

Social Dialogue mapping

Description scheme for country overviews

GREECE

Sources:

- 1/ Eurofound Working Life Profiles <https://www.eurofound.europa.eu/country/greece#actors-and-institutions>
- 2/ OSH WIKI https://oshwiki.eu/wiki/OSH_system_at_national_level_-_Greece
- 3/ ESENER-3 <https://visualisation.osha.europa.eu/esener#/en/survey/overview/2019>

Introduction on Social Dialogue in MS (1)

In the private sector and the broader public sector, as regards trade unions' operation and their basic rights (recognition, representativeness, right to strike), these are set out in Law No. 1264/1982, which is in force until today. At national level, there is only one workers' confederation, the General Confederation of Greek Labour (GSEE).

There is no specific legislation regarding employers' representativeness. The Law on collective bargaining (Law No. 1876/1990) refers to 'employers' organisations of wider representation', which can sign agreements in the field of their domain. At the national level there are four recognised employers' associations: the Hellenic Federation of Enterprises (SEV), which represents big industry and companies; the Hellenic Confederation of Commerce and Entrepreneurship (ESEE), which represents mainly the SMEs in Commerce; the Hellenic Confederation of Professionals, Craftsmen and Merchants (GSEVEE), which represents mainly the SMEs in industry and part of commerce; and the Association of Hellenic Tourism Enterprises (SETE). It is important to note that SETE was recognised only recently as a national social partner by Law No. 4144/2013.

In the public sector, the Confederation of Public Servants (ADEDY) is the only national-level trade union of public sector workers. ADEDY represents employees of the government, of local authorities and of legal bodies under the exclusive control of the state or local authorities (public legal entities).

Trade Unions (1)

- **About trade union representation**

Law No. 1264/1982 is the basic legislation that governs the broader functioning of the trade union movement and recognises trade union rights. According to the Law, at least 21 employees have the right to establish a trade union and get validation from the court. This form of union is the so-called 'primary union' (that most fundamental form of union organisation), which organises individual persons in a profession, in a sector, in a service or in a company/establishment.

Trade unions in the private sector are organised at three separate levels: the primary level unions; the secondary level which has two types of organisation – federations consist of two or more primary unions of a sector or a profession and Labour Centres represent unions at the local level; and the

tertiary level, being the national confederations.

There are two confederations, one for workers and employees in the private sector (GSEE) and one for workers and employees in the public sector (ADEDY). Both confederations are affiliated members of ETUC.

The Greek General Confederation of Labour (GSEE) represents private sector workers and employees, including those working in the public utility services, and in private bodies in which the state has a majority stake (such as the Public Power Corporation SA, the Hellenic Post).

The Confederation of Public Servants (ADEDY) is the national-level trade union of public sector workers. Its unions represent employees of the government, of local authorities and of legal bodies under the exclusive control of the state or local authorities (public legal entities, NPDD).

Two professional categories are excluded from the specific provisions of Law No. 1264/1982: partly the journalists who can also organise pensioners and ships' workers/crews that have a special trade union law.

There is also a special trade union right regime for some categories, such as the uniformed personnel (police, coast guard, and armed forces), the clergy and the judiciary. These categories have principally the right to form a trade union or a professional association, but they cannot fully exercise some rights such as the right to strike.

• Main trade union confederations and federations

The biggest federations within GSEE are:

- the Greek Federation of Bank Employee Unions (OTOE);
- the Federation of Private Employees (OIYE);
- the Federation of Personnel of the Public Power Corporation SA (GENOP/DEI);
- and the Federation of Greek Builders and associated professions (OMOIKEL);

The biggest Labour Centres are the Athens Labour Centre (EKA) followed by those in Thessaloniki Labour Centre and the Piraeus Labour Centre.

The biggest federations within ADEDY are:

- the Greek Teachers' Federation (DOE);
- the Panhellenic Federation of Public Hospital Employees (POEDIN);
- the Greek Federation of Secondary Education State School Teachers (OLME);
- and the Panhellenic Federation of Workers Associations in the Local Government (POE-OTA).

Long name	Abbreviation	Members	Year	Involved in collective bargaining (*)
Greek General Confederation of Labour	GSEE	358,761	2016	Yes
Greek Federation of Bank Employee Unions	OTOE	36,562	2016	Yes
Greek Federation of Private Employees	OIYE	22,709	2016	Yes

Long name	Abbreviation	Members	Year	Involved in collective bargaining (*)
Federation of Personnel of the Public Power Corporation SA	GENOP/DEI	12,121	2016	Yes
Federation of Greek Builders and associated professions	OMOIKEI	12,139	2016	Yes
Confederation of Public Servants	ADEDY	253,564	2016	No
Greek Teachers' Federation	DOE	59,625	2016	No
Panhellenic. Federation of Public Hospital Employees	POEDIN	37,500	2016	No
Greek Federation of Secondary Education State School Teachers	OLME	about 37,500	2016	No
Panhellenic Federation of Workers Associations in the Local Government	POE-OTA	about 37.500	2016	Yes

Employers' organisations (1)

• About Employers' organisations

The right of a company or of a single employer to become a member of an employers' association is totally voluntary and free. There is no specific law to govern the functioning of the associations of employers. The constitution of an employers' association sets the rules of membership, the rights and the obligations.

