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EUROPEAN SOCIAL CHARTER

Responses to the ECSR additional
questions on the
7th National Report on the implementation of the European
Social Charter

submitted by

THE GOVERNMENT OF GREECE

Articles 2, 3, 4, 5, 6, and 20

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CYCLE 2026

Greece – 8th National Report on the Revised ESC

Additional Questions Articles 3 & 6

Article 3.1

Please provide information on the content and implementation of national policies on psychosocial or new and emerging risks in jobs requiring intense attention or high performance

In addition to the regulatory framework already analyzed in the Report on the application of the Charter, the Ministry of Labour and Social Security has developed the Integrated Information System (OPS “Iridanos” of the General Secretariat for Labour Relations - <https://iridanos.gov.gr>). Through this system, employees and employers, as well as all concerned citizens (university students, school students, etc.) can search for information on psychosocial risks and mental health in the workplace and gain access to the OiRA thematic tool for assessing psychosocial risks, the COPSOC-III (GR) questionnaire for identifying psychosocial risks in the workplace, and to an online guide for dealing with work-related stress.

As part of the information and preventive actions on Occupational Safety and Health issues implemented by the Directorate for Occupational Safety and Health and the Department of the National Focal Point and Policy Promotion for Occupational Safety and Health (Ministry of Labour and Social Security), employers, employees, students, and vocational training participants are informed and become aware of the nature of psychosocial risks, on ways to prevent and address these risks via targeted presentations, workshops and access to relevant hard copy and digital information material.

Article 3§2

Please provide additional detailed information on the specific measures taken to ensure the occupational safety and health of domestic workers in law and in practice, in conformity with Article 3§2 of the Charter.

A general overview of the legal status of domestic workers is presented here, in addition to the information submitted with our country’s main report on art.3 par.2 R.ESC.

Domestic work is a type of work with many particularities and concerns a vulnerable group of workers, who not only work but often live in their employer’s house (live-in personnel). Therefore, the distinction between working time and non-working time as well as general compliance with basic conditions of work is rendered more difficult. Moreover, the supervision of the application of the relevant provisions is also difficult since the Labour Inspectorate cannot intervene at the employer’s house, which falls under the constitutional guarantee of the domestic asylum, except under very strict and specific circumstances (see below under additional question on art.3 para 3 R.ESC).

Due to the peculiar nature of the (live-in) domestic workers’ services and the special circumstances under which they provide them (within the domestic environment and under circumstances of trust and special care for the worker), the special provisions on working time of workers, extra working hours, overtime and increments, the provisions that prohibit work on Sundays and excluded days, the provisions on work on Sundays and holidays, the provisions

on the payment of increments for work on Sundays and at night as well as the provisions on journeys outside the place of employment may not apply to (live-in) domestic workers. Additionally, the provisions of Law 3850/10 (GG 84 A') "Ratification of the Code of Laws on the Health and Safety of Workers", as in force by the new Labour Code [P.D. 62/2025 \(A' 121\)](#) which codified labour law provisions, do not apply to domestic personnel either; however as prescribed in article 2 para 3 of the said Law, the health and safety of such personnel must be ensured within the scope of this Law.

However, article 663 of the Civil Code applies¹, according to which, the employer shall be bound to make such arrangements concerning the periods of work and rest of the live-in domestic worker as to safeguard his/her health as well as the exercise of his/her religious and civil rights.

Furthermore, the provisions on paid leave apply. Every employee is entitled to a paid leave as well as to holiday allowance (art. 3 para 6 L. 4504/1966 (A' 57))².

As regards their social security coverage, according to the provisions of article 20 of N. 3863/2010, it is provided that domestic workers, either they live in the employer's home or not, who provide dependent work or services, paid by the hour or day, at regular or irregular intervals, either to one or to more than one employer, for the same salary period, are covered by the e-EFKA³ insurance through a so called "ergosimo voucher".

Through the so called "ergosimo voucher", domestic workers are insured for main pension, supplementary pension and for sickness benefits in kind (medical and hospital care) and in money (sickness and maternity benefits). The ergosimo voucher replaces the payment of employees and covers social security contributions.

In a broader framework and for better monitoring of inspections in accordance with Articles 127–157 of Part D "Establishment of a Framework for the Monitoring of Economic Activities and Product Market and Other Provisions" of Law 4512/2018 (A' 5), Law 5297/2026 (A' 64) was enacted. Specifically, Article 127 establishes the principles for monitoring and management of occupational safety and health, setting out responsibilities that include, inter alia, the annual planning of inspections for each Occupational Safety and Health Inspection Department in terms of determining their frequency, planning, and conduct in accordance with risk assessment and enterprises' classification by risk rating.

¹ Article 663 of the Civil Code provides that *if the employee is employed and lives in the employer's home, the employer is obliged to make arrangements for the place of his residence and sleep, as well as for his care and working and rest time, so as to ensure the health and morals of the employee and the exercise of the employee's religious and political duties.*

² See also relevant Decisions of the Supreme Court 690/2017, Single Member Court of First Instance of Athens 314/2019, Single Member Court of First Instance of Patras 81/2022 according to which ".... Due to the peculiarities of domestic employment, it is only possible to partially subject domestic employees to labor legislation. However, the provisions of article 1, paragraph 3 of Royal Decree 376/1971 in combination with those of Mandatory Law 539/1945 on the provision of paid leave and leave allowance, the provisions of articles 1 § 1 of L. 1082/1980 and 4 § 9 of Joint Ministerial Decision 19040/1981 on the provision of holiday allowances and the provisions of article 43 of L. 1836/1989 in combination with those of L. 3198/1955 on compensation due to termination of the contract also apply to domestic employees".

