

**Regulation of the Greek National Commission for Human Rights (GNCHR)**

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**THE PRESIDENT**  
**OF THE GREEK NATIONAL COMMISSION FOR HUMAN RIGHTS**

Having regard to:

- a) Article 28 (2) and Article 29 of Law 4780/2021 “National Accessibility Authority, National Commission for Human Rights and National Bioethics and Technoethics Committee” (Government Gazette 30 A 28.2.2021), as in force
- b) the decision adopted by the GNCHR Plenary, on 27 September 2021, establishing the new Regulation of the Greek National Commission of Human Rights
- c) the Organisation of the Greek National Commission for Human Rights (Presidential Decree 74/2023, Government Gazette 128 A 23.6.2023)
- d) the fact that the provisions of this Act entail no expenditure under the government budget, we hereby decide as follows:

**Article 1**  
**Constitution and legal status**

1. The GNCHR was established by Law 4780/2021 “National Accessibility Authority, National Commission for Human Rights and National Bioethics and Technoethics Committee” ( Government Gazette 30 A 28.2.2021), as in force. In International Affairs its title is referred as “Greek National Commission for Human Rights (GNCHR)”.
2. The GNCHR is the universal successor of the Greek National Human Commission for Human Rights, established by Law 2667/1998 (Government Gazette 281 A).
3. The GNCHR is the National Human Rights Institution and the independent advisory body to the State on matters pertaining to human rights protection and promotion.
4. The GNCHR shall have legal personality and enjoy functional independence and administrative autonomy.
5. Its premises are located in the City of Athens.

**Article 2**  
**Mission**

1. The GNCHR shall have the tasks of:
  - a) the constant monitoring of the matters pertaining to human rights protection, the informing of the public and the advancement of research in this connection
  - b) the exchange of experiences at supra-national and international level with similar bodies of other States, the European Union or international

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organisations, such as the Council of Europe, the Organisation for Security and Co-operation in Europe (OSCE) and the United Nations and

c) the formulation of policy proposals on matters related to its scope of work

2. The GNCHR shall fulfil its mission and perform the tasks assigned to it on the basis of human rights recognised by the international community at any given time, including rights enshrined in the United Nations Universal Declaration of Human Rights, those recognised by conventions, declarations or other standards adopted in the framework of the United Nations, the Council of Europe and the European Union, as well as individual and social rights enshrined in the Constitution of Greece.

### **Article 3 Competences**

1. The GNCHR shall in particular:

a) examine issues regarding human rights protection put before it by the Government or the Conference of Presidents of the Parliament or proposed to it by its members or civil society

b) submit recommendations and proposals, carry out research and deliver an opinion on the adoption of legislative, administrative and other measures which contribute to the improvement of human rights protection

c) examine the adaptation of Greek legislation to the provisions of international law on human rights protection and deliver an opinion in this connection to the competent bodies of the State

d) monitor and express recommendations to the State for the permanent and constant impact assessment of policy measures on human rights

e) monitor and express recommendations to the State for the operation of a reliable and effective system for recording incidents of discrimination, racism and intolerance

f) undertake initiatives for the cultivation of respect for human rights within the framework of the educational system

g) deliver an opinion on reports which the country is to submit to international organisations on related matters, draw up and submit its own independent reports

h) communicate and cooperate with the independent authorities as well as the competent EU bodies, international organisations, similar bodies of other States and national or international non-governmental organisations

i) make its positions publicly known by every appropriate means

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j) develop initiatives for raising public awareness as well as awareness in the media on matters of respect for human rights

k) organise a Documentation Centre for human rights

### **Article 4 Composition**

1. The National Commission shall be composed of the following members:

a) one (1) person appointed by the General Confederation of Greek Workers, (GSEE)

b) one (1) person appointed by the Confederation of Greek Civil Servants' Trade Unions (ADEDY)

c) one (1) person appointed by the National Confederation of Persons with Disabilities, (ESAmA)

d) one (1) person appointed by the Panhellenic Confederation of Greek Roma Associations 'ELLAN-PASSE'

e) one (1) person appointed by the Amnesty International

f) one (1) person appointed by the Hellenic League for Human Rights (ELEDA)

g) one (1) person appointed by the Marangopoulos Foundation for Human Rights

h) one (1) person appointed by the Greek Council for Refugees

i) one (1) person appointed by the Greek League for Women's Rights

j) one (1) one person jointly appointed by the "Greek Transgendered Support Association", the "Athens Pride Festival – Athens Pride", the "Lesbian and Gay Community of Greece", the "COLOUR YOUTH-Athens LGBTQi Youth Community (COLOUR YOUTH)" and the "Rainbow Families Greece"

k) one (1) person jointly appointed by the World Wide Fund for Nature (WWF) and Greenpeace

l) the Greek Ombudsman or its Alternate

m) one (1) member of the Hellenic Data Protection Authority proposed by its President

n) one (1) member of the Hellenic Authority for Communication Security and Privacy (ADAE) proposed by its President

o) one (1) member of the National Council for Radio and Television (NCRTV) proposed by its President

p) one (1) member of the Hellenic National Bioethics and Technoethics Commission proposed by its President

