



# THE VARIEGATED LANDSCAPE OF MEDIATION

A COMPARATIVE STUDY OF  
MEDIATION REGULATION  
AND PRACTICES IN  
EUROPE AND THE WORLD

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# The Variegated Landscape of Mediation

A Comparative Study of Mediation Regulation and  
Practices in Europe and the World

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# 12. GREECE<sup>1</sup>

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## 1. Attempt to mediate

### a. Always voluntary

**Yes.** According to Greek law, enacted by the Mediation in Civil and Commercial Matters Act (No. 3898/2010), mediation is of a voluntary nature.

### b. Mandatory (in some cases)

**No.** Not yet. There is a discussion to make it mandatory for small claims cases (not higher than € 5,000) and for the settlement of claims against excessively indebted individuals/households.

### c. Court referral or court-connected mediation possible

**Yes.** According to Section 3(2) of the Greek Mediation in Civil and Commercial Matters Act (No. 3898/2010), a court before which an action is brought may, during any civil and commercial procedure, at any stage of the trial, and while taking into account all circumstances of the case, invite the parties to try to settle their dispute through mediation. Upon approval of this invitation by both parties, the initiated trial is postponed mandatorily for a period of at least 3 months; this period may not exceed 6 months.

### d. Court-ordered mediation possible

**No.** Mediation is voluntary. The court may advise parties to try mediation but cannot mandate parties to go to mediation unless parties are subject to a court-ordered mediation from a court of another Member State or if there is such a provision in the future (Section 3(c) and (d) Act 3898/2010) (See 1.b.)

### e. Sanctions by the court if mediation is not tried (in good faith)

**No.**

### f. Sanctions by law if mediation is not tried (in good faith)

**No.**

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g. Incentives if mediation is tried voluntarily before going to court

**Yes.** Mediated agreements are not subject to judicial stamp costs in order to become enforceable (see 11c). (According to Greek Act No. 4111/2013, such specific costs for filed cases are fixed at 8% of the value of the claim surcharged by 37.4%.) Only a procedural fee of € 100 applies (Ministerial Decree 85485/2012).

h. Outside counsel presence/representation during mediation sessions allowed

**Yes.** Greek law provides that legal entities can be represented by their lawyer and this decision is up to the parties. It is, however, compulsory for each party to have a lawyer attend the mediation. See 1.i.

i. Outside counsel presence mandatory

**Yes.** In an effort to enhance the outcome and quality of mediation, the presence of a legal counsel is mandatory for both parties during the entire mediation under Greek law. It is expected that sophisticated and professional mediation advocacy practices can add value and contribute to the development of the mediation field.

## 2. Mediation clause

a. Case admissible in court with a mediation clause

**Yes.** Greek law does not regulate the subject. According to the basic principles of Greek civil law ('pacta sunt servanda'), mediation clauses provide only for contractual liabilities and do not have any procedural consequences

b. Case admissible in court, however, the judge may take this into account and there is some supporting case law

**No.**

c. If parties included a mediation clause in a contract, they have to mediate first before they can go to court

**No.** (See 2a) Mediation is not mandatory if there is a mediation clause in a contract.

## 3. Mediation procedure

a. Details of mediation procedure, approach and/or specific duties of the mediator described in the law

**Yes.** In Greece's Mediation Act (L.3898/2010) together with the Greek Code of Conduct for accredited mediators (MD 109088/2011), the mediation procedure is described mainly in broad terms under some specific restrictions. The way mediation is conducted, however, is not regulated and neither is the mediation approach.

Parties entering a mediation procedure sign a mediation agreement to initiate the mediation procedure. The mediator is not obliged to accept his assignment and may refuse to undertake a requested mediation. The mediation procedure is designed by the mediator in cooperation with the parties, who can terminate the procedure at their discretion, without cause, whenever they want. Mediation procedures are confidential and no record of the procedure is kept. During mediation, the mediator can meet in private with the parties (caucus). Any information that is obtained during those private meetings cannot be revealed to the other party without the party's consent. The mediator demonstrates impartiality and neutrality, conducts the mediation in fairness and is liable only for wilful misconduct. The mediator fees

and mediation cost are agreed between the parties. Parties share the charges equally, unless otherwise agreed. The mediated settlement agreement that results from the mediation is binding and enforceable. According to Section 5 of the Greek Code of Conduct for accredited mediators, any breach of mediator obligations that are set forth in the Code of Conduct could induce sanctions that vary from permanent to temporary revocation of their accreditation depending on the significance of breach and whether they fail to meet their obligations again.

