

-Is there a legal definition for an internship? If yes, what are the relevant regulation texts?

In Greece the main body who is legally nominates to operate Apprenticeship is the Manpower Organization (OAED). The legal framework of the dual Apprenticeship system has been allowed to implement by the 51 OAED Vocational Schools for many decades. OAED Apprenticeship Schools have contributed to their graduates' integration into the labour market.

There is no general definition for a Traineeship period in Greece, nor a legislative framework covering periods of practical training in companies / organisations. Periods of traineeships can be stipulated in ad hoc regulations but do not apply to a specific definition generally implemented.

- Is internship allowed out of an educational period?

Traineeship Programmes for unemployed persons are available. Periods of traineeships can be stipulated in ad hoc regulations whereas specific ALMPs are implemented such as:

- Training Vouchers,
- Work experience programme for new labour market entrants aged 16-24 and
- Subsidy Programme for Private Enterprises to Employ TEI and ASPETE (former SELETE) Students.
- Traineeship Programmes are also available each year for workers in the tourism & catering sector

- Are there conditions about the type of study (e.g.: in France, the internship must be part of an academic study of at least 200h in total: 1,5 month)?

- Are there conditions of minimum/maximum duration for an internship?

The dual two-year Apprenticeship programmes run by the OAED Vocational Schools (EPAS) includes for four days a week:

- On-the-job training for its students at both private and public sector enterprises (in the morning)
- Theoretical and laboratory courses (in the afternoon)

Traineeship periods and wages depend on the terms and conditions of each funded scheme. Some traineeship schemes may be available by public bodies, depending on its particular competencies. Traineeship programmes are informally being implemented by private sector companies through fixed-term contracts. These are not officially acknowledged as traineeships by the Greek legislation.

- What about payment/gratification: are there legal requirements?

- Is a contract compulsory: who will provide it (is it confirmed that it is the responsibility of the training center to provide it?)

An Apprenticeship Contract is signed between the trainee and the employer, validated by the EPAS Director, clearly determining the work practice implementation terms.

During their work practice students are paid with fixed percentage which is now 75% on the remuneration of the daily minimum wage of unqualified worker below 25 years.

Conditions and rules for internship in Greece

Subsidies for apprentices (11 € per day for each trainee) are funded by ESF within the framework of Operational Program “Education and Lifelong Learning”. Trainees have full insurance coverage during the apparent

The minimum wage for an apprentice is 17,12 € per day. Apprentices are entitled to paid holidays and training leaves.

Each traineeship scheme falling under the umbrella of the Active Labour Policy Measures, have their own terms and conditions for participation and eligibility.

- Is the contract enough to guaranty that the intern is covered in case of problem or is a specific kind of insurance necessary?

During the apprenticeship program, trainees have full insurance coverage

Apprenticeships are open to EU citizens but should be considered that the knowledge of Greek is necessary to the majority of the apprenticeships

Traineeship programs participants should be Greek citizens or nationals of any other Member State of the European economic area or those who have the same permissions as the above, legally residing in areas controlled by Greece and have the right to free access to the Greek labour market.

DETAILS ABOUT ACCIDENT INSURANCE

1. If a cheesemaker takes an intern from a school:

During the apprenticeship program, trainees have full insurance. The contract states the term: "The company takes care of the observance of the conditions of health and safety at work, which provided for in the provisions in force, for the protection of workers. It also has to provides the necessary personal means of protection to the apprentices"

2. If a cheesemaker takes an intern that is not connected to a school, or that is not taking part of an education organized by a school:

In Greece there are training programs for the unemployed and the insurance is covered by the unemployment subsidy. Otherwise you can not take an intern (except from schools etc)

3. Courses for cheesemakers by a dairy company (which is an activity possible in some European country) is not an activity found in Greece

4. Study visits: it is very common that company take visits, and that it is normally not a problem. The visitors don't actually take part of any production or any other tasks. [There is no specific insurance contract planned for that situation.]