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- q) two (2) professors at national or foreign higher education institutions
  - r) one (1) member appointed by the Plenary of Presidents of the Greek Bar Associations
  - s) up to four (4) persons appointed by research institutions or human rights organisations, which shall be selected by the Plenary of the National Commission on the basis that, for at least two (2) of the above entities, human rights must be covered in the most horizontal way possible. In this case, the Plenary's decision on granting the right to appoint a member, shall be taken in accordance with Article 5(7) of the present Regulation, as long as the Member appointment in the relevant field of human rights, is not made by an organisation of third-level representation. Decisions of the GNCHR Plenary pursuant to this case shall take effect upon the day after the date of the Member's entering into office, when the right to appoint a member of the GNCHR shall be acquired
2. Members shall have an equal number of alternates, appointed in the same way.
  3. The GNCHR shall work towards a gender-balanced representation in its composition, by explicitly referring to the relevant requirement to that effect, in the invitation addressed by its President to the bodies responsible for appointing a Member of the National Commission.

### **Article 5**

#### **Appointment of Members and legal status**

1. The members of the Commission and their alternates shall be appointed by a decision of the Prime Minister published in the Government Gazette Issue of the Hellenic Republic for a term of office of four (4) years.
2. The members of the Commission shall be persons with proven knowledge and experience in the field of protection and promotion of human rights, in accordance with the Paris Principles regarding the Status of National Institutions (UN General Assembly Resolution 48/134, 20 December 1993). Members of Parliament, members of Government and Deputy Ministers, Secretaries General and Special, elected representatives in local authorities of first and second level, shall not be appointed members of the GNCHR. The subsequent acquisition of these capacities shall result in automatic loss of membership to the GNCHR.
3. The agencies entitled to nominate members of the GNCHR, shall select the right persons with transparency and in accordance with the Paris Principles regarding the Status of National Institutions (UN General Assembly Resolution 48/134, 20 December 1993) and pursuant to their specific rules of operation, at the same time submitting the documents required for their legal representation. The decisions thereon shall be published on the website of the GNCHR.
4. The members of the new composition of the GNCHR, as well as persons indicated in Article 13 (1)(s) of Law 4780/2021, shall be appointed no later than

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two (2) months before the expiry of the term of office of the previous composition. Appointment of the GNCHR members shall be completed by the competent agencies within thirty (30) days upon direct invitation from the GNCHR President to this end.

5. As regards to the joint appointment of the members of the GNCHR, referred to in Article 13(1), (j) and (k) of Law 4780/2021, the President of the GNCHR, six (6) months before the end of their term of office, shall call on the organisations entitled to jointly appoint a member to the GNCHR, to appoint the member who will be their representative in the corresponding field in its Plenary. The relevant invitation from the President shall be published on the website of the GNCHR. If the joint appointment decision document is not delivered to the President of the GNCHR within one (1) month from the date of the relevant call for interest, then a drawing of lots shall be carried out among the organisations entitled to jointly appoint a member to the GNCHR.

6. As to the appointment of two (2) professors at national or foreign higher-education institutions, in accordance with Article 13, (1)(q) of Law 4780/2021, the GNCHR conducts two drawing lots, six (6) months before the end of each term of office as follows:

a) drawing lots for the position of one of the two members of this point, shall be conducted among Faculties and Departments of Law of Greek higher-education institutions

b) drawing lots for the position of the second member, shall be conducted among national or foreign Faculties or Departments of the Greek higher-education institutions, with which the GNCHR should have entered into a cooperation agreement, except for the Faculties and Departments of Law

c) Faculties or Departments of Greek higher-education institutions that will result from the drawing lots are required to designate the proposed Member within two (2) months of receipt of the call for interest from the GNCHR

d) appointments to the GNCHR pursuant to Article 13 (1)(q) of Law 4780/2021 shall be subject to the following requirements:

i) the appointed member as indicated in point a) of this paragraph shall be a Professor or Associate Professor of Public Law or Public International Law

ii) the appointed member as indicated in point b) of this paragraph, shall be a Professor or Associate Professor with expertise in a field related to human rights

