

For Diversity



Against Discrimination

**DIVERSITY**

in small and medium-sized enterprises

EUROPEAN CONFERENCE 2006

**J&P**

**JOANNOU & PARASKEVAIDES GROUP**  
INTERNATIONAL CONTRACTORS



**Ioannis Koumenos**  
**Greece**



An initiative of the European Union

[www.stop-discrimination.info](http://www.stop-discrimination.info)



## In General (J&P Overseas)

- **Registration Date: 1961**
- **Registered: Guernsey, The Channel Islands**
- **Headquarters: Cyprus, Greece, U.K.**
- **Turnover (2005): USD 924 million**
- **Number of Employees: 14,000**
- **Activities: Buildings, Residential, Heavy Oil, Oil & Gas, Power Generation, Industrial Plants**
- **Countries: Saudi Arabia, U.A.E., Oman, Qatar, Pakistan, Ethiopia, Egypt, Cyprus, Greece, Romania, Albania, Bulgaria, Poland, North Ireland, U.K.**

## J&P Avax

- **Registration Date: 1999 (1985 as ZEUS, 1998 named J&P Hellas)**
- **Registered / Headquarters: Athens, Greece**
- **Turnover (2005): USD 924 million**
- **Number of Employees: 1,200**
- **Activities: Buildings, Infrastructure, Energy/Industrial projects**
- **Countries: U.A.E., Qatar, Cyprus, Greece, Romania, Albania, Bulgaria, Poland, North Ireland.**





## Year 2000

J&P-AVAX S.A., acquired ETETH S.A., General Contractor. Now the companies create a dynamic entity ready to pursue large public and private works as well as self-financed projects in Greece and the Southeast European markets.  
In the group belong as well PROET SA and J&P Development.

### **REAL ESTATE DEVELOPMENT**

J&P Development S.A. is J&P Group's real-estate development arm in Greece. The company is a diversified property development company with interests ranging from housing, office, commercial and leisure sectors. Working together with J&P-AVAX S.A., J&P DEVELOPMENT fields integrated teams of construction, management and marketing professionals, who can guide each project through its feasibility, design, construction and sales stages.

### **PROET S.A.**

PROET S.A. was established in 1964 and constitutes the oldest still in operation company, in the field of heavy manufacturing prefabrication, in Greece  
PROET S.A., since 1985 has invented, developed and practiced the method of transferred hives by reinforced concrete, in houses, schools and day nurseries.  
The factory and the company's facilities are situated in Aspropyrgos in a plot of 35,000 sq.m. (province of Attica)





## A Certified Company

From the very beginning, the company implemented a management style based on completing the undertaken projects on time, on budget, with strict adherence to the quality and with mutual trust with clients. It has always been at the forefront of adopting new technology in order to improve quality and efficiency.

In 1997 it has been certified according to ISO 9002 by [RWTUV](#).

Today J&P Avax owns two certificates:

Quality ISO 9001:2000 / EN ISO 9001:2000 by [RWTUV](#)

Environmental ISO 14001:2000 / EN ISO 14001:2000 by [RWTUV](#)

PROET SA is certified according to ISO 9002



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# Introduction to the Congress for Diversity against Discrimination

## Presentation of Greek Law No. 2643 / 1998

### Care for employment of special category persons

John Koumenos  
Electrical Engineer MBA  
Director of Human Resources  
J&P Avax  
Group of Companies



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## Law includes

- Parents with 4 or more children or 1 of the these children
- Unemployed people with at least 50% disability, with limited capabilities for employment, due to body or mind or mental trouble or damage
- Persons participated in defense (1940-1945) and their children
- Cripples and wounded persons during war or military incidents and their children (even if they were non-combatants)
- Children or alive wives/husbands of persons killed or "missed" during 1964, 1967, 1974 military incidents in Cyprus





## Law Exceptions

- Pensioners (public or private sector)
- People that lost their substantial rights according to Greek penal law
- Participants in the coup d'etat against the legal government of Cyprus (1974)





## Law rational

- Public sector or private enterprises, that are Greek or operate in Greece, are obliged to occupy such special category people up to 8% of their total workforce number.
- Placements are valid under decision of the regional managers of the Greek Manpower Employment Organization, after proposal of an ad-hoc committee.
- Time limit for an appeal expires 30 days after notification of the above decision.





## Criteria for placement of “candidates”

- Age
- Typical qualifications
- % of disability
- Family status
- Candidates’ economics (financial situation)

*Each criterion gets certain points and total marking creates the final list*





## **Different options *between government and companies***

- Greek government usually doesn't examine needs of the companies
- Normally remembers this law during pre-election periods
- Enterprises most of the times try to avoid any placement
- Even if the appeal is withdrawn, they make life of employees difficult, trying to achieve their resignation





## Very Important: **Do not avoid female employees**

- There are some companies that try to avoid female staff due to their absenteeism (pregnancy, children needs, etc)
- J&P Avax does not agree with such "discriminating policies"
- There are departments which have only ladies employees (i.e.: Legal dept, Bidding dept)