³ National Social Security Fund

Article 3§3

Please provide information on the specific measures taken to ensure the supervision of implementation of health and safety regulations by the labour inspection or other competent authorities, including information on inspections and their results, as well as information on awareness raising activities to inform workers and employers of their rights and obligations, concerning the following categories of workers:

- domestic workers,
- teleworkers.

As regards domestic workers,

The Labour Inspectorate may perform inspections at any private or public workplace or places where employees are likely to be employed. However, home searches are permitted only “when and as the law prescribes” and always in the presence of representatives of the judicial authority, in accordance with the provisions of § 1 of Article 9 of the Constitution of Greece which provides a constitutional safeguard on the domestic asylum and the protection of the private life of everyone.

In any case, domestic workers have the right to submit an application for a labour dispute to the Labour Inspectorate, if they consider that the employer violates their labour rights.

In order to settle a case via the labour dispute resolution procedure, there must be a dispute arising from the provision of dependent employment relationship under private law and concerning enforcement of and compliance with the labour law.

Labour disputes before the Labour Inspectorate are governed by the provisions of Article 3 of Law 3996/2011 (GG 170/A), as amended by Article 122 of Law 4808/2021 (GG 101/A). All employees, including domestic workers, may file a request for labour dispute resolution, provided that the applicants’ dependent employment relationship exists, regardless of the way it is defined in their individual contract, and the case may be examined by the Labour Inspectorate.

According to data kept by the Directorate for Planning and Coordination of Labour Relations Inspectorate, in the sector of households as employers of domestic personnel, 38 labour disputes were handled in 2022, of which 16 were resolved, 6 were cancelled and 16 were referred to the courts due to disputed facts or lack of evidence. In 2023, 30 labour disputes were handled, of which 9 were resolved, 11 were cancelled, and 10 were referred to the courts. In 2024, 25 labour disputes were handled, of which 13 were resolved, 8 were cancelled, and 4 were referred to the courts. Similarly, in 2025, 5 labour disputes were handled, of which 3 were resolved and 2 were cancelled.

It should be noted that most cases involving labour disputes concerned the non-payment of accrued wages to employees.

As regards teleworking,

One of the most important initiatives of the year was the issuance, in December 2025, of specialized instructions to Labour Inspectors on the identification, prevention and response to modern forms of violence and harassment at work.

These instructions recognized that modern forms of work and the extensive use of digital technologies create new forms of violation of human dignity, which are not limited to the physical workplace.

In particular, it was clarified that incidents such as:

- harassing behavior through video conferencing applications,
- bullying [mobbing] through official emails,
- offensive posts or pressure through social media,
- violation of employees' personal data,
- systematic psychological pressure through digital media,

may, if they are work-related, fall within the scope of application of Law 4808/2021 and therefore within the protective scope of action of the Labour Inspectorate. This approach reflects the dynamic interpretation of labour legislation and ensures that the protection of workers' rights is adapted to modern forms of work organization.

Article 6§1

Targeted questions 2 and 3: Please provide more specific information on which matters of mutual interest and in which format joint consultations between employers and employees have been held during the past five years, including on the digital and the green transition.

Article 6§2

Please provide additional detailed information on the specific measures taken to promote collective bargaining in conformity with Article 6§2 of the Charter over the last four years, including legislative measures, as well as updated information on the number of collective agreements concluded at all levels and the number and proportion of employees covered by collective agreements.

As regards the public sector

A. Personnel employed by first and second-tier Local Government Organizations whose employment relationship falls under public law

As regards the personnel employed by first and second-tier Local Government Organizations under public law, according to the provisions of Law 2738/1999, during the most recent five-year period, collective negotiations were conducted and special collective labour agreements were signed (article 4, para. 2) with workers' trade union representatives, namely the Local Government Organization Pan-Hellenic Employees Federation (POE-OTA) and the Local Government Organization Pan-Hellenic Personnel Federation (POP-OTA). The agreements concluded are the following:

With POE OTA:

The following Specific Collective Labour Agreements ([OG B'2359](#)) were concluded on 15 April 2022:

1. Specific Collective Labour Agreement regulating the employment terms and conditions of workers, who are employed by first-tier Local Government Organizations and by their Public Law Legal Entities, whose employment relationship falls under Public Law,

2. Specific Collective Labour Agreement regulating the conditions for granting trade union leaves to workers employed by first-tier Local Government Organizations and by their Public Law Legal Entities and
3. Specific Collective Labour Agreement regulating the method of withholding trade union contributions of workers, who are employed by first-tier Local Government Organizations and by their Public Law Legal Entities, whose employment relationship falls under Public Law.

With POP OTA:

The following Specific Collective Labour Agreements (B'2359) were concluded on 19 April 2022:

1. Specific Collective Labour Agreement regulating the employment terms and conditions of workers, who are employed by first-tier Local Government Organizations and by their Public Law Legal Entities, whose employment relationship falls under Public Law,
2. Specific Collective Labour Agreement regulating the conditions for granting trade union leaves to workers employed by first-tier Local Government Organizations and by their Public Law Legal Entities and
3. Specific Collective Labour Agreement regulating the method of withholding trade union contributions of workers, who are employed by first-tier Local Government Organizations and by their Public Law Legal Entities, whose employment relationship falls under Public Law.

It should be noted that the above-mentioned Collective Labour Agreements (CLAs) do not regulate wage-related issues.

Regarding second-tier Local Government Organizations, the Specific Collective Labour Agreement ([OG B'2358](#)), effective as of 4 June 2018, still applies, regulating employment terms and conditions of workers who are employed by second-tier Local Government Organizations and by their Public Law Legal Entities, whose employment relationship falls under Public Law. This SCLA was amended by an identical agreement dated 15 March 2019 ([OG B'1052](#)), since during the reference period, no collective negotiations were held between the State and the Federation of Associations of Elected Region Employees in Greece (OSYAPE), pursuant to the provisions of Law 2738/1999.