7. The right for the appointment of up to four (4) members from research institutions or human rights organisations, selected by the Plenary Assembly of the GNCHR, pursuant to Article 13(1)(s) of Law 4780/2021, may be granted by the Plenary Assembly to Civil Society Organisations (CSOs), whose action, in accordance with their principal statutory objective falls in a proven and

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consistent manner within the objectives of the GNCHR, provided that the relevant request by the CSOs, is supported by at least two (2) members of the GNCHR with voting rights and the appointment in the corresponding human rights field is not effected by an organisation of third-level representation. Research institutions or human rights organisations shall be selected by the Bureau, after examining all relevant parameters, including the needs of the GNCHR, the prestige or the suitability and availability of the candidate research institutions or organisations. Six (6) months before the end of each term of office, the Bureau shall then submit a reasoned proposal to the Plenary Assembly for up to four (4) candidate research institutions or organisations, out of which at least two should have a cross-cutting approach to human rights. Each member of the GNCHR may additionally submit a well-reasoned proposal, provided that it is supported by two (2) other members, regarding applicant research institutions or organisations. The request for Membership to the GNCHR shall be examined by its Plenary Assembly, following a hearing of the applicants. If the candidate research institutions or organisations are more than four (4), the decision shall be taken by secret ballot and in the event of a tie, by drawing lots among candidates with tied votes. The above mentioned appointed members shall participate in the term of office of the GNCHR Plenary, that follows the one in which the appointment decisions were taken. Research institutions and organisations granted the right to appoint a member during the first composition of the Plenary Assembly of the GNCHR, following the adoption of Law 4780/2021, shall reserve the right to appoint a full member, since other organisations active in the same field, are also granted the same right. In order to fulfil its mission, the GNCHR shall be addressed to organisations which have been granted the right to appoint a member to the GNCHR in the concerned field of human rights, under the provisions of the Regulation herein, and are expected to provide up-to-date and accurate knowledge on the situation of the rights they advocate.

8. In order to participate in the joint appointment and the drawing lots procedures, research institutions and organisations referred to in Article 13(1)(j), (k) and (n) of Law 4780/2021 must have submitted the legal documents relating to their representation in due time.

9. The agencies referred to in Article 13 (1) of Law 4780 may revoke their membership only on grounds of incapacity as well as proven inefficiency of a member to perform their duties. The members of the GNCHR shall automatically be relieved of their duties, if an irrevocable court decision is issued against them for an offence impeding one's appointment as a civil servant or relieving a civil servant of their duties in accordance with the provisions of the Civil Servants' Code (Law 3528/2007, Government Gazette 26 A). In case of revocation of appointment, relief of duties, resignation or death, the new member shall be appointed to complete the term of office of their predecessor. The term of office



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of the members shall each time be extended until the lawful set up of the GNCHR, for its next term.

10. Following a Plenary decision taken by secret ballot pursuant to the provisions of Article 10 of the present Regulation, the GNCHR may notify agencies referred to in Article 13(1) of Law 4780/2021 which have appointed members, concerning the inability of a Member to perform their duties, or their incompetence during their performance, pointing out that this constitutes a sufficient reason justifying their replacement, according to the provisions of Article 14 (5) of Law 4780/2021 and the previous paragraph herein. The absence of a member in half of the Plenary Assemblies and/or of the Sections meetings per year, shall, *inter alia*, be a significant reason justifying their replacement.

11. The members of the GNCHR shall act independently and sign a declaration to the effect that there is no such conflict of interest at the time of their appointment. The declaration is confidential, submitted on an annual basis and kept in the archive of the GNCHR during the term of office of the members and for three (3) years after the expiry of their term of office. The declaration data shall not be disclosed to third parties. (General Data Protection Regulation)

12. The members of the GNCHR shall not be liable, prosecuted and questioned about opinions they have expressed or vote they have given during the performance of their duties. Prosecution is allowed only upon complaint for slander, defamation, or breach of privacy.

### **Article 6**

#### **Obligations and Rights of the Members of the GNCHR**

1. The members of the GNCHR shall perform their duties in an independent and impartial manner. Each member of the GNCHR shall participate in its composition in their own individual capacity and shall not represent, within the framework of the operation of the GNCHR, the agency that appointed them.

2. The members of the GNCHR shall be bound by an obligation concerning their confidentiality. Discussions, votes and working documents, relating to the entire work of the GNCHR, shall be absolutely confidential to all its members. To this end, they shall sign a confidentiality agreement.

