



Industrial relations and social dialogue

**Greece: Metadata for the
Eurofound database of collective
agreements for low-paid workers**

Minimum wages for low-paid workers
in collective agreements

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This report documents the selection of collective agreements in the Eurofound database of collective agreements for low-paid workers. The database includes a sample of collective agreements for each of the selected low-paid sectors of interest. The documentation summarises how the task of identifying relevant agreements was approached, if and to what extent full registers of collective agreements with the required meta-data were available or, in their absence, which other approaches had to be taken. In addition, the documentation includes background information on the relevant member state's sectoral collective bargaining, its actors and functioning, and a description of the sampling approach, as well as basic information on the collective agreements proposed to be included in the database for each of the ten low paid sectors of interest.

Detailed information related to each collective agreement can be found online in the visual dashboard with a live connection to the database.

General information

In Greece there is a sort of database of collective agreements. The Ministry of Labor, after the official submission of the collective agreements to its competent directorate, uploads them to the Ministry's web page. The agreements are also uploaded to the web page of the Organisation of Mediation and Arbitration (OMED). Access to the agreements is free.

The Ministry of Labour classifies the collective agreements according to the year signed, the type of agreement (national, sectoral, occupational, company-based, regional, or local), and according to their obligatory (or not) character.

Both websites provide the official signed collective agreements' texts between the trade unions and the employer(s), without any additional information regarding NACE-2 sectors, coverage, etc.

The period of validity of the collective agreement, is included in the text.

There is no required standard on how a collective agreement should be written. This diversity does not facilitate or allow an actual comparison between the collective agreements in force. For example, the minimum sectoral or occupational salary may not be directly referred to the collective agreement. Other agreements record the amount of the minimum wage in an absolute number, others as a percentage of increase or decrease in relation to the previous agreement.

The posting of the sectoral agreements is usually done shortly after their signature and submission to the system, while company-level agreements are uploaded to the system on an annual basis.

The number of employees covered can be obtained from the ERGANI information system of the Ministry of Labour. In the ERGANI system, all salaried employees per company are declared. However, processing the data from both sources can only produce estimates of the employees' coverage rate by sector. Another difficulty concerns the occupational agreements, because employees covered by this kind of agreements are often employed in more than one sector, making it impossible to identify reliable figures on coverage by sector.

1 – Agriculture

Background information

In the sector NACE-1 agriculture sector there are no sectoral actors, neither for employees nor for employers. The number of employees in the sector is very low, as the majority of workers in the sector are self-employed, often organized in cooperatives based on their profession (farmers, loggers, fishermen, stockbreeders).

Moreover, in this NACE-1 sector there are no sectoral collective agreement or company-level agreements.

Sampling information

As mentioned in the Background, in this NACE-1 sector there are no sectoral collective agreements or company-level agreements.

Additionally, in Greece there are no official figures or data on the number of employees covered by sectoral collective labour agreements. This applies to all NACE-1 sectors.

The number of employees covered by the agreements are only estimates provided by the representatives of employees or employers.

Table 1: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining			
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			

2 - Manufacture of food, leather, textiles, and clothes

Background information

In this NACE-1 sector, the collective agreements are generally applicable at NACE-2 sector level.

The sector's trade unions and employers' organisations participating in sectoral collective bargaining at national level are listed below.

As for trade unions:

- POEYGP (Pan Hellenic Federation of Milk, Food and Drinks' Workers and Employees), a second-level federation which has as members primary level trade unions of employees and workers in the milk, food and drinks industries.
- POEK (Pan Hellenic Federation of Meat Workers), a second-level federation which sees as members primary level trade unions of employees and workers in the meat industry.
- POMYM (Hellenic Federation of Mill and Pasta Workers), a second-level federation which has as members primary level trade unions of workers in roll mills, stone mills and pasta industries.
- POEET (Panhellenic Federation of Employees in Catering and Tourism), a second-level federation which has as members primary level trade unions of all the employees in the sector C-55 and C-56 (in substance the whole HORECA sector), as well as employees of bakeries' and confectionaries' (NACE C-10, of interest as regards Manufacturing).
- OEXBE (Federation of Chemical Industry Employees of Greece), a second-level federation which has as members primary level trade unions in chemical and related Industries as well as in the following sectors: oil industry and refining, alcohol distillery, beverage industry, vinegar industry and mixed spirit distilleries, fruit and vegetable canning industry, sugar industry, etc.