B. Personnel employed by first and second-tier Local Government Organizations whose employment relationship falls under Private Law:

Regarding the personnel employed by first and second-tier Local Government Organizations under Private Law, we would like to note that during the reference period (most recent five-year period) collective negotiations were held between representatives of the State (Ministers of Interior and of National Economy and Finance) and workers, i.e. secondary trade unions, namely the Local Government Organization Pan-Hellenic Employees Federation (POE-OTA) and the Local Government Organization Pan-Hellenic Personnel Federation (POP-OTA), pursuant to the provisions of article 19 of Law 1876/1990, as in force and the following collective labour agreements were signed:

- With POE-OTA: collective labour agreements dated 15-4-2022 (Registration No. 6/20-4-2022) and 27-3-2026 (Registration No. 8/18-5-2026)
- With POP-OTA: collective labour agreements dated 19-4-2022 (Registration No. 8/6-5-2022) and 27-3-2026 (Registration No. 9/19-5-2026).

The above-mentioned CLAs regulate issues of additional facilitations to the personnel employed under private law, such as additional leaves and specific working hours, related especially to the nature of their work (for example, cleaning staff).

Moreover, in 2022 and 2024 CLAs were signed with the Journalists' Union of Athens Daily Newspapers (E.S.H.E.A.) and Journalists' Union of Print and Electronic Media (E.S.P.H.T.) regulating working terms of journalists employed by the Public Sector, Public Law Legal Entities, first and second-tier Local Government Organizations and their legal entities, as well as by public enterprises and Private Law Legal Entities, as these are specified in Chapter A' of Law 3429/2005. The said CLAs regulate issues relating to training, handling violence and harassment incidents at work, leaves, working hours, trade union rights and non-wage benefits.

As regards the private sector

i. Consultations between employers and workers to conclude National General Collective Labour Agreements (NGCLAs) for the years 2021-2025

2021

- **Consultations in the context of the National General Collective Labour Agreement (23.6.2021), Registration No.16/1.7.2021 (duration of validity: 1/1/2021-31/12/2021)**

Form of consultations -Participants

Consultations took place for the conclusion of the 2021 NGCLA with the following participants: a) the Hellenic Federation of Enterprises (SEV), the Hellenic Confederation of Commerce and Entrepreneurship (ESEE), the Hellenic Confederation of Professionals, Craftsmen and Merchants (GSEVEE), the Greek Tourism Confederation (SETE) and the Federation of Industries of Greece (SBE) on behalf of employers' organisations and b) the Greek General Confederation of Labour (GSEE) on behalf of workers' organisations.

In addition to maintaining the institutional terms of employment established by the previous NGCLAs and the corresponding Arbitral Awards, the contracting parties also agreed on the following:

Issues of mutual interest

1. Digital transition

- The parties decided to adopt the "European Framework Agreement on Digitalization" signed on June 26, 2020, by the ETUC, BUSINESSEUROPE, SME United and CEEP (article 4 of the NGCLA 2021).
- In the context of developing and implementing the "European Framework Agreement on Digitization", the parties agreed to draw up an action plan for the implementation of the Agreement, giving priority to the Establishment of a joint working group on digital skills and employment, with the aim of preparing workforce and enterprises to seize the opportunities and address the challenges of digital transformation» (article 5 of the NGCLA 2021).

2. Continuing vocational training and certification of skills

The parties agreed on the necessity of certifying, improving the quality and redesigning the system of continuing vocational training, with a view to upskilling workers and unemployed persons, placing emphasis on compatibility with labour market needs. They agreed to establish a working group, plan joint actions and formulate proposals on related

matters (such as identification of labour market needs in skills and occupations, upskilling and retraining of the labour force) (article 6 of 2021 NGCLA).

3. *Green Transition*

Fair Transition to a low-carbon economy.

The contracting parties to the National General Collective Labour Agreement (NGCLA) reconfirmed Article 66 of the 2018 NGCLA on the term and importance of Fair Transition of workers to a low-carbon economy which will ensure the necessary support when there will be a need for restructuring, retraining, and redeployment. They also considered their institutional participation in planning and acting for a fair transition to the post-lignite era through the Fair Development Transition Plan (FDTP) to be equally essential and necessary.

Since development policies should guarantee the full and equal participation of both workers and employers in the preparation, implementation, and monitoring of public policies for adaptation to climate change, including investment strategies, in accordance with the guidelines of the International Labour Organization, the parties to the NGCLA agreed:

- a) to establish, through their Institutes, a joint mechanism for monitoring trends and awareness-raising and training activities for the development of capacities and necessary skills in emerging industries, acquiring new skills in all sectors and retraining in vulnerable sectors, and
- b) to send a joint letter to the Ministry of Labour and Social Affairs for the establishment of a new [tripartite] Division within the Supreme Labour Council dealing with the environment and labour. This Division will include, on the one hand, the contracting parties to the NGCLA, proportionally and equally, and, on the other hand, a representative of the Ministry of Environment (article 7 of the NGCLA).

4. *Combating violence and harassment at work.*

The contracting parties expressed their support in the fight against violence and sexual harassment in the workplace.

They supported the ratification of the International Labour Convention No.190 and Recommendation No.206 on violence and harassment (article 8 of the NGCLA).

5. *National Occupational Pension Fund.*

The binding parties reaffirmed their commitment to continue joint activities regarding their decision to establish a National Occupational Pension Fund (article 9 of the NGCLA).