- b. Mediation procedure, style and approach of the mediator fully flexible/contractual  
**(Yes).** Mediation is governed by the contract between the parties.
- c. Mediator can offer a non-binding opinion  
**Yes.** As a general approach a mediator does not offer advice or an opinion, however, the mediator is not prohibited by law to do so if the parties request this. Judicial mediation that was introduced through Section 7 of Act 4055/2012 and was set forth in Section 214B of the Greek Code of Civil Procedure (Act 4055/2012), which also prescribes the possibility of an evaluative approach for judge mediators.
- d. Mediator can offer a binding opinion  
**No.**
- e. Predominant mediation style for commercial disputes re substance (facilitative, evaluative, transformative, other)  
**Facilitative/(Evaluative).** Mediation styles conceived by training providers are mainly facilitative and have some evaluative elements. At the Piraeus Mediation Centre (PMC), where the first official mediation training in Greece took place, all styles are taught based on the philosophy of designing a tailor-made approach based on the dispute and needs of the parties. The styles and approaches still need to be developed in practice as the law does not regulate them.
- g. Predominant approach in commercial disputes re process (facilitative, directive, other)  
Facilitative/directive.  
**Facilitative/(Directive).** See 3.e.
- g. Predominant mediation style for civil disputes re substance (facilitative, evaluative, transformative, other)  
**Facilitative/Evaluative.** See 3.c. and 3.e.
- h. Predominant mediation approach for civil disputes re process (facilitative, directive, other)  
**Facilitative/Directive.** See 3.e.
- i. If applicable, how is evaluative mediation used (neutral, general advice, legal opinion, other)?  
**NA.** Not applicable in private practice yet. In judicial mediation, however, judge mediators can make non-binding proposals (Section 214B(3) of the Code of Civil Procedure).
- j. Predominant mediation process for commercial disputes (caucus (only), joint session (only), mix, other)  
**Mix.** The mediation process as conceived by training providers are mainly mixed models and some are based on a caucus model. In the Piraeus Mediation Centre (PMC) a mixed model based on a case-by-case approach is taught and applied, The same approach (mainly mixed model) applies to judicial mediation as well. The predominant mediation process still needs to be developed in practice as the law does not regulate it.

- k. Predominant mediation process for civil disputes (caucus (only), joint session (only), mix, other)

**Mix.** See 3.j.

#### 4.1. Mediator accreditation

- a. Accreditation/certification or recognition of mediators

**Yes.** Mediators are accredited by the Administration Directorate General of the Hellenic Ministry of Justice, Transparency and Human Rights after having been trained as mediators at a public mediator training centre according to Greece's Act No. 3898/2010 and Presidential Decree 123/2011 that stipulates the conditions and requirements for the authorisation and operation of mediators training centres for civil and commercial matters. Only an entity consisting of a combination of a Bar Association together with a chamber of commerce/industry/professionals/small business is allowed to offer basic mediator training in Greece as a public mediator training centre after they have been licensed by the Administration Directorate General of the Hellenic Ministry of Justice, Transparency and Human Rights (Section 1&3 of P.D.123/2011). In practice these centres initiate their training activities through collaborations with a specific international mediation training provider to deliver the actual training. Most mediator training is therefore taught in English by foreign institutes and trainers (for example, the ADR Group in Thessaloniki, Facilit8 in Athens). The Piraeus Mediation Centre (PMC) (collaborating with the Dutch training provider, Toolkit Company) was the first officially licenced mediator training provider in Greece and they offer mediator training entirely in Greek.

- b. Set by market (private certifying bodies)

**No.**

- c. Set by public regulation

**Yes.** See 4.1.a.

- d. Number of hours for basic mediator training

**40+ hours.** According to P.D. 123/2011 there is a requirement for at least 40 hours of basic training.

- e. Mandatory Continuing Professional Development for accredited/certified mediators

**Yes.** There is a ten hours obligation for CPD every two years (P.D 123/2011).

- f. Accreditation through set of rules (e.g. age, education, professional background, experience, etc.)

**Yes.** An undergraduate/bachelor diploma is required in order to qualify as a mediation training candidate (P.D 123/2011).

- g. Accreditation through written exam

**Yes.** The Administration Directorate General of the Hellenic Ministry of Justice, Transparency and Human Rights accredits mediators that have passed written exams held by a specific, three-member body, the 'Committee for the examination of Candidate Mediators', formed by two members of the Mediators Accreditation Committee and a Supreme Court judge.