And as for employers' organisations:

- SEV (Hellenic Federation of Enterprises), a recognized national social partner, representing a broad spectrum of the country's economic activity, including manufacturing and services. Its members are large and medium-sized enterprises in Greece. Altogether, SEV members represent about 50% of the business activity in the country, 46% of total turnover, 41% of corporate profits, 10% of the private sector employees. Members are active in a large variety of sectors such as energy, transportation, processing, medical industry, metal industry, food industry, banking, technology, chemicals.
- GSEVEE (Hellenic Confederation of Professionals, Craftsmen, and Merchants), a recognized national social partner. Its membership consists of 56 local and 30 sectoral federations, representing almost 140,000 small and medium sized companies.
- SEVT (Federation of Hellenic Food Industries), representing the 85% of the Food and Drink Industry in Greece. Its members are large food and drink companies and sectoral associations in the sector.

- OEZE (Federation of Professional Confectioners of Greece), which counts 26 unions throughout Greece and represents 9,000 companies. OEZE is member of GSEVEE.
- EVVZEE (Union of Confectionery Industries of Greece), whose members are industries and crafts producing confectioneries. EVVZEE is member of SEV.
- O.A.E. (Federation of Bakers of Greece), which counts 70 primary-level associations representing about 15,000 SMEs bakeries. OAE is member of GSEVEE.

As of 2020, three collective agreements were in force in NACE-2 sector C-10 (manufacture of food products):

- The agreement 'for the employees in the confectionery laboratories in the whole country'. It is a national sectoral agreement, applicable to small and medium sized laboratories. Its signatories are: GSEVEE (EO), OEZE (EO) and POEET (TU). The number of employees covered by this agreement in the sector was estimated approximately at 4,000 specialized workers (data 2020, information source: POEET). It is noted that this agreement is renewed every year without interruptions.
- The agreement for 'employees of the confectionery and craft industries in the whole country'. It is a national sectoral agreement, applicable to the confectionery industry. Its signatories are: SEV (EO), EVVZEE (EO) and POEET (TU). The number of employees covered by this agreement in the sector was estimated approximately at 1,500 workers (2020 data).
- The agreement for 'the bakery employees of the whole country'. It is a national sectoral agreement, being in force for all small and medium sized bakeries. its signatories are: GSEVEE (EO), OAEZE (EO) and POEET (TU). The number of employees covered by this agreement in the sector cannot be reliably estimated.

Additionally, there is also a number of company-level agreements, for which it is not possible to obtain detailed information. This is because, in spite of a list of them, company-level agreements are not subject to meticulous classification. For this reason, the number of companies in the NACE-2 sectors of interest which have signed such collective agreements is unknown.

As for the other NACE-2 sectors of interest (C-13, C-14 and C-15), there are no sectoral collective agreements.

Sampling information

Generally, in Greece there are no official figures or data for the number of employees covered by sectoral collective agreements. This applies to all sectors.

The number of employees covered by the listed collective agreements are estimates provided by the representative of employees or of the employers.

The first two of the three collective agreements mentioned in the Background section have been listed, since no reliable information on coverage is available for the third.

The coverage figures provided refer to the potential coverage, if applied by all companies to which they are potentially applicable.

Since in the other NACE-2 sectors of interest (C-13, C-14, and C-15), there are no sectoral collective agreements, both of them apply to the NACE-2 sector of interest C-10 (manufacture of food products).

Table 2: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	97,000	97,000	estimation based on data of ERGANI 2020(Annual report)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			No reliable data available

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 2 - Manufacture of food, leather, textiles, and clothes 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Confectionery laboratories

Eurofound identifier	CA-GR-2366
Title (native language)	Εργαζόμενοι σε εργαστήρια ζαχαρωδών προϊόντων και σε ζαχαροπλαστεία.
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	4,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	4,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Confectionery and craft industries

Eurofound identifier	CA-GR-2378
Title (native language)	Εργαζόμενοι σε βιομηχανίες και επιχειρήσεις παραγωγής ζαχαρωδων προϊόντων.
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	1,500
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	1,500
Quality of the figure	Numbers are rough estimates, may be unreliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project)
- A small sample (less than 20%) of those workers in 2 - Manufacture of food, leather, textiles, and clothes (as defined in the project), which are covered by a collective agreement.

3 - Construction excl. civil engineering

Background information

In the NACE-1 Construction sector, there are no sectoral collective agreements in force as of 2020. Also, there is no collective agreement signed at company level.

The number of workers in the whole NACE-1 sector is 63,344, amounting to roughly 3% of the total number of employees in Greece.