2022

Consultations in the context of the National General Collective Labour Agreement (29.6.2022), Registration No.15/30.6.2022 (duration of validity: 1/1/2022-30/6/2023)

Form of consultations -Participants

The same representative workers and employers' organisations that signed the 2021 NGCLA participated in these consultations as well.

Issues of mutual interest

Establishment and operation of the «Special Vocational Training Fund» (ELEK).

2024

Consultations in the context of the National General Collective Labour Agreement (14.5.2024), Registration No.8/15.5.2024 (duration of validity: 1/7/2023-31/12/2025)

Form of consultations -Participants

The same representative workers and employers' organisations that signed the 2021 NGCLA participated in these consultations too.

Issues of mutual interest

Establishment of a new legal entity - civil non-profit making entity known as «Special Vocational Training Fund» (ELEK). The articles of association of this legal entity were annexed as Appendix to the NGCLA thus forming an integral part of it.

ii. Tripartite Consultations

Tripartite Consultations in the context of the Supreme Labour Council (ASE)

The **Supreme Labour Council (A.S.E.)** is the standard form of tripartite social dialogue in the country. A significant part of the social dialogue on industrial relations takes place during its meetings. It is worth noting that the Plenary Session of the Council gives its opinion to the Minister of Labour on requests for extension and declaration of collective labour agreements as generally binding, so that these may cover all employees falling within their scope.

Supreme Labour Council Plenary Sessions

2021

In 2021, four Plenary Sessions of the Supreme Labour Council were held (on 7 and 11 of May, 16 of June and 1 of November 2021), dealing with overtime issues in large enterprises on the one hand, and requests for extension of the scope of collective labour agreements on the other. As a result, two sector-level collective labour agreements were extended and declared generally binding (one that applies to workers in hotel enterprises throughout the country and the other that applies to electricians employed by lift companies).

2022

In 2022, two Sessions of the Supreme Labour Council were held (on 20 June and on 1 August 2022). As a result, one sector-level collective labour agreement that applies to the personnel of tourism and food and beverage establishments throughout the country was extended and declared generally binding. These procedures enhanced collective protection of workers in one of the most important sectors of the Greek economy.

2023

In 2023, four Sessions of the Supreme Labour Council were held (on 11 April, 3 and 31 May, 15 June 2023) leading to extension of the scope of five collective labour regulations. The requests for extension referred to the tourism sector (hotel employees throughout the country, hotel employees in Rhodes Island and in the region of Heraklion, Crete), cosmetics sector (beauty consultants/beauticians) and the sector of tourism and food and beverage establishments. These meetings contributed to strengthening workers' coverage through collective labour agreements.

2024

In 2024, one Plenary Session of the Supreme Labour Council was held (on 23 April 2024) and after considering requests for extending the scope of collective labour agreements, decided upon declaring generally binding the following two collective agreements: the one that applies to workers employed by hotel establishments in the Region of Chania and the other that applies to workers employed by insurance companies.

In 2025, three Plenary Sessions of the Supreme Labour Council were held (on 14 April, 2 July and 2 December 2025), leading to extension of the scope of five collective labour agreements. The consultations referred mainly to the hotel sector (at national level as well as in the regions of Heraklion and Chania on the island of Crete), drivers of tourist coaches on Rhodes Island and workers in the sector of private insurance companies. The meetings confirmed the institutional role of the Supreme Labour Council in promoting collective autonomy and workers' coverage by collective regulations.

Divisions of the Supreme Labour Council

➤ The Supreme Labour Council **Division to Promote the Implementation of International Labour Standards**⁴ was established pursuant to article 2 of the **International Labour Convention No.144 on «Tripartite Consultations to Promote the Implementation of International Labour Standards»** (1976)⁵. This Division has an advisory role in line with the establishment and operation of the other Supreme Labour Council Divisions and the Plenary.

➤ The **Division for Collective Redundancies** and the **Council for Workers' Health and Safety** (SYAE) constitute specialized bodies of the Supreme Labour Council with clearly distinct institutional responsibilities:

1. Division for Collective Redundancies

The single responsibility of this Division, according to current legal framework, is the **formal and procedural monitoring of employers' obligations** when collective dismissals are envisaged.

2. Council for Workers' Health and Safety (SYAE)

This Council is the central, national **advisory body** on issues referring to the protection of workers' health and safety at the workplace.

Its main responsibilities comprise the following:

a) giving opinion on legislative regulations: It gives its opinion on the preparation or amendment of laws, presidential decrees and ministerial decisions on Occupational Health and Safety.

b) formulating the National Strategy: It contributes to national policy making, developing action plans and preventive measures against occupational diseases and accidents at work.

c) coordinating bodies: It gives opinion on the coordination of actions by competent authorities (such as the Labour Inspectorate) and the social partners.

d) training and awareness raising: It proposes and recommends the organization of information events, conferences and educational programs for workers and employers.

⁴ P.D. 296/1991, article 1 «Establishing the Supreme Labour Council Division to promote the implementation of international labour standards» and P.D. 88/1995, amending paragraph 1 of article 1 of P.D. 296/1991

⁵ Law 1176/1981 «ratifying the International Labour Convention No. 144 on Tripartite Consultations to Promote the Implementation of International Labour Standards and regulating issues relating to its implementation, which was adopted in Geneva in 1976» (G.G. 184/A'/13.07.81)

➤ The Supreme Labour Council **Division for Gender Equality in Employment** was reactivated by virtue of article 14, Law 5316/2026 ([OG A'105/06.07.2026](#)). It is responsible for the effective participation of the social partners in discussions on the rights and responsibilities arising from the provisions on equal pay, the promotion of the role of social partners and promotion of the right to collective bargaining in order to address wage discrimination and adverse consequences when assessing jobs performed mainly by workers of one sex.

