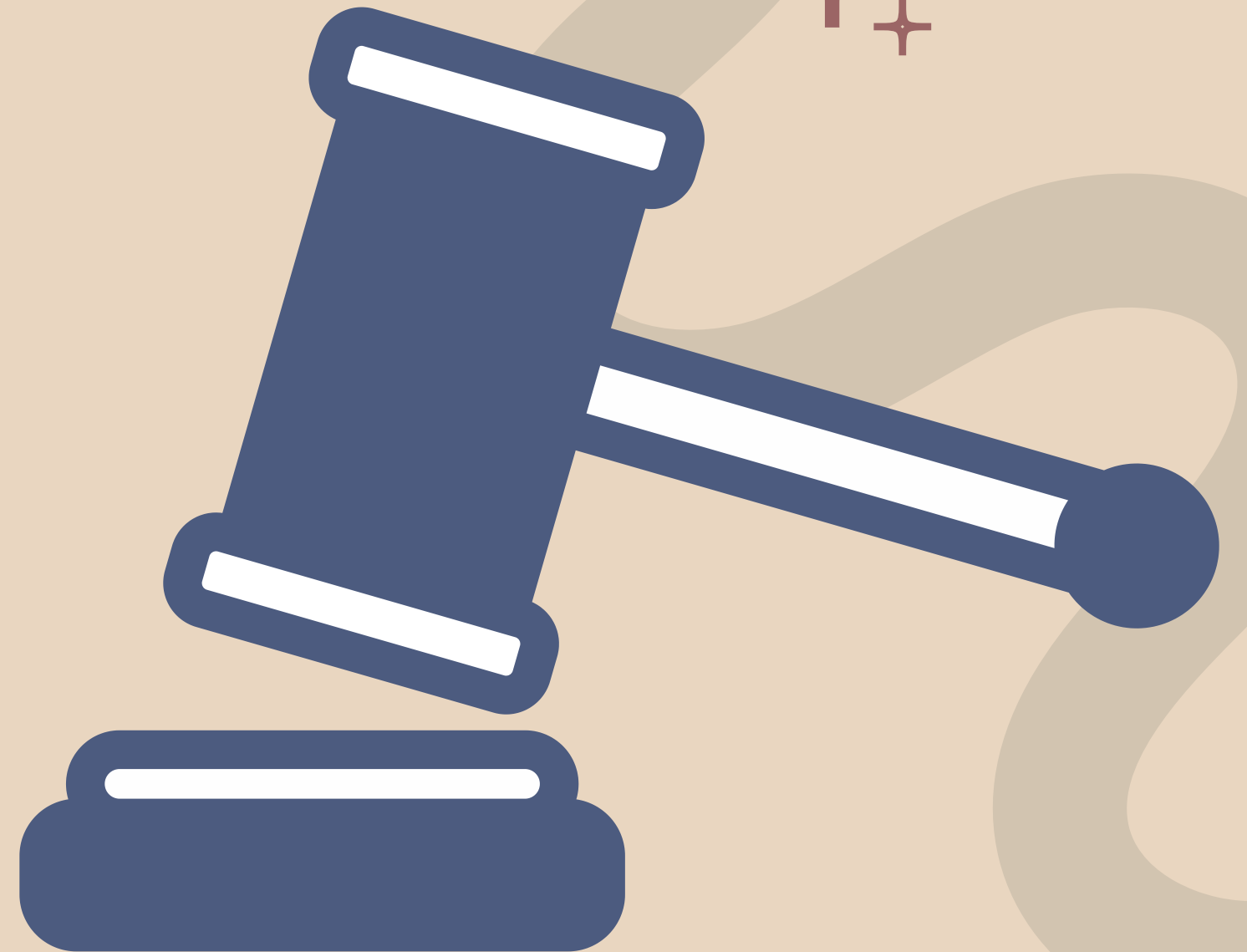


# Greek Law Guide for Volunteers





# Introduction

Volunteering in Greece is governed by Law 4873/2021, which provides a framework for engagement within Civil Society Organizations (CSOs). It ensures volunteer protection, organizational accountability, and encourages community action, while allowing tax-deductible support and professional contributions without financial exchange.

Within this framework, the involvement of volunteers can be highly rewarding but carries additional legal responsibilities. This guide outlines the key laws, recommendations, and best practices for engaging young volunteers in Greece.



A magnifying glass icon with a question mark inside the lens, positioned on the left side of the slide. The background features abstract, flowing shapes in shades of beige and maroon.

# Volunteer work involves...

offering one's time, services, or labor to support the activities, projects, or programs of recognized civil society organizations (CSOs), without receiving any monetary or material compensation. Reimbursements strictly covering travel, accommodation, meals, equipment, or related expenses do not constitute compensation.