The main actors in the construction section are:

- O.O.S.E.E. (Greek Federation of Builders and Related Professions), a second-level federation of trade unions, which has as members about 150 primary-level trade unions, representing 17,868 individual members (source OOSEE, data 2021). It organizes workers from all the occupations of the construction industry.
- PEDMEDE (Panhellenic Association of Engineers Contractors of Public Works), an employers' organisation with 5 regional sections branches throughout Greece, with approximately 2,500 member companies.
- SATE (Association of Greek Contracting Companies) (employers organisation), an employers' organisation with eight regional sections throughout Greece, with approximately 725 member companies.

In Greece there are and other actors, such as occupational trade unions and employers' associations, which sign professional agreements.

For example:

- OXMEE (Federation of Construction Machinery Operators of Greece), (TU). OXMEE is a second-level Federation with 67 primary-level trade unions with 15,000 individual members in many sectors (industry, energy, extractive and contractor sector, ports).
- OIE (Federation of Electricians of Greece) (TU). OIE is a second-level Federation, with 25 primary-level affiliated unions with approximately 2,300 individual members in the following sectors: construction, energy, commerce, hotels, elevators. It is not possible to make a separation of the membership employed in the construction industry.
- POVSKX (Pan-Hellenic Federation of Craft Woodworking Associations) (EO), with 22 affiliated member associations with approximately 2,550 companies in the three sectors (woodworking, furniture, constructions).
- POVESA "Panhellenic Federation of Elevator and Maintenance Technician" (EO). POVESA has four member associations throughout Greece and is member of GSEVEE.
- GSEVEE (Hellenic Confederation of Professionals, Craftsmen, and Merchants) (EO). It's recognized national social partner. Its membership consists of 56 local and 30 sectoral federations, representing almost 140,000 SMEs.
- POSEI (Panhellenic Federation of Unions of Electrical Contractors), (EO), with 72 affiliated associations with approximately 4,500 very small and small electrical contractors' businesses throughout the country.

For the years of interest (2015-2020), two professional collective agreements were signed, which should be included in the sample: the one applying to electrical workers of elevators and the one applying to electrical workers in the electrical stores and businesses).

Sampling information

In this NACE-1 sector there are no sectoral or single employer collective agreement as of 2020.

Two professional collective agreements were signed:

- The collective agreement for “electrical workers in the installation and maintenance of elevators». The contracting parties are OIE (Federation of Electricians of Greece) and POVESA. The number of employees covered by this agreement in the sector is estimated approximately at 7,500 employees (information source: OIE, 2020 data). The collective agreement has been declared of a general compulsory character.
- The collective agreement for “electrical workers in the electrical stores and businesses". The contracting parties are OIE (Federation of Electricians of Greece) and POSEI. The number of employees covered by this agreement in the sector is estimated approximately at 14,000 employees (information source: OIE, 2020 data). The collective agreement has not been declared of a general compulsory character.

Table 12: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	74,500	74,500	Ministry of Labour, system ERGANI
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			unknown

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 3 - Construction excl. civil engineering 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Electrical workers of elevators

Eurofound identifier	CA-GR-2370
Title (native language)	Ηλεκτρολόγοι εργαζόμενοι στους ανελκυστήρες όλης της Χώρας
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	7,500
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	7,500
Quality of the figure	Numbers are rough estimates, may be unreliable

Electrical workers of electrical businesses

Eurofound identifier	CA-GR-2371
Title (native language)	Ηλεκτρολόγοι εργαζόμενοι στα ηλεκτρολογικά καταστήματα και επιχειρήσεις όλης της Χώρας
Bargaining level	Other type of agreement
Number of workers covered by the agreement in total	14,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	14,000
Quality of the figure	No estimates can be made at all (N/A)

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 3 - Construction excl. civil engineering (as defined in the project)
- A good fraction (20% to 49%) of those workers in 3 - Construction excl. civil engineering (as defined in the project), which are covered by a collective agreement.

4 - Retail

Background information

In this NACE-1 sector, there are no sectoral collective agreements in force as of 2020, although the sector is the biggest in Greece in terms of employment (529,573: 25% of the total number of the employees). The last sectoral collective agreement expired in 2012.