During the sessions of this Division experts may be invited to participate, representing social partners, the National Committee for Human Rights (GNCHR), as well as non-governmental organisations that promote gender equality, with a view to enhancing the principle of equal opportunities and equal treatment of men and women in employment and occupation, and balancing work and family life.

Consultations to set the minimum salary

2021

Article 103 of Law 4172/2013 ([O.G. A'167](#)), introduced a new statutory minimum wage and salary determination system, following broad consultations between social partners and the Government. Consultations between the social partners and the Government are coordinated by a committee and carried out with the technical and scientific assistance of specialized scientific, research and related entities and experts on financial issues and in particular labour economics, social policies and industrial relations. The procedure followed aims at formulating a proposal for the minimum salary, account taking of the situation and perspectives of Greek economy mainly in terms of productivity, prices, competitiveness, employment, unemployment rates, income and salaries.

On behalf of workers throughout the country, the following social partners participated in these consultations: a) the Greek General Confederation of Labour (GSEE) and b) other secondary sectoral or occupational trade unions representing workers of the private sector at national level, proposed by the GSEE and invited by the Consultation Coordinating Committee,

On behalf of employers and with a view to ensuring broad representation, the following employers' organizations participated in these consultations: a) the Hellenic Federation of Enterprises (SEV), the Hellenic Confederation of Commerce and Entrepreneurship (ESEE), the Hellenic Confederation of Professionals, Craftsmen and Merchants (GSEVEE), the Greek Tourism Confederation (SETE) and other employers' organisations proposed by them and invited by the Consultation Coordinating Committee.

The said article authorizes the Minister of Labour to adopt a decision on its determination, in agreement with the Cabinet.

The said procedure was initiated for the first time in September 2018 and was finalized with the adoption of Ministerial Decision No.4241/127/30.1.2019 ([O.G. B'173](#)), based on which the statutory minimum salary and wage were set as of 1.2.2019, for full-time white- and blue-collar workers throughout the country without any age discrimination.

The following year, the minimum wage readjustment procedure was initiated on 24 February 2020 with the establishment of a three-member consultation coordinating committee. However, the outbreak of Covid-19 pandemic necessitated the postponement of

consultations' opening initially until September 2020, and then until November 2020, and eventually until March 2021. The deadline for the final decision was accordingly postponed until the second half of July 2021.

Then, by virtue of Ministerial Decision No.107675/27.12.2021 ([O.G. B'6263](#)), as of 1.1.2022, minimum salary and wage were set as follows:

- a) For white-collar workers the minimum salary was set at six hundred and sixty-three euros (663,00 €).
- b) For blue-collar workers the minimum wage was set at twenty-nine euros and sixty-two cents (29,62 €).

2022

In 2022, the social dialogue on the evolution of the statutory minimum wage continued in the context of consultations provided for by article 103 of Law 4172/2013. The minimum wage readjustment procedure was initiated on 19 January 2022, with the establishment of a three-member consultation coordinating committee and was finalized on 15 April 2022.

Thus, in 2022, by virtue of Ministerial Decision No. 38866/21.4.2022 ([O.G. B'2030](#)) as of 1.5.2022, minimum salary and wage were once again set for white- and blue-collar workers throughout the country, as follows:

- a) For white-collar workers the minimum salary was set at seven hundred and thirteen euros (713,00 €).
- b) For blue-collar workers the minimum wage was set at thirty-one euros and eighty-five cents (31,85 €).

2023

The minimum wage readjustment procedure, as described above for the previous years, was initiated on 20 January 2023, with a written invitation sent by the Consultation Coordinating Committee and was finalized on 28 February 2023.

By virtue of Ministerial Decision No.31986/24.3.2023 ([O.G. B'2003](#)), as of 1.4.2023 minimum salary and wage were once again set for white- and blue-collar workers throughout the country, as follows:

- a) For white collar workers the minimum salary was set at seven hundred and eighty euros (780,00 €).
- b) For blue collar workers the minimum wage was set at thirty-four euros and eighty-four cents (34,84 €).

2024

The minimum wage readjustment procedure was initiated on 5 February 2024, with a written invitation sent by the Consultation Coordinating Committee and was finalized on 15 March 2024 upon submission of Conclusions prepared by the Center of Planning and Economic Research (KEPE), in cooperation with a five-member Committee of Experts.

As of 1.4.2024, by virtue of Ministerial Decision No.25058/29.3.2024 ([O.G. B'1974](#)) minimum salary and wage were set as follows:

- a) For white-collar workers the minimum salary was set at eight hundred and thirty euros (830,00 €).
- b) For blue-collar workers the minimum wage was set at thirty-seven euros and seven cents (37,07 €).

2025

Article 141A of **the Labour Code** defines a specific procedure for setting the adequate statutory minimum salary and wage for the years **2025, 2026, and 2027**. This procedure is based on collective documentation, institutional cooperation, and participation of both scientific and social actors, with the aim of setting minimum limits based on objective economic and social data.

The initiation of the procedure provides for a consultation process, during which parameters related to the situation and perspectives of the Greek economy are considered, such as productivity, competitiveness, prices, income, and wage level, employment, unemployment, and the purchasing power of workers, as well as the overall cost of living. It is expressly provided that the implementation of the procedure may not lead to a reduction in the existing minimum thresholds.

Within this framework, two bodies with distinct roles are established: the **Scientific Committee** and the **Consultation Committee**.

