**Disability:IN Global Directory**

**Greece**

**Disability Definition**

With respect to the concept of ‘persons with disabilities’, the Greek legislator does not use a uniform definition. Articles 1666–1668 of the Civil Code regulate legal carership/guardianship for adults who are incapable (partially or totally) of administrating their own affairs due to a psychological or mental disorder or physical disability (Article 1666(1)), thus indicating those who are considered as persons with disabilities.

Students with disabilities and special educational needs are defined as ‘those who for the whole or for a certain period of their school life present significant learning difficulties due to sensory, mental, cognitive, developmental problems, or mental and neuropsychological disorders which, according to the multidisciplinary evaluation, affect the process of school integration and learning. Students with disabilities and special educational needs include in particular those who have intellectual disabilities, sensory visual disabilities (blind, partially sighted), sensory hearing disabilities (deaf), mobility disabilities, chronic or incurable diseases, speech disabilities, special learning disabilities such as dyslexia, dysgraphia, dyscalculia, dysanagnosia, dysorthografia, attention deficit disorder with or without hyperactivity, pervasive developmental disorders (autism spectrum), mental disorders and multiple disabilities. Students with low academic performance which is related to exogenous factors, such as language or cultural differences, are not considered as students with special educational needs. Students with complex cognitive, emotional and social difficulties and delinquent behaviour due to abuse, parental neglect, abandonment or domestic violence are considered as persons with special educational needs’.

Reference: [Europarl.europa.eu – Country Report on Greece](https://www.europarl.europa.eu/RegData/etudes/etudes/join/2013/474423/IPOL-LIBE_ET(2013)474423_EN.pdf)

**Legislation**

The Greek government has passed Law 4443/2016 to promote the principle of equal treatment and to combat acts of discrimination in employment due to personal characteristics such as race, color, national or ethnic origin, religious or other beliefs, and family or social status, among numerous other factors.

The new law implements three EU directives into Greek law:

* Directive [2000/43/EC](https://ec.europa.eu/migrant-integration/librarydoc/council-directive-2000/43/ec-of-29-june-2000-implementing-the-principle-of-equal-treatment-between-persons-irrespective-of-racial-or-ethnic-origin) implementing the principle of equal treatment between persons irrespective of racial or ethnic origin
* Directive [2000/78/EC](https://ec.europa.eu/migrant-integration/librarydoc/council-directive-2000/78/ec-of-27-november-2000-establishing-a-general-framework-for-equal-treatment-in-employment-and-occupation) establishing a general framework for equal treatment in employment and occupation work. This directive states that “any direct or indirect discrimination based on religion or belief, disability, age or sexual orientation as regards the areas covered by this Directive should be prohibited throughout the Community.”
* Directive 2014/54/EU on measures to facilitate the exercise of workers' rights within the framework of the free movement of workers

Reference: [Law 4443/2016](https://migrant-integration.ec.europa.eu/library-document/law-44432016-equal-treatment-between-persons-irrespective-racial-or-ethnic-origin_en#:~:text=The%20Greek%20government%20has%20passed,status%2C%20among%20numerous%20other%20factors.)

Anti-discrimination legislation in Greece is quite complex. To safeguard its implementation and to promote equality the General Secretariat for Equality (GGI) was set up in 1985, a Centre for Research on Equality Issues (KETHI) in 1989, as well as Bureaux and Committees at the regional level. In 2005, the Greek Ombudsman was designated as the national body to handle complaints with regard to discrimination on the grounds of race, belief, disability, and religion in the private sector and regarding gender in both the public and the private sector.

Implementation of the legislation has rested with the Ombudsman, together with the Labour Inspectorate of the Ministry of Labour and the Equal Treatment Committee of the Ministry of Justice, which has made effective implementation quite difficult. In accordance with Law 3094/2003, the intervention of the Greek Ombudsman is generally permitted in cases where anti-discrimination laws do not apply.

A positive development has been the recent amendment of the Penal Code to sentence the existence of racial, religious, disability, age, sexual orientation and gender identity motivation (Greek Ombudsman 2013).