In Greece, individuals under the age of 18 are considered minor volunteers. Their participation is allowed but subject to specific safeguards designed to protect their wellbeing. Minors are typically divided into two categories: those aged 15-17 and those under 15, whose involvement is restricted to light, age-appropriate activities. Both groups of teenage volunteers may engage in volunteer work with parental consent.

# Professional Services Provided Pro Bono through Volunteering Work

Lawyers, engineers, accountants, economists, notaries, and certified auditors may provide services to CSOs without compensation. In such cases:

- Lawyers are exempt from issuing prepayment fee receipts.
- Engineers are exempt from mandatory fees and obligations of Technical Chamber of Greece.
- All pro bono services must be formally registered with the CSO's active listing in the National Registry of CSOs.



# \* Organizational Responsibilities for CSOs to volunteers

CSOs providing volunteer opportunities must:

- Ensure volunteer safety and comply with applicable occupational health and safety standards, including personal protective equipment, working hours, and hygiene measures.
- Register volunteers in the ERGANI information system - the official Greek labor information system used to record employees/volunteers and ensure compliance with labor and safety regulations (Ministry of Labor), except in emergency or ad hoc volunteering scenarios.
- Assume liability for damages caused by volunteers acting under instructions, except when volunteers act independently in violation of directions.
- Cover medical and hospital expenses up to €3,000 annually for volunteer-related incidents if volunteers lack alternative insurance, provided a minimum of 10 hours/month of volunteering.
- Cover full travel, lodging, medical care, and repatriation costs for volunteers stationed abroad up to 9 months, unless otherwise agreed in writing.
- Allow eligible expenses related to volunteer work to be tax-deductible according to Articles 22-23, Law 4172/2013.



# \* Rights and responsibilities of volunteers

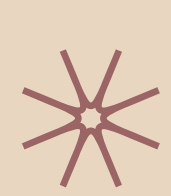
**Volunteers are entitled to fair treatment and protection while contributing their time and skills. They deserve:**

- Safe and respectful working environment
- Clear role description and proper training
- Recognition and appreciation of contribution
- Equal treatment without discrimination
- The right to withdraw freely from volunteering at any time

**Volunteering comes with a duty to act responsibly and support the organization's mission. Specifically:**

- Carry out tasks responsibly and reliably
- Respect organizational rules and values
- Maintain confidentiality when needed
- Communicate openly and act with integrity
- Right to withdraw anytime, by informing the organization.





# Differences in Rights and Responsibilities Based on Age

Teen volunteers (15-17) can take on more structured roles but still need parental consent and additional protections. Specifically:

- No heavy physical strain → e.g., distributing flyers, organizing materials, simple packaging.
- No exposure to risks → no chemicals, machinery, vehicles, or dangerous environments.
- No responsibility for others → minors cannot be left in charge of children, elderly, or vulnerable groups.
- Educational or supportive roles → helping at events, basic admin tasks (sorting, filing), creative contributions (drawing, crafts, posters).
- Always supervised → activities must be carried out under the guidance of an adult.



# Documents CSOs may require



- Application form
- Copy/number of ID or passport
- Volunteer Agreement: Signed acceptance of rights and responsibilities
- Background Checks: Criminal record certificate for roles with children or vulnerable groups
- Insurance Information: Proof of coverage where applicable
- Emergency Contact Form: Up-to-date contact details for emergencies
- When Consent Is Required: For all volunteers under 18, written consent from a parent or legal guardian is mandatory before participation.



# Best Practices for Organizations



- **Providing Age-Appropriate Roles and Responsibilities:** Assign tasks that match the volunteer's age, skills, and experience. For minors, focus on safe, educational, and supportive activities that foster learning and engagement.

- **Ensuring Proper Supervision and Mentorship:** Always provide responsible adult supervision, guidance, and mentorship. This ensures safety, supports personal growth, and helps volunteers feel confident and valued.

- **Creating a Safe and Inclusive Environment:** Foster a culture of respect, inclusion, and appreciation. Encourage open communication, recognize contributions, and ensure all volunteers, regardless of age or background, feel welcomed and supported.

# Conclusion

Building a safe, supportive, and legally aware environment is key to successful volunteering in Greece. By understanding volunteers' rights and responsibilities, aligning their motivations with organizational goals, and implementing proper health, safety, and administrative measures, CSOs can foster a committed, engaged, and effective volunteer community. By understanding the legal framework for minor and teenage volunteers, CSOs can ensure compliance while fostering a positive and enriching volunteer experience for young people.