- h. Accreditation through performance-based assessment

**(Yes).** The above mentioned committee also holds oral exams. Some public training bodies (for example Piraeus Mediation Centre and the Training Institute of Thessaloniki) offer a performance-based assessment at the end of their training programme.

#### 4.2. Mediation advocacy accreditation

- i. Accreditation/certification or recognition of mediation advocates

**No.** Not yet.

- j. Set by Market (private certifying bodies)

**Yes.**

- k. Set by public regulation

**No.**

#### 5. Who can be a mediator?

- a. Set by market (private certifying bodies)

**No.**

- b. Set by public regulation

**Yes.** Mediators are listed in a public register after approval by the Minister of Justice, Transparency and Human Rights. This register is distributed to all courts and published on the Ministry of Justice website.

- c. Only a lawyer/legal professional can be an accredited/certified mediator (domestic)

**(No).** According to Greece's Act 3898/2010 Article 4c only lawyers can be accredited/certified mediators. On March 30 2014 the Ministry of Justice announced that this article is changed and that professionals with all kinds of backgrounds can become accredited mediators. There is an exception for domestic violence cases. According to Section 11 Chapter D of Act 3500/2006 (Off. Gaz. A 231/24.10.2006) that introduced mediation into criminal law, for domestic violence cases in particular, only public prosecutors can serve as mediators in such cases.

- d. Only a lawyer/legal professional can be an accredited/certified mediator (cross-border)

**No.** For cross-border mediation, the EU directive is followed and professionals with various backgrounds can be mediators.

#### 6. EU Directive

- a. EU Directive implemented for cross-border cases only

**No.** The EU Directive has been incorporated as a whole into Greek law under the Mediation for Civil and Commercial Matters Act No. 3898/2010', published in the Official Gazette (A' 211/16.12.1010) of the Hellenic Republic on 16 December 2010 as it has been amended by Act 4111/2013 and as such is implemented in all cases (national civil and commercial, as well as in cross-border cases). There was no previous legislation on the subject.

- b. EU Directive implemented for all national and cross-border commercial cases

**Yes.** See 6.a.

- c. EU Directive implemented for all national and cross-border civil cases

**Yes.** See 6.a.

## 7. Mediation legislation besides Directive

### a. Mediation legislation since

**2010.** Greek law on mediation is provided for by an act under the title 'Mediation in civil and commercial matters' [Act 3898/2010 Off. Gaz. A 211/15.12/2010]. See 6.a. as it has been amended by Act 4111/2013 [Off. Gaz. 18A 25.1.2013].<sup>4</sup>

- Presidential Decree 123/2011 (Off. Gaz. A 255/9.12.2011) which stipulates the conditions and requirements for the authorisation and operation of mediator training centres for civil and commercial matters.
- Ministerial Decision 109087/2011 (Off. Gaz. YOΔΔ 436/14.12.2011) which established the Mediator Certification Committee.
- Ministerial Decision 109088/2011 (Off. Gaz. B 2824/14.12.2011) which sets up the procedure for recognising mediators accredited abroad that has been amended by Ministerial Decision 107309/2012 (Off. Gaz. B 3417/21.12.2012).
- [combined with Act 4111/2013] and the Accredited Mediators' Code of Conduct.
- Ministerial Decision 1460/2012 (Off. Gaz. B 281/13.2.2012) that stipulates mediator fees.
- Ministerial Decisions 34801/2012 and 34802/2012 (Off. Gaz. B 1363/26.4.2012) that regulate the operation of the Committee for the Examination of Candidate Mediators and sets up the procedure through which mediator training centres and accredited mediators will be assessed.
- Ministerial Decision 85485/2012 (Off. Gaz. B 3417/21-12-2012) on the procedural fees applicable to mediation.
- Act 4055/2012 that introduces judicial mediation/court-connected mediation in the Greek courts of first instance.
- Act 4139/2013 (Off. Gaz. A 74/20.3.2013) that extends judicial mediation/court-connected mediation to the Greek courts of Appeal.
- Act 4111/2013 [Off. Gaz. 18A 25.1.2013] that ratifies the Legislative Act of the 12 December 2012 [Off. Gaz. 240A/12.12.2012].

