.

#### **Law 2150/93.**

1. The discount of 40% on insurance contributions for the first five years of insurance is extended to the 'new' insured.
2. The coming into force of the provision of Law 2084 stipulating that those who already receive a pension from some agency must without fail complete their 65<sup>th</sup> year to receive a pension from a second agency is deferred to 1.1.98 (from 1.1.93).

#### **Law 2320/95.**

1. The 'old' insured appointed to the public sector after 1.1.93 are given the option of registering voluntarily with the public sector funds, at the favourable rate applying for those appointed before 1.1.93 (Article 5 paragraph 4).

## **2.5. Taxation for engineers**

### **Special provisions affecting engineers**

#### **1. Obligations arising from the Book-Keeping Regulations**

The architect and engineer, being subject in respect of income tax to the special definition provided for in paragraph 5 of article 49 of Law 2238/1994, are included directly by the law (article 4, paragraph 3 of the Book-Keeping Regulations, as added in article 2 of Law 3052/2003 and in force from 1-1-2003) in the second book-keeping category of the Regulations, regardless of the level of their gross earnings or the place where they are based.

If the individual is engaged in another form of activity (provision of other services or sale of goods), he or she shall keep for all his or her activities (i.e. for his or her self-employed professional and other activities) the books appropriate to the category corresponding to the total gross earnings of the twelve-month management period, but not lower than the latter.

Thus if the architect or engineer receives income only from the exercise of his or her self-employed profession (or constructs private or public sector technical projects and his or her net profits are defined in a special way, in accordance with the law on income tax) he or she will always keep books of the second category.

By way of exception, and on the basis of the provisions of paragraph 4 of article 21 of Law 2166/1993, and in combination with the provisions of paragraph 3 of article 9 of Law 2753/99, the engineer who constructs public works projects, of which the budget exceeds the sum of 900,000 Euro, shall keep books of the third category.

The second category of accounting books which the engineer must keep includes:

- a) **Incoming-Outgoing Book**, stamped before use by the Tax Authority.

In this book he or she shall record:

His or her income (from provision of services, from other sources such as interest income, commissions, etc.). The entry for each incoming payment shall include the date, the number of the receipt issued (the entry may also state the sum for the day as a whole, with reference to the first and last receipt issued on the day in question).

The VAT received from his or her clients.

His or her expenditure, i.e. all money spent.

The entry for outgoing payments will include the date, the type of receipt received, its serial number, the name of the person issuing the receipt and the amount.

- The VAT which appears on the receipt.

The amounts of each incoming or outgoing payment are broken down into separate columns of the book or into lists satisfying requirements in respect of income tax and VAT.

E.g. if an engineer receives income which will be subject to income tax at more than one rate, as defined in paragraph 5 of article 49 of Legal Decree 2238/94 (38%, 22%, 26 %, 17%, 60%), then this income must be sub-divided within the income section of the book, or the sub-division must appear in the list he or she will draw up.

It should be noted that the documentation of expenditure entered in the book must be that envisaged by the law in each case. By way of exception, in the case of purchases of non-saleable goods (cleaning materials, office supplies, etc.) of a value up to 50 Euro per transaction, instead of a full invoice it is acceptable to enter the retail sale receipt issued by the vendor (article 12 paragraph 16c of Presidential Decree 186/92).

In the case of the discount of 2% of the withholdings paid to TSMEDE on the remuneration of the engineer, we observe the following:

The 2% withholding for the TSMEDE is an obligatory (article 6 paragraph 1 Emergency Law 2326/40 and article 2 Legal Decree 27-11/26 Gov. Gaz. 927 vol. I 430) insurance contribution and is deductible from the total income of the engineer included in the income tax return and thus should not be entered in the accounts under expenditure. If it is entered under expenditure, it cannot be deducted from the total income stated in the return.

However, the 1% contribution of paragraph 1 of article 7 of the same Law, as a contribution in favour of a third party, may not be deducted from the total income stated in the return, but is an expense and should be entered in the books under the heading of expenditure.

Also recognized as an expense of the engineer is 25% of the expenditure on maintenance, running cost, repair, driving, depreciation and lease payments to car lease finance companies of the engineer's car when it is used for the purposes of his or her profession and when the payment of the above is evidenced by the proper tax documentation and the expenditure is duly entered in the books. The sum of this expenditure may not exceed 3% of the gross income of the engineer (article 49 paragraph 2 of Law 2238/1994).

