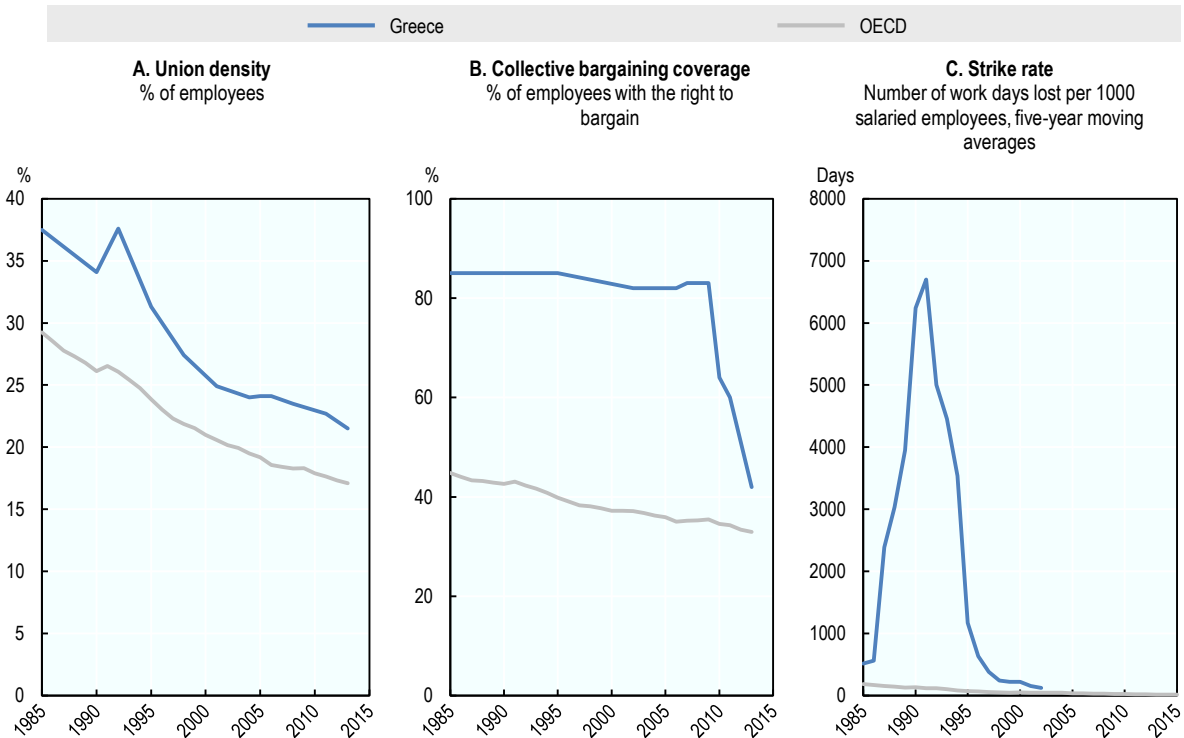


Greece

KEY FEATURES OF THE COLLECTIVE BARGAINING SYSTEM IN 2015

Predominant level	Company/Sectoral
Degree of centralisation/decentralisation	Decentralised
Co-ordination	No
Trade union density in the private sector	10-20%
Employer's organisation density	40-50%
Collective bargaining coverage rate	40-50%
Quality of labour relations	Low

TRENDS IN INDUSTRIAL RELATIONS IN GREECE, 1985-2015



BUILDING BLOCKS OF COLLECTIVE BARGAINING

The detailed description of the building blocks of collective bargaining mainly relies on information provided by the responses to the policy questionnaires that were sent to Labour Ministries, employer organisations and trade unions in 2016. The information reported in the questionnaires represents the situation in **December 2015**.

Use of *erga omnes* clauses

Legal application of a sector level agreement in the absence of administrative extensions Double affiliation

Legal application of a firm-level agreement All workers

Use and coverage of extensions

Use of extensions of sectoral collective agreements Not relevant

Procedure Not relevant

Representativeness criteria Not relevant

Public interest criteria Not relevant

Exemptions or possibility of appeal Not relevant

Duration of collective agreements

Average duration Information not available

Maximum duration of collective agreements Yes, by law, 36 months (at firm and sectoral levels).

Can contracting parties terminate an agreement before its expiry date? Yes, the collective agreement comes to an end (at firm, sectoral and cross-sectoral levels).

Ultra-activity of collective agreements

Is maximum duration of after-life/ultra-activity of agreements fixed by law? Yes, three months.

Retroactivity of agreements

Do firms have to pay arrears in case of late renewal? Yes

Does retroactivity apply only to members of signatory parties or does it cover all parties? Only to signatory parties.

Use of the favourability principle

Favourability principle does not apply.

Use and scope of derogations and opt-out

Derogations from the law

No

Derogations from collective agreements

Scope

General opening clauses are granted by the law (firm-level agreements take precedence over sectoral or occupational agreements even when less favourable and firm-level agreements can be signed also by "associations of persons" not only TUs).

Topics

Wages

Rationale

Defensive and offensive measure

Criteria

Firm-level agreement and case-by-case assessment by social partners at sector/peak level.

Other

Lower wages should be compensated with increase in other standards.

Forms of co-ordination

Mode of co-ordination

Not relevant

Degree of co-ordination

Not relevant

Enforcement of collective agreements

Sector-level agreements

Firm-level agreements

Do agreements typically include a peace clause?

Yes

Yes, but not common.

Do agreements typically include a mediation/arbitration procedure?

Yes

Yes

Is it compulsory?

Yes

Yes

Worker representation at the workplace

Work council and union or union representatives but union predominant. Non-union worker representatives can be present.

Board-level employee representation

Public sector

Yes

Private sector

No

Scope

State-owned companies.

Proportion/number of workers' representatives

One member of the board.

Nomination of candidates

Legally by employees, de facto by trade union.

Appointment mechanism

Election (final appointment by the minister).

ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT
PARIS, SEPTEMBER 2017