### b. Legislation updated since EU mediation directive (date update)

**No.** See 6.a.

## 8. Bodies providing mediation

### a. Mediation bodies may have various legal forms

**Yes.** Most mediation providers are associations, partnerships or private companies.

### b. Individuals may be providers of mediation services

**Yes.** There are no rules prohibiting an individual from being a mediation provider.

<sup>4</sup> Apart from the regulation of mediation in civil and commercial matters in general, Greek law includes provisions that deal with mediation in certain types of disputes. In particular, Section 15 of Act 4013/2011 [Off. Gaz. A 204/15.09.2011] provides for the establishment of special committees to act as dispute settlement boards in commercial rent review cases. Section 12 of the same Act amends Chapter 6 of Insolvency Act 3588/2007 of which Sections 99-106 regulate business recovery procedure during which an agreement between debtors and creditors may be reached with a mediator's assistance. Act 3869/2010 [Off. Gaz. 130/3.8.2010] provides additionally to court procedures for recourse to mediation for the settlement of claims against excessively indebted individuals/households. Act 3500/2006 [Off. Gaz. A 231/24.10.2006] introduces mediation in domestic violence cases [See. 5.c.).



c. Mediation provider qualifications/requirements determined by public regulation

**No.**

### 9.1. *Mediator fees*

a. Freely contracted

**[No].** The Greek Mediation Act 3898/2010 Section 12 stipulates that the maximum number of hours that can be charged for a mediation procedure and its preparation is 24 hours. However, it allows the mediator and the parties to decide fees (Section 12(1)). The same section also stipulates also that the hourly fee is set by ministerial decision (3). This Ministerial Decision 1460/2012 sets mediator fees to € 100 per hour.

b. Fixed in some cases by public regulation

**[Yes].** The amount that is charged per hour can be contracted freely, however, the number of hours is fixed (see 9.1.a). Moreover, to the legislator is contemplating introducing a € 200 fixed fee for cases that are referred to mediation under Act 3869/2010 for the settlement of claims against excessively indebted individuals/households.

c. Average mediator fee per hour for commercial or cross-border cases

**€ 100.** Unless otherwise agreed (See 8.a.)

d. Average mediator fee per hour in civil cases

**€ 100.** Unless otherwise agreed (See 8.a.)

### 9.2. *Financing and legal aid*

e. Legal aid available for mediation services

**No.**

f. Mediator fees covered by legal insurance schemes

**No.**

g. Mediator fees subsidised in court-connected schemes

**No.**

## 10. Legal context

a. Is there a special relationship between judges and mediators, apart from court-connected mediation or the possibility of referring cases to mediation?

**No.** None, except that they have the same education (law degree).

b. Relationship between mediation and legal system (is mediation seen as part of the legal system?)

**Yes.** Since there is specific legislation, mediators are lawyers and there is compulsory representation by a lawyer, mediation is part of the legal system. See also 11.c.

c. Mediation procedure has impact on statute of limitations

**Yes.** Section 11 of L.3898/2010 provides that recourse to mediation suspends limitation and prescription periods during the mediation process.

## 11. Mediated settlement

### a. Contract

**Yes.** A mediated settlement agreement is always in writing, signed by the mediator, the parties and their lawyers, and is binding in all cases.

### b. Automatically enforceable

**No.**

### c. Enforceable under some circumstances which are up to the parties

**Yes.** The mediated settlement agreement, signed by the mediator, the parties and their lawyers, can be submitted by the mediator at the request of one of the parties (unilaterally) to the secretariat of the court of first instance in the local jurisdiction where the mediation took place. Once submitted in this manner the mediated agreement becomes enforceable according to Section 904(2)(c) the Greek Code of Civil Procedure (Section 9 of the Greek Mediation Act 3898/2010).

### d. Enforceable under some circumstances defined by public regulation

**No.** See 11.c.

## 12. Confidentiality

### a. Regulated by law

**Yes.** Greek law stipulates that mediators, parties, their lawyers and any other person involved in the mediation process must undertake in writing to uphold the confidentiality of the procedure and they cannot be summoned as witnesses nor may they be compelled to produce evidence in any subsequent judicial or arbitral proceedings, except when public policy reasons prevail (See 12.b.) (Section 10 of the Greek Mediation Act 3898/2010).

### b. Exemption from obligation to give evidence in court proceedings or arbitration (regulated by law or contract)

**(Yes.)** Greek law prescribes exceptions to the abovementioned prohibition (see 12.a.) for public policy reasons and in particular to ensure the protection of the best interests of children or to prevent harm to the physical integrity of a person (Section 10(2) of the Greek Mediation Act 3898/2010).

