

WORK PROVISION BY MINORS

The conditions for hiring and employing underage workers are as follows:

- The minor must be over 15 years old, unless he/she is going to work in artistic and similar occupations.
- Do not engage in dangerous, arduous and unhealthy works, as well as work that harms the mental health of minors and generally hinders the free development of their personality. These works are determined by a decision of the Minister of Labor and Social Security.
- The employment of workers under the age of 15 is possible - following the permission of the Labor Inspectorate - in theatrical and musical performances or other artistic events, commercials, fashion shows, radio or television recordings or broadcasts, video recordings, film recordings, and as models, if not the physical and mental health and the morals of minors are harmed.

The work permit is granted to the employer upon request with an indication of the type of work, the daily schedule and its duration. The work permit is granted for a period not exceeding three months. An extension of the work permit may be granted for exceptional reasons.

The employment of minors in artistic or similar activities may not exceed:

- a) two hours a day for minors from three to six years old;
- b) three hours a day for minors from six to eleven years old;
- c) four hours a day for minors from eleven to thirteen years old;
- d) five hours a day for minors from thirteen to fifteen years old.

- Minors must attend out-of-school vocational guidance programs before engaging in any work other than art. These programs are drawn up and implemented by the Manpower Employment Organization (Greek abbreviation: OAED), which issues a certificate for the program in which the minor has attended. A work booklet is not issued without this certificate.
- Minors who have not reached the age of 16, as well as minors attending public or private, high schools, lyceums of any type or technical vocational schools, recognized by the state, may not work more than six hours a day and thirty hours per week.
- Minor employees are entitled to a daily rest of at least twelve consecutive hours, which must include the period from ten in the evening until six in the morning.
- The daily employment of minors attending public or private high schools or lyceums of any type or technical vocational schools, recognized by the state, begins or ends at least two hours after the end or before the beginning of the courses respectively.
- Overtime employment of minors is prohibited.
- Minor workers are paid on the basis of at least the minimum wage of the unskilled worker provided for in the general national collective employment convention in proportion to their working hours.
- Regular leave is granted during the summer school holidays on consecutive days. If requested by the minor half of the normal leave is granted partially in other time periods.
- Minors are allowed to work only when they are provided with a work booklet, unless they are art workers. The issuance of a work booklet requires medical certification that the employment chosen by the minors does not endanger their health or their physical or mental development. The certification is issued by health services after medical examinations.
- Each employer, who employs minors, keeps a relevant register in which the name of the employee, the date of birth, the address of residence, the number of the work booklet, the date of issue or renewal, the type of work, the date of commencement and termination of employment are written on.

- Every employer, apart from the health and safety measures provided for all employees, must take additional measures to protect minors in their work environment, inform them at the beginning and periodically during work about the risks that threaten their life, health and physical, mental and intellectual development as well as to guide them in taking appropriate measures to avoid the above dangers and to protect them from acts of violence or insult to their personality or damage to their morals.
- Persons convicted of crimes against sexual freedom and financial exploitation of sexual life or drug-related offenses are not permitted to be employers of minors.