It should be noted that the engineer's expenditure will include depreciation of fixed assets as envisaged in the provisions of Presidential Decree 100/1998 (Gov. Gaz. 96/5-1-1998) as follows:

- a) for furniture and tools 20%
- b) for machinery and other professional installations 20%
- c) for computers and other electronic systems 30%
- d) for computer software 30%
- e) for instruments and devices 20%
- f) for scientific books/publications 100%, and various other rates applicable to more

specialized fixed assets as set out in the decree.

It should be noted that depreciation on vehicles is envisaged in article 10 of the above Presidential Decree and amounts to 15% for passenger vehicles, 20% for trucks and 15% for cycles and motorbikes.

The depreciation must be stated in the books. If depreciation is not claimed in a particular year or years, the claim may not be transferred to a subsequent year(s).

It should be noted that by virtue of the provision of article 5 paragraph 6 of the aforesaid Law 3091/2002, Decree 100 in force at present on depreciation will change and there will henceforth be two depreciation rates, one higher and one lower, and the individual shall choose which of the two he or she intends to use on a permanent basis.

Apart from entering his or her income and outgoings as prescribed above, the engineer shall also enter in a special section of the same book (the final pages):

- a) Income and expenditure on behalf of third parties.
- b) Use of his or her own services (or sale of goods to himself, if applicable).
- c) Purchase value of fixed assets, corresponding VAT and depreciation.
- d) Deposits and withdrawals of capital, loans extended and received, as well as receipts and deposits towards partial or total repayment of such loans.

On one of the final pages of the book, and within a month of the end of the management period, a detailed statement shall be made of expenditure, divided into:

- Payments to personnel.
- Rent.
- Interest.
- Other expenditure.

This statement is not necessary if the same breakdown of spending has been entered under each day in the expenditure column of the book.

d) The entry of the transactions in the Ingoing-Outgoing Book shall be made no later than the 15<sup>th</sup> day of the month following that in which the relevant documentation is received or issued (article 17 paragraph 1 of Book-Keeping Regulations).

### **b) Receipts**

Self-employed architects and engineers must, in accordance with the provisions of paragraph 2 of article 13 of Presidential Decree 186/92, issue receipts for the payments they receive for services; these receipts must be stamped by the tax office before use and must bear the following information:

- a) Printed or stamped, the name or trade name, profession, address, tax roll number and tax office of the individual issuing the receipt.
- b) Single numbering, at least for each management period.
- c) The name and address of the client and the sum of the payment, in figures and in words (the amount need not be written out in full in words if the receipts are computer-printed).
- d) If the customer is a businessman and the services were provided to assist him in his or her business activity, then the receipt shall also state the profession and tax number of the customer.
- e) The architect's or engineer's receipt shall be issued on receipt of the payment or its entering as a sum due on the books of the debtor, if stated as 'on receipt' (article 13 paragraph 3 of Presidential Decree 186/92 and article 48 paragraph 5 of Law 2238/94).

In the case of services performed for one's own benefit (e.g. services to meet one's own needs, such as the building of a country house or the provision of free services to an associate) the engineer shall, in compliance with the provisions of article 14 of the Book-Keeping Regulations, issue a self-delivery receipt stating as the value of the service not the

legal payment but only the sum of the expenditure involved in issue of the permit (article 9b in combination with article 15 paragraph 2b of Law 1642/1986 as amended and currently in force).

#### **Provision of discounts by engineers**

The provisions of paragraph 2 of article 11 of Law 2386/1996 (Gov. Gaz. 3A/7-3-96) state that any discounts given will be included in the taxable value of the engineer's remuneration (i.e. the discounts are not recognized for tax purposes).

#### **c) Submission of tax data to tax office**

The provisions of article 20 of the Book-Keeping Regulations state that the architect and engineer, like all professionals providing services, must submit to their local tax office or the information centre of the Ministry of Finance (KEPYO), each year, in triplicate, statements of all the transactions they have conducted in their professional capacity over the previous tax year. The statements shall be submitted by 30 September each year and will cover the transactions of the previous tax year and transactions invoiced at 300 Euros or more.

These statements shall not include payments to the Power Company, Water Company, Phone Company, Post Office, Rail Company, National Coach Company, subscriptions to newspapers, journals and professional organisations, maintenance charges on apartment buildings, rents on property, parking, tolls, expenses involved in transporting staff, provided that they have been issued in the name of an employee, and transport tickets (Min. of Finance Circular POL 1163/1994).