3. The members of the GNCHR shall have an obligation to:

a) participate in the work and other activities carried out by the GNCHR, in particular by attending and participating in the Plenary and the meetings of the GNCHR Sections

b) refrain from any conduct, public discussion or public manifestation, incompatible with the objective and the mission of the GNCHR, as well as the promotion and protection of human rights in general

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c) not undermine the honour or mission/objectives of the GNCHR or of any of its members, either publicly or in the framework of the operation of the National Commission

4. Without prejudice to Article 5(10) of the present Regulation, members who are absent from three (3) consecutive Plenary and/or Sections meetings, shall receive relevant recommendations by the Plenary Assembly. Should the absence persist, the agency that has appointed the Member concerned, shall be relatively notified

5. Full members of the GNCHR shall receive remuneration, determined in a joint decision of the Minister of Finance and the Minister of Interior, by way of derogation by way of derogation from currently applicable provisions on remuneration or allowance for participants in public sector councils and committees. Alternate members shall be entitled to this remuneration, provided that they are present in the Plenary and/or Sections meeting in question

### **Article 7 Establishment**

1. The GNCHR shall be deemed to have been lawfully incorporated, even if some of its members have not yet been appointed by the competent bodies, provided that their appointment has been requested in good time, according to the invitation of Article 14(4) of Law 4780/2021 and Article 5(4 to 8) of the Regulation herein and if the rest of the members reach a quorum in accordance with Article 18 (2) of Law 4780/2021 and Article 10 (4) of the Regulation herein.

2. The outgoing President shall convene a meeting of the GNCHR members by letter, with a view to electing the GNCHR President, First and Second Vice-Presidents. For the election of the President and Vice-Presidents the absolute majority of the present members of the GNCHR is required. In case candidates are more than two (2) and none of them obtains the absolute majority, the vote shall be repeated between the two candidates who received the highest number of votes.

### **Article 8 Liaison Officers**

1. The President of the Special Permanent Committee on Institutions and Transparency of the Hellenic Parliament shall be appointed as the liaison officer of the Hellenic Parliament with the Commission in accordance with the provisions of the Standing Orders of the Parliament.

2. Each Ministry shall appoint by reason of its competence one (1) Head of Directorate or Department, experienced in the field of human rights, as a liaison officer with the GNCHR.

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3. At the beginning of each session of the Plenary, the liaison officers of paragraphs 1 and 2 shall provide the Plenary or the Sections of the GNCHR information on matters within their competence and leave before a decision is taken.

4. Each political party represented in the Hellenic Parliament shall appoint one (1) person as liaison officer with the GNCHR, entitled to express their views on human rights matters at the beginning of each session of the Plenary and leave before a decision is taken.

### **Article 9**

#### **Financial independence**

1. The Commission shall be financially independent. It shall take subsidy from the state budget, which shall be incorporated in the budget of the Ministry of Finance, to a separate detailed expenditure account. Funding from other sources shall be possible, provided that it is approved by the Plenary of the Commission. Allocation of appropriations and commitment of expenditure shall be made by the President of the Commission, as the principal authorising officer.

2. The Commission shall draw up its own budget drafted under the responsibility of its President, with no need for the involvement of another body. The budget shall be drawn up on an annual basis and submitted directly to the General Accounting Office of the State, in accordance with the procedure provided for in the Public Accounts.

3. Following a relevant decision taken by its Plenary Assembly and provided that it is in accordance with its purpose and mission, the GNCHR is authorised to participate in national, European or co-funded research or other projects and conclude agreements on matters related to its mission, with higher education institutions and other agencies. Upon decision taken by its President, the GNCHR may open a basic bank account in which appropriations from these projects and other resources shall be transferred. The President is entitled to manage the bank accounts on behalf of the GNCHR, sign alternative network agreements, conduct transactions for the GNCHR or authorise other persons, members or employees of the GNCHR to proceed with the above actions.

4. In accordance with the relevant provisions of public contracts, the Commission may, under a work contract, entrust to third parties tasks which cannot perform itself, due to a special subject-matter or inability of the in-service staff to perform these tasks.

### **Article 10**

#### **Operation**

1. The Commission shall meet at least every two months regularly, and extraordinarily upon invitation by the President or at the request of at least five

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(5) of its members. The members shall be invited by the President by any appropriate means and the invitation includes the agenda items. Meetings of the Commission may also be held by means of teleconference.

2. Invitations for regular meetings shall be sent to members, under the responsibility of the Secretary, eight (8) days minimum before the meeting date. For extraordinary meetings, the time-limit is three (3) days before the meeting date. Once the above time-limits have expired, extra agenda items may be added as being urgent, until the meeting date.