The main actors in the sector NACE-1 sector G (retail) are:

- OIYE (Greek Federation of Private Employees), a second-level multi-sector federation of trade unions which has 168 affiliated primary-level unions representing 36.647 voting members (Source OIYE, data 2016). OIYE covers, apart from this NACE-1 sector, also: cleaning, security, other private services as well as the white collar employees (office clerks) of all sectors.
- ESEE (Hellenic Confederation of Commerce and Entrepreneurship), a national employer's organization representing the commerce sector. ESEE has a membership of 14 regional/local and sectoral federations, 304 primary-level traders' associations and 5 associations of commercial agents, throughout of Greece, with approximately 150,000 member companies.
- GSEVEE (Hellenic Confederation of Professionals, Craftsmen, and Merchants), a national employers' organization. Its membership consists of 56 local and 30 sectoral federations, representing almost 140,000 companies.

In the NACE-2 sector of interest (G-47), some company-level agreements exist, and some of them have been listed.

Sampling information

Generally, in Greece there are no official figures or data for the number of employees covered by sectoral collective agreements. This applies to all NACE-1 sectors.

The number of employees covered by the collective agreements are estimates provided by the representatives of the employees or of the employers.

There are no sectoral collective agreements in force for the year 2020 in the whole NACE-1 sector. At company level, in the sector G-47 (retail trade, except of motor vehicles and motorcycles), some collective agreements exist, and three of them have been listed.

Table 3: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	282,000	282,000	Data of ERGANI of Ministry of Labour of the year 2020
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			No reliable data available

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 4 - Retail 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

LIDL Hellas employees in central Macedonia region

Eurofound identifier	CA-GR-2365
Title (native language)	Εργαζόμενοι στη LIDL Hellas στην περιοχή της Κεντρικής Μακεδονίας (Σίνδος και Τρικαλα)
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	2,500
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	2,500
Quality of the figure	Numbers are best estimates

Sklavenitis supermarket chain

Eurofound identifier	CA-GR-2417
Title (native language)	Εργαζόμενοι στις Ελληνικές Υπεραγορές Σκλαβενίτης Α.Ε.Ε
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	22,000
Quality of the figure	Numbers are (relatively) precise and reliable
Number of workers covered by the agreement in the low paid sector of interest	22,000
Quality of the figure	Numbers are (relatively) precise and reliable

Duty Free Shops

Eurofound identifier	CA-GR-2564
Title (native language)	Εργαζόμενοι στα καταστήματα αφορολόγητων ειδών
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	1,470
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	1,470
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 4 - Retail (as defined in the project)
- A small sample (less than 20%) of those workers in 4 - Retail (as defined in the project), which are covered by a collective agreement.

5 - Postal, courier, land transport and warehouses

Background information

There are no sectoral collective agreements in force for the period 2015-2022 in the NACE-2 sectors of interest H-49 (land transport and transport via pipelines), H-52 (warehousing and support activities for transportation) and H-53 (postal and courier activities).

In NACE-2 sector of interest H-49 there are several local professional trade unions of drivers of touristic buses and taxis, which signed four local occupational-based agreements as of 2020.

The trade unions which have signed the agreements are the trade unions of tourist bus drivers in the islands of Rhodes, Kos and Crete, and the trade union of taxi drivers (employees) in Rhodes.

The relevant employers' organisations are:

- Individual businesses travel agencies in Kos.
- The Association of tourist agencies of Dodecanese.
- Local associations of tourist and travel agencies and associations of owners of tourist buses in Crete.
- Association of owners of tourist buses and taxis in Rhodes.

The total number of workers covered by these agreements is estimated at approximately 400 drivers.

Except for these professional collective agreements, there is a number of single-employer collective agreements in force in the NACE-2 sectors of interest H-52 and H-53, which cover a significant number of employees in these sectors. These agreements apply to the employees of regional ports, airports, train companies, and postal and courier services.

Moreover, it is worthy to note that a number of state-controlled companies pay their employees according to the statutory wage rates for the public sector/civil service. These include, for example, the "Hellenic Post" (ELTA) in NACE-2 sector H-53 and the "Hellenic Railways" group (OSE) in NACE-2 sector H-49.

Sampling information

Generally, in Greece there are no official figures or data for the number of employees covered by sectoral collective agreements. This applies to all NACE-1 sectors.

The number of employees covered by the agreements are estimates provided by the representatives of employees or employers.

Four local occupational-based agreements are signed in the NACE-2 sector of interest H-49, and a number of single-employer collective agreements in the NACE-2 sectors of interest H-52 and H-53.

The four local occupational agreements cover (together) quite a small number of employees (about 400 persons), and due to this low coverage have not been listed.

Nevertheless, being only company-level agreements, it is a reliable estimation to say that the number of employees covered by the listed agreements does not exceed the 20% of the total number of the employees covered by collective bargaining.