## **2. Definition of gross and net income of engineers**

The changes which have occurred to date in the tax legislation have not affected the tax regime as currently applicable to engineers and thus the net profits of architects and engineers, provided that they are engaged in the preparation of designs and plans for construction and other technical projects, supervision of the construction, management of construction (project management) and the issuing of expert opinions or conduct of arbitration with regard to these projects, are determined by process of presumption, through application of a rate to the gross legal fees earned (without any discount) including interest on overdue payments due to delay in paying the fees.

The determination of profit by presumption is obligatory and not a matter of the engineer's choice. In other words the engineer is not free to follow some other method, such as, for example, the accounting method.

The rates applied to gross legal fees are set out in the provisions of paragraph 5 of article 49 of Law 2238/1994 and are as follows:

a) Thirty-eight per cent (38%) for design-supervision of building projects. More specifically, this rate is applied to the following categories of design:

aa) Architectural designs for building projects.

bb) Special architectural designs (design of internal and external spaces, monuments, restoration-maintenance of traditional buildings, communities and landscape).

cc) Landscaping of surrounding areas and green space projects.

b) Twenty –two percent (22%) for design-supervision of land-use, urban planning, transport, hydraulic projects and for gross fees from the management of project construction. More specifically, this rate is applied to the following categories of design:

aa) Land-use and regulatory planning designs.

bb) Urban planning and street layout designs.

cc) Designs for transport projects (roads, railway lines, small technical projects, infrastructure projects for airports and traffic projects).

dd) Designs for hydraulic projects (land improvement projects, dams, water supply and



drainage projects).

ee) Organizational and operational research designs.

ff) Port project designs.

gg) Agricultural designs (agro-financial, agro-technical improvements, farming planning, farming operations).

hh) Fishery designs.

c) Twenty-six per cent (26%) for design-supervision of electrical engineering projects. This rate is applicable to the following categories of design:

aa) Mechanical, electrical and electronic engineering designs.

bb) Financial studies.

cc) Social studies.

dd) Transport studies (land, sea, air).

ee) Energy designs (thermo-electric, hydro-electric, nuclear).

ff) Industrial designs (planning – design - operation).

gg) Chemical designs and research.

hh) Chemical-technical designs.

ii) Mineral designs and research.

jj) Geological, hydro-geological and geo-physical designs and research.

kk) Geotechnical designs and research.

ll) Soil designs and research.

mm) Forestry designs (forest and mountain pasture management, forestry science management of mountain water course basins, reforestation, forest roads and forest transport installations).

nn) Static designs (designs for bearing structures of buildings and large or special technical projects).

d) Seventeen per cent (17%) for design-supervision of topographical projects. This rate is applicable to topographical designs (geodetic, photographic measurement, cartography, land surveying and topography).

e) Sixty per cent (60%) on gross fees for supply of independent services to organized offices, using the infrastructure and organization of the offices of the employer and the issuing of expert opinions and conduct of arbitration in respect of these projects (case 5 was formulated under the provisions of paragraph 1 of article 13 of Law 2601/1998).

To the profit defined by the above rates should be added:

- Interest generated by transactions (not interest on overdue payment of fees, which, as we have said, is added to gross income).

- Automatic over-valuation of capital of the engineer (e.g. profit from sale of fixed assets).

If it appears from the books and receipts of the engineer that the expenditure of the financial year is in apparent disproportion to the balance of the gross fees (presumed expenditure), as generated by application of the rate, the head of the tax office will increase the rate by twenty per cent (20%). There is not deemed to be an apparent disproportion when the difference between expenses appearing in the books and receipts and presumed expenditure, as above, is up to twenty per cent of the presumed expenditure.

The measure described above is subject to three conditions, namely:

1) The books and receipts envisaged in the Tax Documentation Code are kept.

2) These books are adequate (i.e. they have been kept in compliance with the provisions of the Book-Keeping Regulations) and accurate (they do not have numerical differences in respect of the real value of the transactions).

3) There is no apparent disproportion between presumed and real expenditure, as the latter appears in the engineer's tax books.

The term presumed expenditure should be understood to mean the difference between 100 and the net fee rate. I.e. when the net fee rate is 38%, the presumed expenditure is 62% (38% + 62% = 100).

The law states that there is no apparent disproportion between real and presumed expenditure when the difference between them is up to 20% of the presumed expenditure. E.g.:

Real expenditure 55%.

Presumed expenditure 62%.