3. The Plenary meetings shall not be public.

4. The Commission shall have a quorum if: (a) the absolute majority of its members are present, and (b) its President or one of its (1) Vice Presidents, is among the members present.

5. The decisions of the Commission shall be taken by the majority of the members present. In the event of a tied vote, the President shall have the casting vote. The members of the Commission may take a decision on request for urgent procedure, upon on-line distribution of texts and their following approval, in exceptional cases or in cases, where a relevant decision is deemed necessary by the Plenary Assembly, taking into account the crisis-related nature of an issue.

6. Voting shall be open, except in cases of the election of the Commission Bureau and discussions on members' personal matters, where it shall be conducted by secret ballot.

7. Majority and minority views shall be recorded for each decision of the Plenary Assembly.

8. Under the responsibility of the President, the minutes shall be kept by the Secretary of the Commission or, in the event of absence or impediment of the latter, by an employee of the Secretariat. If the Plenary finds that a certain matter should be discussed and concluded without the presence of the Secretary, the minutes shall be kept by one of the Commission members.

9. Meetings shall be attended by full and alternate members of the Commission. Full Members shall have the right to vote, and in the event of their absence or impediment, this right is correspondingly granted to their alternates. The Director, the Coordinator and the Specially Qualified Scientific Staff of the Commission shall assist the Plenary Assembly in its operation and participate in its activities.

10. At the beginning of each semester, the Plenary shall adopt decisions defining the thematic priorities of the GNCHR for both the Plenary Assembly and the Sections. Urgencies or issues of extreme importance may be added to the thematic priorities of the GNCHR during the semester or prioritised for discussion.

**Article 11**

**Competences of the Bureau and the President**

1. The President and the two (2) Vice Presidents shall form the Bureau of the National Commission, with the responsibility of handling current and extraordinary issues related either to the mission or the operation of the National Commission, for the period between two regular meetings of the Plenary.
2. The President of the GNCHR shall be responsible for:
  - a) constant monitoring, supervising and coordinating the work of the Commission and its entire scientific and administrative staff
  - b) representing the National Commission before the courts and any national or foreign authority, as well as before international organisations and non-governmental organisations
  - c) adopting decisions on appointment, recruitment, transfer or secondment of the staff serving by any type of working relationship on the Commission, independently or jointly with the relevant co-competent bodies
  - d) convening regular and extraordinary meetings of the GNCHR, which they shall preside over and sign, together with the person acting as secretary, the relevant minutes
  - e) inviting, following a relevant decision taken by the Plenary or a Section on his/her own initiative and by any appropriate means, to formal hearing, stakeholders and persons who can assist the Commission in accomplishing its work, by expressing opinions on the protection of human rights or by presenting their personal experiences
  - f) coordinating the operation of the Sections and the work of the scientific staff
  - g) supervising the operation of the Secretariat of the GNCHR
  - h) making proposal to the Plenary Assembly with respect to the dismissal of the Director from their duties due to a strong reason, in accordance with Article 24 (6), of Law 4780/2021
  - i) making proposal to the Plenary Assembly with respect to the appointment of the Coordinator referred to in Article 26 of Law 4780/2021
  - j) preparing the budget of the GNCHR, which shall then be submitted for adoption by the Plenary Assembly, Allocation of appropriations and commitment of the corresponding expenditure shall be made by the President of the GNCHR as the Chief Authorising Officer
  - k) signing agreements concluded by the GNCHR with any third party

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l) establishing working groups, that may be assigned to carry out and develop a specific project, falling within the areas of competence of the institution.

3. In cases where the President is prevented from performing their duties, is missing or absent, the National Commission shall be represented by the Vice-Presidents, in the order of their rank (First Vice- President and Second Vice-President). The President may delegate the representation of the GNCHR to one of the Vice-Presidents or one of the members of the Plenary, the Director, the Coordinator, or one of its staff members.

4. The President can authorise the Vice-Presidents to exercise part of his/her powers and to sign documents "at his/her behest".

5. The President may take cognizance of documents and other elements, which are classified as confidential, unless they are affiliated with national defence, state security and international relations of the State.

6. The Bureau shall be responsible for:

a) preparing the agenda for the meetings of the GNCHR, in consultation with the two Vice-Presidents and appointing the rapporteurs thereof

b) establishing the quorum at the Plenary Assembly meetings of the GNCHR

c) keeping the Plenary informed of its activities, at every meeting

d) making a proposal to the Plenary, regarding the Annual Report of the GNCHR

e) coordinating any press reports, either periodical or not, with the support of other members and the scientific staff of the GNCHR

f) making proposal to the Plenary on notifying the agencies of Article 13(1) of Law 4780/2021, which have appointed members to the GNCHR, concerning the inability of a member to perform their duties, or their incompetence during their performance, according to the provisions of Article 5(10) of this Regulation

g) defining the guidelines according to which the Director shall perform their duties

7. The Bureau shall meet at least twice a week, for the purpose of planning effectively the work of the GNCHR. During August, the members of the Bureau shall be alternately responsible for monitoring the operation of the GNCHR.