Table 4: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	108,659	108,659	Estimation based on data of ERGANI 2020(Annual report)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			No reliable data available

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 5 - Postal, courier, land transport and warehouses 6 collective agreements were listed, and out of these 6 were approved for coding and fully included in the database.

PPA (Piraeus Port Authority)

Eurofound identifier	CA-GR-2553
Title (native language)	Εργαζόμενοι Επόπτες και Αρχιεργάτες στον ΟΛΠ (Οργανισμός λιμένα Πειραιά)

Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	1,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	1,000
Quality of the figure	Numbers are best estimates

Brinks Security services at Airports

Eurofound identifier	CA-GR-2557
Title (native language)	Εργαζόμενοι στη Brinks Υπηρεσίες Ασφάλειας στις Αεροπορικές μεταφορές
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	800
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	800
Quality of the figure	Numbers are best estimates

Athens International Airport

Eurofound identifier	CA-GR-2560
Title (native language)	Εργαζόμενοι στον Διεθνή Αερολιμένα Αθηνών Α.Ε.
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	780
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	780
Quality of the figure	Numbers are best estimates

Port of Thessalonik

Eurofound identifier	CA-GR-2561
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Title (native language)	Εργαζόμενοι στο Λιμάνι Θεσσαλονίκης
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	420
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	420
Quality of the figure	Numbers are best estimates

ACS couriers

Eurofound identifier	CA-GR-2562
Title (native language)	Εργαζόμενοι στην ACS courier
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	450
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	450
Quality of the figure	Numbers are best estimates

Speedex SA

Eurofound identifier	CA-GR-2563
Title (native language)	Εργαζόμενοι στη SPEEDEX courier
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	330
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	330
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 5 - Postal, courier, land transport and warehouses (as defined in the project)
- A small sample (less than 20%) of those workers in 5 - Postal, courier, land transport and warehouses (as defined in the project), which are covered by a collective agreement.

6 - Hospitality

Background information

As for NACE-2 sector of interest I-55 (accommodation), the main actors are represented by:

- HHF (Hellenic Hotel Federation), an employers' organisation whose members are only hotels.
 - SETKE (Confederation of Tourist Accommodation Entrepreneurs in Greece), an employers' organisation whose members are other lodgings such as rented rooms.
 - POEET (Panhellenic Federation of Catering Workers and Tourist Profession Employees), trade union representing, among others, all the employees of the NACE-2 sectors of interest I-55 (accommodation) and I-56 (food and beverage service activities).

There are 62 active local hotel associations all over the country, which are members of HHF. Some of them sign local sectoral agreements with local trade unions of hotel employees, which are members of POEET.

Among the collective agreements in force as of 2020 covering the NACE-2 sector of interest I-55 (accommodation), we can mention:

- The collective agreement for 'Hotel employees in the whole country', a national sectoral agreement signed by HHF and POEET. The number of employees covered by this CA in the sector was estimated approximately at 170,000 hotel workers (information source: POEET).
- The collective agreement for 'Employees in all categories of non-main hotel accommodations throughout the country', sectoral national agreement signed by SETKE and POEET. The number of employees covered by the CA in the sector is estimated approximately at 45,000 (information source: POEET).
- The collective agreement for 'Hotel employees of the Heraclion Crete Prefecture', sectoral local agreement signed by the 'Association of Hoteliers of Heraclion Prefecture' and the 'Union of Hotel Employees of Heraclion'.
- The collective agreement for 'Hotel employees of Rhodes', a sectoral local agreement signed by the 'Rhodes Hoteliers' Association' and the 'Union of Hotel Employees of Rhode'.

The number of employees covered by the above-mentioned sectoral local agreements is not known, but the above-mentioned national sectoral agreement also applies to these workers, who can therefore be included in the total number of 170,000 covered employees by the national sectoral collective agreement.

Additionally, there is also a number of company-level agreements, but the number of enterprises of the sector which have signed such agreements is not available.

As for NACE-2 sector of interest I-56 (food and beverage service activities), the main actors are represented by:

- POESE (Pan-Hellenic Federation of Restaurants Enterprises), employers' organisation whose members are primary-level associations of restaurant and catering company owners throughout the country.

- OEZE (Federation of Professional Confectioners of Greece), employers' organisation whose members are primary-level employers' associations, who see as affiliated-members individual companies in the confectionary sector.
- GSEVEE (Hellenic Confederation of Professionals, Craftsmen, and Merchants), an umbrella, national third-level employers' organisation and one of the major recognized national social partners, which mainly represents small and medium sized companies.
- POEET (Panhellenic Federation of Catering Workers and Tourist Profession Employees), already mentioned above.