Pursuant to article 134C of P.D. 80/2022 (O.G. A' 222) the minimum wage readjustment procedure was initiated on 14.1.2025, with a written invitation sent by the Consultation Coordinating Committee and was finalized on 4.3.2025 when the President of the OMED submitted Consultation Conclusions prepared by the Center of Planning and Economic Research (KEPE) in cooperation with the Scientific Committee, the Ministers of Labour and Social Security and of Economy and Finance.

As of 1.4.2025, by virtue of Ministerial Decision No.8233/27.3.2025 ([O.G. B'1476](#)) minimum salary and wage were set as follows:

- a) For white-collar workers the minimum salary was set at eight hundred and eighty euros (880,00 €).
- b) For blue-collar workers the minimum wage was set at thirty-nine euros and thirty cents (39,30 €).

2026

Pursuant to article 141A of [P.D. 62/2025 \(A'121\)](#), the minimum wage readjustment procedure was initiated on 8.1.2026, with a written invitation sent by the Consultation Coordinating Committee and was finalized on 2.3.2026 when the President of the OMED submitted Consultation Conclusions prepared by the Center of Planning and Economic Research (KEPE) in cooperation with the Scientific Committee, the Ministers of Labour and Social Security and of Economy and Finance.

As of 1.4.2026, by virtue of Ministerial Decision No.8934/27.3.2026 ([O.G. B'1759](#)) minimum salary and wage were set as follows:

- a) For white-collar workers the minimum salary was set at nine hundred and twenty euros (920,00€).
- b) For blue-collar workers the minimum wage was set at forty-one euros and nine cents (41,09€).

As regards the number of collective agreements concluded at all levels for the years **2022 to 2026 (15/7/2026)**, the relevant figures are presented in the table below:

YEAR	SECTORAL			OCCUPATIONAL						FIRM-LEVEL*			TOTAL [A+B+C+D]
				NATIONAL			LOCAL						
	CLA	A.A.	TOTAL	CLA	A.A.	TOTAL	CLA	A.A.	TOTAL	CLA	A.A.	TOTAL	
			A			B			C			D	
2022	21	0	21	4	0	4	6	0	6	219	0	219	250
2023	11	0	11	6	0	6	4	0	4	208	0	208	229
2024	3	4	7	2	0	2	7	0	7	234	0	234	250
2025	17	1	18	7	1	8	8	0	8	197	0	197	231
2026	8	1	9	1	0	1	2	0	2	149	0	149	161
TOTAL	60	6	66	20	1	21	27	0	27	1007	0	1007	1121
* Unprocessed data for the year 2026.													

There are no administrative procedure or data to identify or specify the number and the proportion of workers covered by collective labour agreements that are concluded at all levels.

Article 6.4

(a) Please provide information as to whether **police officers and members of the armed forces have the right to strike**.

Regarding the application of article 6 para. 4 of the Revised European Social Charter, we would like to point out that, according to article 23, para.2b of the Constitution of Greece, **strikes are prohibited in the case of those serving in the security forces**.

The said article explicitly provides for absolute ban of the right to strike for persons serving in the Hellenic Police, due to the nature of their tasks. This prohibition is related to the **mission of the Hellenic Police** and the nature of police duties, that form part of the state's core functions and are inextricably linked to the **principle of continuous and uninterrupted operation of public services**. More specifically, the specific mission of the Hellenic Police is to protect the state, public security, ensure law enforcement and protect the borders (article 5 of **Law 5187/2025**, A'48). Hence, the uniformed personnel are in constant readiness and on continuous duty (article 2 of P.D.254/2004, A'238), are subject to a specific chain of command similar to the military one and follow specific discipline; however, the provisions on civil servants do not apply to them (article 6, para.3 of Law 5187/2025). It is clear, therefore, that the above restriction aims at protecting the fundamental right to citizen security and, in general, safeguarding public safety, preventing and punishing crime and protecting the state and democracy.

Finally, pursuant to the provision explicitly made in article 30C, para 8 of Law 1264/1982, **military trade unions and their members are expressly not permitted to:** «...a. **Call or take part in strikes and stoppages and participate in any type of events organized by political or trade union bodies or politicians or carry out propaganda in favor or against them. Conferences and cultural events organized by trade unions of Security Forces are excluded from this prohibition**».

(b) *If the right to strike is prohibited for members of the armed forces, do they have means, other than the exercise of the right to strike, allowing them to effectively negotiate the terms and conditions of employment, including remuneration?*

Regarding the right to organize for Armed Forces active service members:

i. It should first be pointed out that the Greek Constitution guarantees the freedom of association and other relevant rights, in addition to the right to strike. Accordingly, although **the right to strike is prohibited under the Constitution for Security Forces active service members, it does not imply prohibition of access to trade union rights in general.**

Law 1264/1982 « *On the democratization of the Trade Union Movement and the protection of workers' trade union freedom* » guarantees the trade union rights of employees in the public and private sectors, and regulates the establishment, organization, functioning, and activities of trade union organizations.

Article 30C of Law No. 1264/1982 provides for the application of the provisions of the said law mutatis mutandis to the Armed Forces active service members serving in any branch or rank, regardless of origin.

More specifically:

(1) Active service members are allowed to establish primary and secondary trade union organizations.

(2) Every active service member is entitled to join the association of the Region where the serving officer's unit is based.

(3) Specific facilitation measures are provided for all trade union executive council members, so that they may smoothly carry out their duties. Specifically, members may not be transferred during their term of office, unless they themselves request it or unless it is deemed necessary due to a promotion or an irrevocable decision imposing statutory disciplinary action.

Additionally, members are granted trade union leave and enjoy full protection against any form of prosecution on grounds of their trade union activities.

(4) In any case, paragraph 4 of Article 30C of Law 1264/1982 expressly provides for the right to establish and join associations that may not exceed the limits determined by the specific characteristics, the mission, and, in particular, the national, social, and supra-partisan character of the Armed Forces.

ii. More specifically, article 30A of Law 1264/1982 applies to the trade unions of police officers and their members.