Here there is no apparent disproportion, because the difference is less than 20% of the presumed expenditure. To have an apparent disproportion in this example, the real expenditure would need to amount to 49.6% or less.

In the event of an apparent disproportion between real and presumed expenditure, the Tax Authority increases the single rate by 20%.

Here we should stress that the provision lays an obligation on the Tax Authority to increase the rate, even if there are sufficient reasons to justify the existence of the specific apparent disproportion.

## **2.6. Repatriated engineers**

Engineers returning to Greece and wishing to practice their profession must be registered with the Technical Chamber and insured with TSMEDE. If they had already acquired a license to practice before leaving Greece they must on their return ensure that they have no outstanding dues to the Chamber or, more particularly, to TSMEDE, so that they will be able to receive the necessary certification. They must inform TSMEDE of the years they worked in another state in order for this period to be taken into account in calculating the pension and as pension-generating years under the regime of the country where they were working and the relevant agreements signed by Greece.

## **2.7. Frontier workers (engineers)**

The concept of the frontier worker is not defined very clearly in respect of the right of residence. The phrase frontier worker should be understood to mean any individual who has his or her residence in some member state, to which he or she returns daily or at least once a week, but works in another member state.

Community law does not require that the country of employment should issue residence permits. As a frontier worker you will be covered by the European legislation on social security, while special rules cover sickness and unemployment benefits. You are entitled to receive sickness benefit in kind either in the country where you live or that where you work. If you are registered as unemployed, you can seek the unemployment benefit only in your country of residence.

If you work in Greece but live in another member state of the EU, you are liable for tax on the income you earn in Greece, on the basis of Greek legislation. If required, your tax return must be sent to the Ministry of Finance – Athens Revenue Department. If you are self-employed in Greece, your return will be submitted to the local office of the Ministry of Finance in the city where your business is registered.

## **2.8. Comments - Observations**

For the practice of the profession of architect, in particular, a Directive has been issued by the Council of Europe (85/384) « on the reciprocal recognition of degrees, certificates and

other qualifications in the architectural field and the introduction of measures to facilitate the real exercise of the right of settlement and free provision of services», which was amended by Directives 85/614, 86/17 and 90/658. In order to harmonize Greek legislation with these Directives **Presidential Decree 107/1993** has been issued, setting out the conditions for the settlement in Greece and practice of their profession by architects from the EU member states, in accordance with the current provisions of Greek law and after acquisition of a license from the Technical Chamber.

## 2.9. Useful addresses

- Office of the EC Mission to Greece  
2 Vasilissis Sofias St., GR-106 74 Athens, tel. +30 1 7272100,  
**Web site:** [www.ee.gr](http://www.ee.gr)
- Office of the European Parliament in Greece  
8 Amalias Avenue, GR-10 557 Athens, tel. +30 1 3311541  
**Web site:** [www.ee.gr](http://www.ee.gr)
- GREEK STANDARDS AUTHORITY (EL.O.T.)  
313 Acharnon St., 111 45 Athens, tel. +30 1 22800001  
**Web site:** [www.elot.gr](http://www.elot.gr)
- Ministry of Internal Affairs, Public Administration and Decentralization.  
General Secretariat for Public Administration  
General Directorate for Administrative Modernization  
Directorate for International Relations  
15 Vas. Sofias St., 10674 Athens, tel. +301 3393469, 3393478,  
3393337, FAX : +301 3393300
- Organization for Employment of the Labour Force (O.A.E.D.)  
Central administrative services  
8 Ethnikis Antistaseos St., ATHENS  
Tel. : +301 9989000, FAX : +301 9937301
- Ministry of Labour and Social Security  
General Secretariat for Social Security  
Directorate for Inter-State Social Security  
Department for Implementation of EU Regulations  
29 Stadiou St. – 10100 ATHENS  
Tel.: +301 3225660, FAX: +301 3240326
- European Federation of National Engineers Associations (**FEANI**)  
Office for EU Affairs / Technical Chamber of Greece  
4 Karayiorgi Servias  
Athens 10248  
Tel. : + 30 210 322 03 19, FAX : + 30 210 322 03 19  
Email: [smari@central.tee.gr](mailto:smari@central.tee.gr)

Internet: <http://www.tee.gr>

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6. <http://citizens.eu.int/cgi-bin/fsprint.cgi>
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8. National Action Plan for Social Inclusion 2001-2003,  
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Internal Affairs, Public Administration and Decentralization  
Education and Religious Affairs  
National Economy and Finance