A worth-mentioning collective agreement in the NACE-2 sector of interest I-56 (food and beverage service activities) is the one for 'Employees of tourist and catering shops of all the country'. It covers mainly the restaurant and catering staff. It is a national sectoral agreement signed by POEET, POESE, OEZE and GSEVEE. The number of employees covered by this CA in the sector is estimated approximately at 300,000 employees (information source: POEET).

Sampling information

In Greece there are no official figures for the number of employees covered in total by sectoral collective agreements in the NACE-2 sectors of interest I-55 (accommodation) and I-56 (food and beverage service activities).

Estimates are therefore provided by POEET.

As for NACE-2 sector of interest I-55 (accommodation), the sectoral collective agreement of hotel employees has been declared of a general compulsory nature.

The other sectoral national collective agreement of employees in other tourist accommodation establishments is not of a general compulsory nature.

The other two local sectoral agreements (Rhodes and Heraklion) are not included in the sample, as their scope of application is overlapping with the already mentioned (Background section) national collective agreements.

Moreover, in case of overlap, the dominant collective agreement is the one that has of a general compulsory nature. In the case where both are of a general compulsory nature, the local one prevails since it usually provides better wages and working conditions.

In the NACE-2 sector of interest I-56 (food and beverage service activities), there is only one national sectoral agreement, which applies to restaurants and cafes throughout the country and covers all businesses in the sector.

This agreement has not been declared of a general compulsory nature. For this reason, the estimated number of employees covered by this agreement is the potential maximum one. The estimates come from the representatives of the POEET.

Table 5: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of	335,560	335,560	Estimation based on data of ERGANI 2022(Annual report)

Disclaimer: This working paper has not been subject to the full Eurofound evaluation, editorial and publication process.

interest, which are not excluded from collective bargaining			
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			No reliable data available

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 6 - Hospitality 2 collective agreements were listed, and out of these 2 were approved for coding and fully included in the database.

Hotels

Eurofound identifier	CA-GR-2331
Title (native language)	Συλλογική Σύμβαση Εργασίας για τους ξενοδοχοϋπαλλήλους όλης της Χώρας
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	170,000
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	170,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Tourist and catering shops

Eurofound identifier	CA-GR-2332
Title (native language)	Προσωπικό των πάσης φύσεως τουριστικών και επισιτιστικών καταστημάτων όλης της χώρας
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	300,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Number of workers covered by the agreement in the low paid sector of interest	300,000
Quality of the figure	Numbers are rough estimates, may be unreliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 6 - Hospitality (as defined in the project)
- Nearly all (90% to 100%) of those workers in 6 - Hospitality (as defined in the project), which are covered by a collective agreement.

7 - Business support services

Background information

In these NACE-2 sectors of interest (N-78, N-80, N-81 and N-82) there are no sectoral collective agreements. Only some company-level agreements are in force.

Sampling information

Generally, in Greece there are no official figures or data for the number of employees covered by sectoral collective agreements. This applies to all NACE-1 sectors.

As already mentioned in the Background section, in the NACE-2 sectors of interest N-78, N-80, N-81 and N-82 there are no sectoral collective agreements, but company-level agreements are in force.

The four listed company-level agreements apply to large companies in NACE-2 sectors of interest N-80 (security and investigation activities) and N-81 (services to buildings and landscape activities).

The main difficulties when identifying coverage rates in these sectors is that there are a lot of contractors and the subcontractors undertaking contracts for a specific period.

Nevertheless, it is a reliable estimation to say that the number of employees covered by collective bargaining does not exceed the 20% of the total number of the employees in these sectors of interest.

Table 6: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	91,051	91,051	Estimation based on data of ERGANI 2020(Annual report)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			No reliable data available

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 7 - Business support services 4 collective agreements were listed, and out of these 4 were approved for coding and fully included in the database.