8. The Bureau meetings shall be attended by the Director referred to in Article 24 of Law 4780/2021 and the Coordinator referred to Article 26 of Law 4780/2021 and also by the scientific staff, when deemed necessary, with a view to providing the necessary information to the Bureau on the progress of the GNCHR work.

**Article 12**  
**Sections**

1. In the context of the operation of the National Commission, the following Sections shall be established:

- a) The Section for Civic and Political rights
- b) The Section for Social, Economic and Cultural rights
- c) The Section for Application of Human Rights to Aliens
- d) The Section for Promotion of Human Rights(entrusted with the tasks of raising public and media awareness, conducting training programmes etc.) and
- e) The Section for International Communication and Co-operation (entrusted with the tasks of reviewing reports in accordance with contractual obligations of Greece, exchanging information and communicating with international agencies, organisations, etc.)

2. The Sections shall be responsible for:

- a) examining and dealing with matters falling within the areas of competence of the GNCHR. Upon a decision of the Plenary, matters that may not be included in their field of activity, but fall within the areas of competence of the GNCHR, shall also be examined and dealt with, by the Sections
- e) making recommendations to the Plenary of the GNCHR, for inviting to hearings persons and stakeholders who can provide their assistance in the accomplishment of the GNCHR work, by expressing opinions on the protection of human rights or by presenting their personal experiences
- c) providing information to the Plenary Assembly on their activities by 15 January of each year
- d) issuing opinions on national reports written by other agencies, in accordance with the contractual obligations of Greece and in connection with the scope of their work, upon request of the Section for International Communication and Co-operation

3. Matters which, by their nature, fall within the thematic competence of more than one Section, require the cooperation of the competent Sections

4. Those matters not included in the scope of the Sections, fall within the responsibility of the Plenary of the GNCHR. Upon a decision of the Plenary, Sections shall examine and deal with specific matters included in the mission of the National Commission.

5. The Chair of each Section, shall be elected by its members by relative majority of the votes cast. The President or the Vice-Presidents shall chair the particular Section in which they participate. The alternate Chairperson of each Section,

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shall also be elected by the relative majority of the votes cast. Full and alternate members of the Section are granted voting and election rights. The decision to elect a Chair shall be revoked by the absolute majority of the members of the Sections.

6. The Sections shall be composed of full and alternate members, upon expression of their willingness to that effect, taking into account the need for a balanced participation in them. Each Member can participate in a maximum of two Sections. A quorum shall be established when at least half plus one of the members of the Sections are present.

7. The Chair shall be responsible for convening the meetings of the Section and ensuring its proper operation, ensuring the drawing up of minutes, maintaining the contact with the Plenary and the Bureau and providing them the necessary information.

8. The Sections shall meet at regular intervals, once a month minimum and extraordinarily upon decision taken by their members.

9. The decisions of the Sections shall be taken by the absolute majority of the members present. Minority votes shall in any case be recorded.

10. Decisions taken by the Sections, shall be forwarded to the Plenary Assembly, which shall adopt the final decision. The latter shall also decide to make them public, if it deems it appropriate to do so.

11. Sections meetings shall not be public. The Sections may, at their discretion, invite persons who by virtue of their expertise or experience, are likely to make a substantial contribution to the work on a particular subject matter.

12. The Director, the Coordinator and the scientific staff of the GNCHR shall assist the Sections in their operation and participate in their activities.

### **Article 13**

#### **Assistance provided by agencies and operators in the public and private sectors**

1. Public services must facilitate the work of the GNCHR.

2. In order to fulfil its mission, the GNCHR may conduct on-the-spot investigations, as well as seek from both public services and individuals, any information, document or any other element relating to the protection of human rights.

3. The GNCHR shall, at its own discretion, invite to hearing persons who can assist with the accomplishment of its work, by expressing opinions on the protection of human rights or by presenting their personal experiences.



**Article 14**  
**Internship**

Undergraduate and postgraduate students of higher education institutions, have the opportunity to undertake an internship in the Scientific Organisation Unit or the Administrative and Financial Organisation Unit of the GNCHR, in order to contribute to the work performed by the National Commission and its staff and to the promotion of human rights research, within the context of cooperation agreements between the GNCHR and higher education institutions or following an open call for relevant applications, published on the GNCHR website.