## 13. Education

### a. Mediation education is a common component of legal education

**No.** However, mediation has been introduced in some law school syllabuses at postgraduate level (master's degree).

### b. Mediation advocacy education is a common component of legal education

**No.** This is not yet the case but the Hellenic Ministry of Justice, Transparency and Human Rights encourages lawyers to undergo vocational specialisation through mediation advocacy training.

## 14. Most relevant literature or references, case law, articles, law

- Pocket Toolkit Mediation Advocacy, Greek edition (2012), author Manon Schonewille, Dimitra K. Triantafyllou (editor)
- Pocket Toolkit Mediation, Greek edition (2013), author Manon Schonewille, Dimitra K. Triantafyllou (editor)
- Mediation under Act 3898/2010 – A Mediation day, Vassiliki Skordaki, Athens 2012
- Toolkit Generating Outcomes, Greek edition, author Manon Schonewille, Dimitra K. Triantafyllou (editor)
- 'Mediation in civil and commercial matters (L.3898/2010)', Dimitra K. Triantafyllou, SINIGOROS, issue 82/2010.
- 'The necessity of using ADR (part I & part II), Dimitra K. Triantafyllou, SINIGOROS, issue 81/2010 & 83/2011.
- 'The 'Dum Pendet Rendet' practice doesn't 'flow' any more', Dimitra K. Triantafyllou, SINIGOROS, issue 90/2011. Interview with Manon Schonewille & Dimitra K. Triantafyllou 'We cannot afford to lose the opportunity of mediation', SINIGOROS, issue 98/2013.
- Greek Law Digest The Ultimate Legal Guide to Investing in Greece, chapter on Alternative Dispute Resolution – Mediation, Dimitra K. Triantafyllou, 2012, Nomiki Bibliothiki publ.

## 15. Mediation legislation texts

- a. Weblink to legislation in national language
  - <http://www.ministryofjustice.gr/site/LinkClick.aspx?fileticket=W16E-iMSUYw%3d&tabid=132>
- b. Weblink to English or other translation
  - <http://greeklawdigest.gr/topics/judicial-system/item/18-alternative-dispute-resolution-mediation>
- c. Other references  
**NA.**

## 16. Country specific remarks

Greece's policy on mediation is based on the importance of the quality of mediation training and the significant role of lawyers and business people in the development and promotion of mediation. In that regard, the Hellenic Ministry of Justice, Transparency and Human Rights has introduced two basic pillar policies: the compulsory presence of lawyers during the mediation procedure, on the one hand, and the engagement of Bars combined with chambers of commerce/industry/professionals/small business in the mediation training, on the other hand, in order for users and advocates to synergise for an optimal outcome.

In ancient Greece, a mediation procedure was customary in the drafting of peace agreements (following a one text procedure) between the City-States of Greece, as Thucydides describes in his work (a Greek Athenian historian from the 5th century BC). Apart from interstate relations and mediation's role in peace building, mediation was also used in everyday life interactions. Demonax, a Greek philosopher (2nd century AD), who was born in Cyprus and lived in Athens, is described by Lucian (Lucian, Demonax, 9), as a peacemaker who conducted mediations

between spouses to bring harmony to domestic life and between siblings when allocating parental property.

***Definition of mediation***

In English:

The EU Directive's definition is used in Greece. Mediation is defined as 'a structured process, regardless of its name, where two or more parties to a dispute voluntarily attempt to resolve this dispute by an agreement reached with the assistance of a mediator'.

In Greek: Ως διαμεσολάβηση νοείται διαρθρωμένη διαδικασία ανεξαρτήτως ονομασίας, στην οποία δύο ή περισσότερα μέρη μιας διαφοράς επιχειρούν εκουσίως να επιλύσουν με συμφωνία τη διαφορά αυτή με τη βοήθεια διαμεσολαβητή.