BRINKS Hermes Security

Eurofound identifier	CA-GR-2558
Title (native language)	Εργαζόμενοι στην BRINKS Ερμής Security
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	1,000
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	1,000
Quality of the figure	Numbers are best estimates

BRINK'S HERMES CASH AND VALUABLE SERVICES SA

Eurofound identifier	CA-GR-2559
Title (native language)	Εργαζόμενοι στην BRINK'S HERMES CASH AND VALUABLE SERVICES S
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	400
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	400
Quality of the figure	Numbers are best estimates

IFS Ipirotiki Facility Servises S.A

Eurofound identifier	CA-GR-2566
Title (native language)	Εργαζόμενοι στην Ipirotiki Facility Servises A.E. (καθαρισμός κτιρίων)
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	800
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	800

Quality of the figure	Numbers are best estimates
G4S Secure Solutions S.A	
Eurofound identifier	CA-GR-2567
Title (native language)	Εργαζόμενοι στην G4S Secure Solutions S.A. (Ιδιωτική Επιχείρηση Παροχής Επανδρωμένων Τεχνικών Υπηρεσιών Ασφάλειας
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	1,500
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	1,500
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 7 - Business support services (as defined in the project)
- A small sample (less than 20%) of those workers in 7 - Business support services (as defined in the project), which are covered by a collective agreement.

8 - Residential and social care

Background information

In these NACE-2 sectors of interest (Q-87 and Q-88) there are no sectoral collective agreements.

The representativeness of the employees and the employers in the sector is very low.

A few company-level collective agreements have been signed.

High representativeness is found at the social services organisations (KETHEA, OKANA) for addicted people, which operate under the supervision of the Ministry of Health. These agreements, however, don't include wages.

Sampling information

Generally, in Greece there are no official figures or data for the number of employees covered by sectoral collective agreements. This applies to all NACE-1 sectors.

The number of employees covered by the collective agreements are estimates of the representative of the employees or of the employers.

As already mentioned in the Background section, in these NACE-2 sectors of interest (Q-87 and Q-88) there are no sectoral collective agreements.

No company-level agreement has been listed since rates were either not included in the agreements or not available.

Table 7: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	36,861	36,861	Estimation based on data of ERGANI 2020(Annual report)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			No reliable data available

9 - Arts, gambling and sports

Background information

This sector is traditionally characterized by quite a strong representativeness, mainly on the employees' side.

In NACE-2 sector of interest R-90 (creative, arts and entertainment activities), the main actors are:

- POTHΑ (Pan-Hellenic Entertainment Federation), a second-level federation of trade unions which has as members, primary-level trade unions, such as SEI (actors) and PMS (musicians). It counts in total 25 affiliated primary unions, organised according to the profession or at company level (for example in State theatres).
- SEI (Hellenic Actors' Union), the only occupational trade union for actors; it organises a large number of them (both in the private and the public sector) and has a legally recognised authority to sign collective agreements for the acting profession. Its members are actors who work exclusively in activities in NACE-2 sectors 90 and 59. However, no separation can be made between the two sectors, because actors can be employed in both theatre, cinema and/or television.
- PMS (Pan-Hellenic Musicians' Union), whose members are musicians (singers and instrumentalists) working in the private sector both in the NACE-2 sectors 90 and 59. The PMS is a nationwide occupational union representing all musicians (singers and instrumentalists) in the private sector.

In the same NACE-2 sector of interest R-90, several collective agreements are signed at company level.

The most important are the collective agreements of:

- The National Theatre of Greece, whose management signs two single-employer agreements, one for the actors (with SEI union) and one for the other occupations (with the company-based union of employees of the National theatre).
- The State Theatre of Northern Greece, whose management signed in the same way two single employer agreements.

Another important actor, operating in the NACE-2 sector of interest R-92 (gambling and betting activities), is OSETYP (Federation of Gaming Workers' Unions), a second-level federation of trade unions which sees as members primary-level trade unions in the casinos industry as well sectoral unions in the gaming industry (betting companies).

In the same NACE-2 sector of interest R-92, several collective agreements are signed at company level.

The most important single employer collective agreements are those of:

- The Greek Organisation of Football Prognostics S.A (OPAP).
- The Hellenic Casino of Pranita.
- The Regency Entertainment & Tourism (Casino of Thessaloniki).

In the NACE-2 sector of interest R-93 (sports activities and amusement and recreation activities), there are no collective agreements at company-level.

Sampling information

In NACE-2 sectors of interest R-90, R-92 and R-93, there are no sectoral or professional collective agreements.

However, in the sector R-90 (creative, arts and entertainment activities), four single-employer collective agreements were signed between the management of the National Theatre of Greece and of the State Theatre of Northern Greece and their respective trade unions (see Background section), which cover only a small number of employees, estimated at approximately 400 workers.

In addition, in sector R-92 (gambling and betting activities) there are some company-level agreements in force, which cover a significant number of employees. Between them the most important in terms of the number of employees covered, are these of the companies: a) Greek Organisation of Football Prognostics S.A (OPAP), b) Casino of Parnitha and c) Casino of Thessaloniki (Regency Entertainment & Tourism). These three CAs cover about 2,950 employees.

