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NEWCHALLENGES

INFORMATION ET CONSULTATION – NEW CHALLENGES

CHANGES IN THE GREEK LABOUR LAW

PARIS, 13.9.2019



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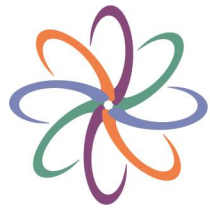


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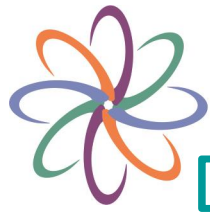
General tendencies

- Flexibility of employment
- Deregulation of work relations



Flexibility of employment

- December 2018: flexible work relations 56,22% (part-time employment 42,14% and rotated work 14,08%).
- January-December 2018: flexible work relations 54,34% (part-time employment 41,60% and rotated work 12,74%).



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Deregulation of work relations- Collective Work Agreements



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In Greece there are the following Collective Work Agreements:

- General National Work Agreement
- Work Agreement of the same profession
- Sectorial Work Agreement
- Company-based Work Agreement



Collective Work Agreements – before crisis...

- Coverage: all the sector, company, employees etc., regardless if they are members of their respective unions/associations
- Post- action: for 6 months full power
- If there is a disagreement any part may make recourse to arbitration
- If a person falls under several Collective Work Agreements, then the more favourable one prevails.



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Collective Work Agreements – during crisis...

- The lowest salary is determined by law (not through negotiations)
- Collective Work Agreements are valid for the members of signatories. If they are representative (over 50%) then they may include also non-members by publishing in the Government Gazette.



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Collective Work Agreements – during crisis... (after- action)

Only for 3 months

Only concerning the basic salary and 4 allowances



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Collective Work Agreements – during crisis... (Mediation and Arbitration)



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- The mediator/arbitrator interferes when negotiations have failed
- Making recourse to arbitration requires the agreement of both parties (before the one was enough)
- The decision of the arbitrator regards only the basic salary (before the whole of the Collective Agreement)
- The decision of the arbitrator is equivalent to a Collective Work Agreement and has regulating power.



Collective Work Agreements – during crisis...(prevailing)

- Sectorial Collective Work Agreements prevail those concerning the same profession
- Company-based collective work agreements prevail regardless if they preview less money than the e.g. sectorial ones.



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Abolishing independence of the Labour Inspectorate

- The Labour Inspectorate is put under the General Secretary of Labour. The position of a separate Special Secretary for the Labour Inspectorate is abolished.



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