**Article 15**  
**Reports**

1. The GNCHR shall submit its annual report to the President of Parliament by the end of each February, to be discussed before the Special Standing Committee on Equality and Youth and Human Rights of the Hellenic Parliament, in accordance with the procedures laid down herein.
2. The Sections of the GNCHR shall provide the Plenary Assembly information on their activities by 15 January of each year.
3. The GNCHR Annual Report shall include all recommendations, proposals, reports and opinions concluded during the year, which were drawn up following issues raised by the Government, the Conference of Presidents of the Parliament and NGOs, or on the initiative of the Plenary or the Sections of the GNCHR. The Annual Report shall also include the GNCHR assessments of the general human rights situation in Greece or of specific issues which, according to the National Commission, should be given special attention.
4. Upon proposal of the Bureau, the Report shall be discussed in the Plenary meeting and approved by the absolute majority of the members of the GNCHR. Minority views shall also be recorded.
5. After being submitted to the Prime Minister and the Parliament, the Annual Report of the GNCHR shall be made public.
6. By submitting the Annual Report to the Parliament, the GNCHR shall request that a date be set for a debate on it.
7. The GNCHR may also submit reports throughout the year.
8. At the end of each year, the Ministries shall submit a report with their observations on the protection of human rights in the field of their responsibility, making specific reference to the points where they have adopted recommendations made by the Commission. Article 16

### **Organisational structure**

1. The GNCHR shall have its own scientific and administrative staff distributed over fifteen (15) positions.
2. The GNCHR shall be structured into the following organisational units at Departmental level: a) Scientific Organisation Unit and b) Administrative and Financial Organisation Unit.

### **Article 17 Director**

1. The position at Director level is hereby established in the GNCHR, with a term of office of four (4) years.
2. The Director shall be a person of recognised standing, holder of at least a postgraduate degree and with administrative capacity, expertise and experience in the protection of human rights.
3. The position of the Director shall be filled following a Commission's public call for applications. The selection among candidates shall be made in accordance with Articles 31 to 35 of Law 4765/2021 (Government Gazette 6 A), by five (5) members of the Commission, designated by its President. The Director shall be recruited with a private-law contract of employment, which may be renewed after assessment and decision of the Plenary.
4. The Director shall be a full-time and exclusive professional and shall not be permitted to engage in any other occupational activity. During their term of office, exercising any public function as well as performing duties in any position of the public sector bodies of Article 14 (1)(a) of Law 4270/2014 (Government Gazette 143 A) shall be suspended.
5. The Director of the Commission shall be responsible for:
  - a) assisting the President of the GNCHR in the supervision and coordination of the work of its organisational units
  - b) providing the Bureau the necessary information on the progress of the work of the GNCHR
  - c) assisting the Plenary and the Sections of Article 20 in regulating their functioning and participating in the accomplishment of their work
  - d) representing the GNCHR upon request of the President
6. The Director shall perform their tasks within the legal framework and in accordance with the guidelines laid down by the Bureau for this purpose. Within the legal framework and following the guidelines laid down by the Bureau, the Director may delegate tasks to the scientific and administrative staff of the GNCHR.

## OFFICIAL TRANSLATION

7. The Director shall be dismissed only due to a strong reason, by decision of the Plenary, issued upon the President's proposal.

8. In cases where the Director President is prevented from performing their duties, missing or temporarily absent, they shall be replaced by the Coordinator. The Director shall be legally replaced by the Coordinator, in the event of a vacancy, impediment or temporary absence from their duties.

### **Article 18**

#### **Scientific Organisation Unit**

1. For the Scientific Organisation Unit of Article 23 (2)(a), three (3) positions are hereby established, to be filled by specialised scientific staff entitled to have a fixed-term employment contract, for a term of four (4) years, under an employment relationship governed by private law, within the meaning of Article 25 (2) of Law 1943/1991 (Government Gazette 50 A) and Article 4 (7) of Law 3051/2002 (Government Gazette 220 A). These positions shall be filled following a GNCHR public call for applications. The selection among candidates shall be made pursuant to Articles 31 to 35 of Law 4765/2021 (Government Gazette 6 A), by five (5) Members of the GNCHR, designated by its President. The employment contracts referred to herein may be renewed for an equal period of time, each time following an assessment carried out by a committee composed of three (3) Members of the GNCHR designated by its President.