## Mediation regulation and approach

Country: Greece

Prepared by *Dimitra K. Triantafyllou, Lila A. Bakatselou*

1. Attempt to mediate	a. Always voluntary	Yes
	b. Mandatory (in some cases)	No
	c. Court referral or court-connected mediation possible	(No)
	d. Court-ordered mediation possible	No
	e. Sanctions by the court if mediation is not tried (in good faith)	No
	f. Sanctions by law if mediation is not tried (in good faith)	No
	g. Incentives if mediation is tried voluntarily before going to court	Yes
	h. Outside counsel presence/representation during mediation sessions allowed	Yes
	i. Outside counsel presence mandatory	Yes
2. Mediation clause	a. Case admissible in court with mediation clause	Yes
	b. Case admissible in court, however, the judge may take this in account and there is some supporting case law	No
	c. If parties included a mediation clause in their contract, they have to mediate first before they can go to court	No
3. Mediation procedure	a. Details of mediation procedure, approach and/or specific duties of the mediator described in the law	Yes
	b. Mediation procedure, mediator duties, style and approach of the mediator fully flexible/contractual	(Yes)
	c. Mediator can offer a non-binding opinion	Yes
	d. Mediator can offer a binding opinion	No
	e. Predominant mediation style for commercial disputes re substance (facilitative, evaluative, transformative, other)	F/(E)
	f. Predominant approach in commercial disputes re process (facilitative, directive, other)	F/(D)
	g. Predominant mediation style for civil disputes re substance (facilitative, evaluative, transformative, other)	F/E
	h. Predominant mediation approach for civil disputes re process (facilitative, directive, other)	F/D
	i. If applicable, how is evaluative mediation used (neutral, general advice, legal opinion, other)?	NA
	j. Predominant mediation process for commercial disputes (caucus (only), joint session (only), mix, other)	Mix
	k. Predominant mediation process for civil disputes (caucus (only), joint session (only), mix, other)	Mix
4.1. Mediator accreditation	a. Accreditation/certification or recognition of mediators	Yes
	b. Set by market (private certifying bodies)	No
	c. Set by public regulation	Yes
	d. Number of hours for basic mediator training	>40 hrs
	e. Mandatory continuing professional development for accredited/certified mediators	Yes
	f. Accreditation through set of rules (e.g., age, education, professional background, experience, etc.)	Yes
	g. Accreditation through written exam	Yes
	h. Accreditation through performance-based assessment	(Yes)
4.2. Mediation advocacy accreditation	i. Accreditation/certification or recognition of mediation advocates	No
	j. Set by market (private certifying bodies)	Yes
	k. Set by public regulation	No

## Mediation regulation and approach

Country: Greece

Prepared by *Dimitra K. Triantafyllou, Lila A. Bakatselou*

GR	5. Who can be mediator?	a. Set by market (private certifying bodies)	No
		b. Set by public regulation	Yes
		c. Only a lawyer/legal professional can be an accredited/certified mediator (domestic)	Yes
		d. Only a lawyer/legal professional can be an accredited/certified mediator (cross-border)	No
	6. EU directive	a. EU Directive implemented for cross-border cases only	No
		b. EU Directive implemented for all national and cross-border commercial cases	Yes
		c. EU Directive implemented for all national and cross-border civil cases	Yes
	7. Mediation legislation (besides Directive)	a. Mediation legislation since	2010
		b. Legislation updated since EU mediation directive (date update)	No
	8. Bodies providing mediation	a. Mediation bodies may have various legal forms	Yes
		b. Individuals may be providers of mediation services	Yes
		c. Mediation provider qualifications/requirements determined by public regulation	No
	9.1. Mediator fee	a. Freely contracted	(No)
	b. Fixed in some cases by public regulation	(Yes)	
	c. Average mediator fee per hour in commercial or cross-border cases	€ 100	
	d. Average mediator fee per hour in civil cases	€ 100	
9.2. Financing and Legal aid	e. Legal aid available for mediation services	No	
	f. Mediator fees covered by legal insurance schemes	No	
	g. Mediator fees subsidised in court connected schemes	No	
10. Legal context	a. Is there a special relationship between judges and mediators/mediation, apart from court-connected referrals or court-connected mediation schemes?	No	
	b. Relationship mediation and legal system (is mediation seen as part of the legal system?)	Yes	
	c. Mediation procedure has impact on statute of limitations	Yes	
11. Mediated settlement	a. Contract	Yes	
	b. Automatically enforceable	No	
	c. Enforceable under some circumstances, which are up to the parties	Yes	
	d. Enforceable under some circumstances defined by public regulation	No	
12. Confidentiality	a. Regulated by law	Yes	
	b. Exemption from obligation to give evidence in court proceedings or arbitration (regulated by law or contract)	(Yes)	
13. Education	a. Mediation education is a common component of legal education curriculum	No	
	b. Mediation advocacy education is a common component of legal education curriculum	No	

Yes = Yes

No = No

(Yes) = Yes as a rule, but with (informal) exceptions

(No) = No as a rule, but with (informal) exceptions