Reference: [Europarl.europa.eu](https://www.europarl.europa.eu/RegData/etudes/note/join/2013/493028/IPOL-FEMM_NT%282013%29493028_EN.pdf)

But there are also disability specific constitutional provisions directly addressing disabled persons: Above all, the very significant new (2001 Revision) stipulation of article 21.6, which reads: “People with disabilities are entitled to benefit from measures ensuring their self-sufficiency, professional integration and participation in the social, economic and political life of the Country”.

Reference: [Greek Report on Disability Discrimination Law in the Field of Employment](http://old.adapt.it/adapt-indice-a-z/wp-content/uploads/2014/08/gavalas_2012.pdf)

**Employer Requirements**

Law 2643/1998 is the central legislation on the employment of disabled persons. This law constitutes the current legislation on the Compulsory Placement and the quota system.

Article 5.2 of Law 2348/1998, on the Compulsory Employment of Disabled People (Quota System), which stipulates that all placed employees should be treated in an equal manner compared to other workers of the enterprise and that they should not be discriminated against.

According to this law, in the Greek private sector the enterprises which have more than 50 employees are obliged to cover 8% of their staff with employees with disabilities and other socially sensitive groups. In the public sector, the corresponding percentage is 5%.

**Accessibility Requirements**

Directive [2000/78/EC](https://ec.europa.eu/migrant-integration/librarydoc/council-directive-2000/78/ec-of-27-november-2000-establishing-a-general-framework-for-equal-treatment-in-employment-and-occupation) states that In order to guarantee compliance with the principle of equal treatment in relation to persons with disabilities, reasonable accommodation shall be provided. This means that employers shall take appropriate measures, where needed in a particular case, to enable a person with a disability to have access to, participate in, or advance in employment, or to undergo training, unless such measures would impose a disproportionate burden on the employer. This burden shall not be disproportionate when it is sufficiently remedied by measures existing within the framework of the disability policy of the Member State concerned.

**Cultural Norms**

Currently unavailable.

**Insights**

This 2022 article provides insights on the accessibility challenges faced by people with disabilities in Greece: <https://greekreporter.com/2022/09/16/life-disabled-greece-struggle/>

In Greece, 22.2% of the population is a person with a disability.

Reference: [Eurostat](https://www.consilium.europa.eu/en/infographics/disability-eu-facts-figures/#:~:text=How%20many%20people%20have%20a,people%20adults%20in%20the%20EU.)

**Supplier Diversity**

Currently unavailable.

**Talent Sourcing Resources and NGOs**

[NCDP](https://www.eu-patient.eu/Members/The-EPF-Members/Full-Membership/NCDP/#:~:text=NCDP%20is%20an%20umbrella%20organisation,diseases'%20patient's%20movement%20in%20Greece.) is an umbrella organisation representing the disability and chronic diseases' patient's movement in Greece.

[Fullbright Foundation Greece](https://www.fulbright.gr/en/scholarships-for-us-citizens/individuals-with-disabilities) - committed to opening up all scholarship programs to the broadest possible audience of potential candidates. This includes all individuals – students, researchers, faculty staff members, artists, and teachers – with a disability.

[ELEPAP](https://todiktyo.org/en/members/elepap-rehabilitation-for-the-disabled/)- Rehabilitation for The **Disabled** is the oldest **non-profit charity organization** in **Greece** providing rehabilitation services to children since 1937.

**Additional Resources**

Currently unavailable.

**References**

[Greek Report on Disability Discrimination Law in the Field of Employment](http://old.adapt.it/adapt-indice-a-z/wp-content/uploads/2014/08/gavalas_2012.pdf)

[Europarl.europa.eu](https://www.europarl.europa.eu/RegData/etudes/note/join/2013/493028/IPOL-FEMM_NT%282013%29493028_EN.pdf)

[Europarl.europa.eu – Country Report on Greece](https://www.europarl.europa.eu/RegData/etudes/etudes/join/2013/474423/IPOL-LIBE_ET(2013)474423_EN.pdf)

[Law 4443/2016](https://migrant-integration.ec.europa.eu/library-document/law-44432016-equal-treatment-between-persons-irrespective-racial-or-ethnic-origin_en#:~:text=The%20Greek%20government%20has%20passed,status%2C%20among%20numerous%20other%20factors.)

[Report on the employment of disabled people in European countries](https://ec.europa.eu/employment_social/empl_portal/ede/EL%20Employment%20report.pdf)