Furthermore, it is pointed out that by virtue of article 1 of Law **2265/1994** « *Extending the provisions of Law 1264/1982 "on the democratization of the Trade Union Movement and the protection of workers' trade union freedom also to the police personnel of the Hellenic Police and other provisions* » (G.G. 209/A/05-12-1994) the provisions of Law 1264/1982 on trade unions were extended also to the Hellenic Police, allowing thus police officers to form unions and thus collectively express their opinion on labour, financial and social issues that concern them.

More specifically, article 30A of Law 1264/1982 stipulates that it shall apply mutatis mutandis (through specific regulations) to all active service police officers of all ranks. According to the Explanatory Report on Law 2265/1994, safeguarding police officers' trade

union rights is closely combined with the need to protect public interest. To this end certain restrictions are imposed. More specifically, para.3 of the above-mentioned article 30A provides that «...*the exercise of trade union rights by police officers may not exceed the limits set by the specific characteristics, mission and, in particular, the national, social and supra-partisan character of the Hellenic Police.*».

In this context, police officers **may establish trade unions** to promote their professional interests. More specifically, they have the right to establish primary, secondary and tertiary trade union organisations (as specified in para. 4, article 30 A of Law 1264/1982), through which they can collectively express their opinion on labour issues that concern them. Two secondary trade union organisations have been established, i.e. the Panhellenic Federation of Police Employees (official website <http://poasy.gr/index.php/el/>) and the Panhellenic Federation of Police Officers (official website <https://www.poaxia.gr/>) that are very active in raising awareness on the social and professional concerns of their members. It must be noted that with a view to facilitating trade union action, provision is made for **specific leaves of absence** (up to 4 days per month) for the President and the General Secretary of each trade union together with additional leaves for federation representatives during the meetings in which they participate. Moreover, during their term of office it is ensured that **they shall not be transferred** outside the region where their service is located, so as not to disrupt their union action (para. 8 article 30A, Law 1264/1982).

Furthermore, police officers **have the right to organise**, as provided in article 11 of the Constitution, and may hold rallies and join demonstrations in order to promote and highlight their occupational demands.

Finally, it should be noted that the uniformed personnel are subject to **specific wage treatment**, as is guaranteed by law. The said treatment serves as institutional guarantee so that they may perform their duties effectively, but it is also a compensation for the danger involved in their work, together with the prohibitions and restrictions they are subject to (see also Council of State Plenary Decision No.2192/2014, declaring unconstitutional the cuts made to wages and pensions of armed and security forces officers pursuant to Law 4093/2012 due to the economic crisis).

It is additionally noted that in addition to the above, there are also **other provisions by which the status and the rights of police officers are safeguarded** through the participation of police officers' trade union representatives in councils and committees that make decisions or give opinions on the status of such personnel. **As regards transfers**, provision is made, inter alia, that representatives of Police Officers' Federation and Police Employees' Federation concerned shall also participate in the Transfer Councils (article 13 of P.D.100/2003, A' 94). Furthermore, **as regards disciplinary procedures**, the law stipulates that the involvement of members proposed by trade union federation administrative bodies of police employees and officers is also required for the lawful establishment of disciplinary councils (article 34 of P.D.120/2008, A' 182).

(c) *Please provide information as to whether civil servants or certain categories of civil servants prohibited from striking, or do specific restrictions apply to them as regards the exercise of the right to strike.*

As mentioned above, pursuant to Article 23, paragraph 3, of the Constitution, “*Strikes of any nature whatsoever are prohibited in the case of judicial functionaries and those serving in the security corps. The right to strike shall be subject to the specific limitations of the law regulating this right in the case of public servants and employees of local self-government agencies and of public law legal entities as well as in the case of the employees of all types of enterprises of a public nature or of public benefit, the operation of which is of vital importance in serving the basic needs of the society as a whole. These limitations may not be carried to the point of abolishing the right to strike or hindering the lawful exercise thereof.*”

Article 46 of the Civil Servants’ Code (Law 3528/2007) and the corresponding Article 53 of the Municipal and Community Employees Code (Law 3584/2007) on “Freedom of association and the right to strike,” also apply to civil servants: «1. *Freedom of association and the unhindered exercise of related rights are guaranteed to public employees. 2. Public employees are free to establish trade union organizations, join them, and exercise their trade union rights. 3. Public employees have the right to strike. This right is exercised by their trade union organizations as a means of protecting and promoting their economic, labour, trade union, social, and insurance interests, and as an expression of solidarity with other workers for the same purposes. The right to strike shall be exercised in accordance with the provisions of the law regulating this right. 4. Trade union organizations have the right to negotiate with the competent authorities on the terms, pay and working conditions of their members*».

The key law that further regulates the right to strike is the **Labour Code** (Presidential Decree 62/2025), which codified, inter alia, the provisions of Law 1264/1982. Article 386 of the Labour Code (Article 30 of Law 1264/1982), entitled “Trade Union Freedoms and Rights of Civil Servants,” is the key provision extending the scope of provisions on trade union freedoms and the right to strike to civil servants.