Table 8: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	42,711	42,711	Estimation based on data of ERGANI 2020(Annual report)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining	4,050	4,050	No reliable data available

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then ‘fully coded’ and included in the database.

In case of 9 - Arts, gambling and sports 3 collective agreements were listed, and out of these 3 were approved for coding and fully included in the database.

OPAP

Eurofound identifier	CA-GR-2549
Title (native language)	Εργαζόμενοι στον ΟΠΑΠ

Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	1,100
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	1,100
Quality of the figure	Numbers are best estimates

Hellenic Casino of Parnitha

Eurofound identifier	CA-GR-2551
Title (native language)	Εργαζόμενοι στο Ελληνικό καζίνο ΠΑΡΝΗΘΑΣ Α.Ε.
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	900
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	900
Quality of the figure	Numbers are best estimates

Regency entertainment and tourism

Eurofound identifier	CA-GR-2552
Title (native language)	Εργαζόμενοι στο REGENCY ENTERTAINMENT ΨΥΧΑΓΩΓΙΚΗ & ΤΟΥΡΙΣΤΙΚΗ Α.Ε
Bargaining level	Enterprise/company or establishment level agreement
Number of workers covered by the agreement in total	950
Quality of the figure	Numbers are best estimates
Number of workers covered by the agreement in the low paid sector of interest	950
Quality of the figure	Numbers are best estimates

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- Some of all agreements related to 9 - Arts, gambling and sports (as defined in the project)
- A small sample (less than 20%) of those workers in 9 - Arts, gambling and sports (as defined in the project), which are covered by a collective agreement.

10 - Personal services

Background information

In NACE-2 sector of interest S-96 (other personal services activities) there are no sectoral collective agreements.

However, an occupational collective agreement is being signed on a permanent basis.

The relevant social partners are:

- SAE (Union of Employees in the Cosmetics' Companies), trade union representing only employees working as beauty consultants: beauty treatment, facial massage, selling of beauty products.
- P.S.V.A.K. (Hellenic Cosmetic Toiletry Perfumery Association), representing employers. The association covers industrial companies, craft companies and traders of Greek and foreign cosmetics, perfumes and makeup products located in Greece.

Sampling information

As mentioned in the Background section, in NACE-2 sector S-96 (other personal services activities) there are no sectoral collective agreements.

However, an occupational-based collective agreement has been signed for the years 2015- 2020, which covers almost 1300 employees (listed in the sample).

Table 9: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	29,448	29,448	Estimation based on the data of ERGANI (annual report 2020)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			No reliable data available

Sector related agreements listed and coded in the database

In the first stage correspondents were asked to list sector related collective agreements with basic information. In some cases, only a selection of the listed agreements was then 'fully coded' and included in the database.

In case of 10 - Personal services 1 collective agreements were listed, and out of these 1 were approved for coding and fully included in the database.

Beauty consultants in the cosmetics companies

Eurofound identifier	CA-GR-2369
Title (native language)	Εργαζόμενοι σε εταιρείες καλλυντικών ως Σύμβουλοι Αισθητικής
Bargaining level	National industry/sector level agreement
Number of workers covered by the agreement in total	1,300
Quality of the figure	Numbers are rough estimates, may be unreliable
Number of workers covered by the agreement in the low paid sector of interest	1,300
Quality of the figure	Numbers are rough estimates, may be unreliable

Self-assessed proportion of included agreements

Based on all available figures, and to their best knowledge, the author assesses that the listed collective agreements are likely to cover:

- A good selection of the most important agreements related to 10 - Personal services (as defined in the project)
- A small sample (less than 20%) of those workers in 10 - Personal services (as defined in the project), which are covered by a collective agreement.

11 - Domestic personnel

Background information

In this NACE-2 sector of interest T-97 (activities of households as employers of domestic personnel) there are no sectoral collective agreements, as trade unions and employers associations are inexistent.

The number of employees in the sector is relatively low.

Sampling information

There are no sectoral or professional collective agreements, nor single-employer collective agreements.

Table 10: Estimates on sector related bargaining coverage

	From	To	Source
A. Total number of employees within the sampled sectors of interest, which are not excluded from collective bargaining	20,105	20,105	ERGANI 2020 (Annual report)
B. Total number of employees in the sampled sectors of interest, estimated to be covered by collective bargaining			No reliable data available

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