2. For the Scientific Organisation Unit of Article 23 (2)(a), four (4) positions are hereby established, for specialised scientific staff with a private-law based open-ended contract of employment, within the meaning of Article 25 (2) of Law 1943 (Government Gazette 50 A) and Article 4 (7)(i) of Law 23051/2002 (Government Gazette 220 A), to be filled as follows: a) two (2) positions are filled following a GNCHR public call for applications. The selection among candidates shall be made in accordance with the provisions of Articles 31 to 35 of Law 4765/2021, by a selection Committee composed of three (3) members of the GNCHR and two (2) members of the Supreme Council for Civil Personnel Selection, (*ASEP*) designated by their Presidents respectively, and b) two (2) posts shall be filled exclusively by way of transfer or secondment of public-sector employees, pursuant to Article 1 (14)(a) of Law 4270/2014 (Government Gazette 143 A), with a private-law based open-ended contract of employment. Notably, as regards positions referred to in point (b), may also be filled by permanent civil servants, by way of transfer or secondment. Transfers and secondments shall be carried out, in accordance with the provisions in force, by joint decision taken by the President of the GNCHR and the competent body of the ministry of origin. The period of secondment referred to in the previous subparagraph shall not exceed a maximum of four (4) years.

## OFFICIAL TRANSLATION

3. The scientific staff of the GNCHR shall continue to be subject to the same principal and supplementary insurance body as before the recruitment. Service within the GNCHR shall be counted as actual and pensionable for the relevant insurance body. In case that an attorney at law is to fill a position of the specialised scientific staff by recruitment, their insurance rights shall not be affected and the provisions of Article 4(10) of Law 2839/2000 (Government Gazette 196 A) shall apply in a supplementary manner.

4. The Specialised Scientific Staff shall assist the Plenary Assembly and the Sections in regulating their operation and shall participate in their work. In particular, it shall support the activities of the GNCHR by developing proposals, conducting scientific research on issues assigned to it by the Plenary or the Sections, as well as by providing information on the developments in the field of Human Rights, to international governmental institutions and international governmental and non-governmental organisations.

5. The Specialised Scientific Staff shall keep an organised archive of texts and scientific studies and ensure the publication of printed material, either periodical or not, describing the action of the GNCHR and other Human Rights issues.

6. The staff of the GNCHR shall be bound by an obligation concerning their confidentiality. Any debates, voting and working documents, regarding all work of the GNCHR, shall be kept absolutely confidential for its staff as a whole.

### **Article 19 Coordinator**

1. The Scientific Organisation Unit of the GNCHR, shall be headed by one of its members, who shall exercise the duties of Coordinator under Article 26 of Law 4780/2021.

2. The Coordinator shall be appointed upon decision taken by the Plenary Assembly, following the relevant proposal of the President, for a four (4) year-term which may be renewed after evaluation of the performance of their duties and upon decision taken by the Plenary Assembly.

3. The Coordinator shall assist the Director in supervising and coordinating the work undertaken by the scientific staff, attend the Bureau meetings and provide the necessary information on the progress of the work performed; jointly with the rest of the scientific staff, they shall assist the Commission's Plenary and the Sections of Article 20 in regulating its functioning and participate in their meetings.

4. The Coordinator shall receive additional remuneration equal to the amount laid down in Article 16 (1)(a)(ag) of Law 4354/2015 (Government Gazette A 176).

**Article 20**  
**Human Rights Documentation Centre**

A Human Rights Documentation Centre operates under the authority the GNCHR, where research on specific issues requiring scientific support, is conducted and the work performed by the staff of the Scientific Organisation Unit, is documented. The work of the Human Rights Documentation Centre may be supported by the entire staff of the GNCHR and/or its members. A Library open to the public, is available in the framework of the Documentation Centre Operation.

**Article 21**  
**Administrative and Financial Organisation Unit**

1. The Administrative and Financial Organisation Unit shall be headed by the Secretary.
2. One (1) position to be filled by a Secretary, four (4) positions to be filled by permanent staff and two (2) positions to be filled by staff with a private-law based open-ended contract of employment, are established for the Administrative and Financial Organisation Unit.
3. Positions in the Administrative and Financial Organisation Unit may also be filled by way of secondment or transfer of civil servants or employees in public law legal entities, or employees serving in public sector with a private-law based open-ended contract of employment, under Article 14 (1)(a) of Law 4270/2014 (Government Gazette 143 A). Secondments and transfers are being carried out, in accordance with the applicable provisions, by joint decision of the President of the National Commission and the competent body of the ministry of origin. The period of secondment referred to in the previous sub-paragraph shall not exceed a maximum of four (4) years.

**Article 22**

This Decision shall be published in the Government Gazette.

Athens, 15 May 2024

THE PRESIDENT