Specifically, paragraph 1 provides that the provisions of the relevant Section of the Labour Code, as well as Articles 415, 416, 417, and paragraphs 3–6 of Article 419, shall apply *mutatis mutandis* to salaried civil servants of the State, to permanent or fixed-term employees of local government organizations, universities, and ecclesiastical public-law entities, as well as to employees under private-law contracts who fill permanent posts as specialized scientific, technical and auxiliary personnel, pursuant to Article 103, paragraph 3 of the Constitution, with the exception of employees of the National Intelligence Service (EYP). As regards the personnel of the National Intelligence Service, the provisions of Article 30B of Law 1264/1982 shall apply. However, they do not provide for the application of Law 1264/1982 provisions on strikes (Articles 19–22) to the said personnel. Furthermore, it is stipulated that the Greek State is authorized in any case to bring an action before the Single-Judge Court of First Instance, in accordance with paragraph 4 of Article 419, and through the Minister exercising the relevant supervisory authority, and when the relevant state competences have been conferred on local government organizations or other public law legal entities, even by transferring the competent civil servants to these entities.

Paragraph 2 of Article 386 of the Labour Code stipulates that, pursuant to these provisions, wherever the law refers to “employees,” this term also implies civil servants; wherever it refers to “employer,” “enterprise” or “undertaking,” this shall also imply the State and the aforementioned legal entities along with their competent agencies.

As regards the right to strike, in principle, civil servants enjoy the same right to strike as the employees of the private sector. However, the exercise of this right is subject to specific provisions and exceptions set forth in paragraphs 2 to 5 of Article 415 of the Labour Code. Furthermore, according to paragraph 3 of Article 415 of the Labour Code, civil servants’ right to strike is exercised under the same specific guarantees applying to public-sector enterprises or public-utility enterprises, i.e. the obligation to submit a prior request for a public hearing before the Organization for Mediation and Arbitration (OMED) concerning strike demands, designation of security personnel, and provision of minimum guaranteed service personnel. Consequently, compared to the private sector, the right to strike in the public sector is subject to a stricter regulatory framework, which is justified by the need to ensure the uninterrupted operation of services that are vital to society as a whole.

Specifically, the following are stipulated: “2. A strike by workers who are parties to employment relationships in private law with the State, local government organizations, public law legal entities, public undertakings or public utility undertakings whose operation is vital to the basic needs of society as a whole shall be authorized provided that the procedure set forth in paragraph 2 of Article 416 and Article 417 shall be followed. Public undertakings and public utility undertakings whose operation is vital to the basic needs of society as a whole means undertakings or establishments engaged in: a) the provision of health services by any kind of curative institution, b) the purification and distribution of water, c) the generation and distribution of electricity or combustible gas, d) the production or refining of crude oil, e) the transport of persons and goods by land, sea or air, f) telecommunications and postal services, radio and television, g) the drainage and disposal of sewage water and solid refuse, h) the loading and unloading and storage of merchandise in ports, i) the Bank of Greece, the Civil Aviation Authority and any agencies or departments involved in the payroll processing of their personnel’s salaries pursuant to Article 14 of Law 4270/2014 (A’ 143) of the public sector. 3. Paragraph 2 also applies to civil servants’ right to strike. The time spent on strike by civil servants is counted as actual public service time. However, no remuneration is paid for the time spent on strike. 4. (a) In the case of civil servants referred to in paragraph 1 of Article 386, strike may not be called until four (4) full days have elapsed from the notification of their demands and the reasons justifying them, in a document served by a court bailiff to the Ministry of the Interior, the Ministry of National Economy and Finance, the Ministry to which these employees belong, as well as to the administrations of the bodies supervised by that ministry, in the case of a strike of their employees. (b) A strike may be called by secondary- or tertiary-level organizations following a decision of the General Assembly. 5. During a strike of civil servants as referred to in paragraph 1 of Article 386, temporary personnel may not be hired».

Furthermore, paragraph 2 of Article 416 of the Labour Code stipulates the following: «2. With regard to employees referred to in paragraph 2 of Article 415, strike may not be called until four (4) full days have elapsed from the notification of their demands and the reasons justifying them in a document served by a court bailiff to the employer or employers, to the supervisory

Ministry and to the Ministry of Labour and Social Security. "The strike may not concern demands other than those communicated". Furthermore, paragraphs 2, 3, 4, 6, and 10 of Article 417 of the Labour Code stipulate the following: "2. In the agencies, organizations, enterprises and undertakings referred to in paragraph 2 of Article 415, apart from the security personnel, other personnel should also be made available to meet the basic needs of society during the strike (minimum guaranteed service personnel). These basic needs are defined as at least one-third (1/3) of the service normally provided. The percentage of basic needs specified in this paragraph may be reduced by joint decision of the Minister of Labour and Social Security and of the competent minister under whose responsibility the entity or sector of activity falls, following an agreement between the parties or a written recommendation from any social partner or entity having legitimate interest that substantiates reduced operational need. 3. The trade union organization that has called the strike shall inform the employer via a document served by a court bailiff before the strike begins, of the employee names who will provide services as security personnel and, if required, as minimum guaranteed service personnel. Under the responsibility of the trade union organization, the personnel referred to in paragraphs 1 and 2 shall provide their services under the employer's guidelines, to fulfill the purposes for which such personnel are made available. 4. The personnel referred to in paragraphs 1 and 2 shall be specified following agreement between the most representative trade union organization of the enterprise or undertaking and the employer ... 6. As regards enterprises and undertakings referred to in paragraph 2 of Article 415, in addition to the personnel referred to in paragraph 2 of this article, the same agreement may also specify the particular needs of society as a whole that the employer must meet in the event of a strike, as well as the consequences for violating the agreement. These issues are assessed based on the nature and critical importance of the services and goods provided by the enterprise, as well as the need to ensure the right to strike, always within the framework set forth in paragraph 2, and, in particular, its last section.... 10. A strike may not be called without first specifying the security personnel and, where required, the minimum guaranteed service personnel, in accordance with the provisions herein, or without actually making such personnel available to the employer, subject to the employer's managerial right, under the responsibility of the trade union organization calling the strike....».