There are various types of organising, either horizontally or vertically, according to sector, the size of a company and the locality. Other employers' associations organise only individual companies, some organise and represent associations or federations of employers and some do both.

The main organisational trend over the past years is that the existing peak (national) employers' associations have made an effort to broaden the scope of their organisational capacity/domain and strengthen their representativeness.

This is the case for SEV (Hellenic Federation of Enterprises) which in 2007 changed its constitution in an effort to represent big entrepreneurship and renamed itself (formerly it was 'Federation of Greek Industries'). Also, **ESEE** now has been renamed the Hellenic Confederation of Commerce and Entrepreneurship (formerly the National Confederation of Hellenic Commerce) and changed its Constitution (2014) in order to represent the whole commerce sector as well as SMEs in general.

• Main Employers' organisations

There are four main employers' associations. They have a national character, are recognised as national social partners (collective bargaining and social dialogue) and it is broadly accepted that they cover the majority of the economic activity of the country.

The Hellenic Federation of Enterprises (SEV) was founded in 1907, initially representing the big industrial firms but over the years was evolved and now actually represents the big companies independently of sectors. SEV has individual companies as members, but also includes local and sectoral organisations of employers, such as the Federation of the Textile Industries, the Federation of Industrial Cotton Spinners, the Tire Industries Federation, the Federation of Millers, and the Greek Pharmaceutical Industries Federation. SEV is a member of BUSINESSEUROPE and the International Organisation of Employers (IOE).

The Hellenic Confederation of Professionals, Craftsmen and Merchants (GSEVEE) was founded in 1919 and is the national-level organisation representing SMEs mainly in small industry and in a part of commerce. It comprises 90 federations (59 local and 30 sectoral level and 1 of pensioners), with 140,000 individual companies as members (data October 2016). GSEVEE is a member of the European Association of Craft, Small and Medium-sized Enterprises (UEAPME).

The Hellenic Confederation of Commerce and Entrepreneurship (ESEE) was founded in 1994 and is the national-level organisation representing mainly the SMEs in commerce. ESEE represents 14 federations of traders' associations, most of them of local nature and 308 local traders' associations with almost 100,000 member companies. ESEE is an affiliated member both in UEAPME and in EuroCommerce.

The Association of Greek Tourism Enterprises (SETE) was founded in 1991 by entrepreneurs in the tourism sector. SETE consists of 14 national sector-level associations, representing more than 50,796 enterprises including small and large hotels, rented accommodation, travel and tourist agencies, car and boat renting businesses, tourist buses, marina holdings, coastal shipping enterprises, catering chains, and conference organisers (data 2016). The institutional recognition of SETE as a national social partner equal in rank with the other representative employer organisations was introduced recently with Law 4144/2013.

Long name	Abbreviation	Members	Year	Involved in collective bargaining (*)
Federation of Enterprises	SEV	Sectoral and regional federations Associations of companies Individual Companies	2016 n.a.	Yes
Hellenic Confederation of Professionals, Craftsmen and Merchants	GSEVEE	90 Sectoral and regional federations	2016	Yes

Long name	Abbreviation	Members	Year	Involved in collective bargaining (*)
		1,100 main unions with 140,000 natural persons (entrepreneurs) registered		
Hellenic Confederation of Commerce and Entrepreneurship	ESEE	14 territorial federations of traders' associations. 308 primary level traders' associations at the city level. About 100,000 member companies	2016	Yes
Association of Greek Tourism Enterprises	SETE	Formal members: 14 sectoral national associations (with 50,311 member companies and 485 separate tourist units)	2016	Yes

Social Dialogue on OSH (2)

• National level

At the national level there are two councils, which through legislation have been commissioned to promote dialogue between social partners, professional associations and the state. These are:

The **Council for Health and Safety of Workers [SYAE]**: Article 26 of Law 3850 ^[13] stipulates that this council is the consultative body on OSH matters. It consists of representatives from the Technical Chamber (TEE), the Panhellenic Medical Association (PIS), the Greek Chemists' Association (EEX), the General Confederation of Greek Workers (GSEE), the National Association of the Municipalities and the Local Communities (KEDKE), the Civil Servants' Confederation (ADEDY), the Panhellenic Federation of workers in the Municipalities and Local Communities of Greece (POE-OTA), the Hellenic Federation of Enterprises (SEV), the Hellenic Confederation of Professionals, Craftsmen & Merchants (GSEVEE), the Hellenic Confederation of Commerce and Entrepreneurship (ESEE), the Greek Tourism Confederation (SETE) as well as representatives from the the Ministry of Labour, Social Security & Social Solidarity, the Ministry of Health, the Ministry of Economy and Development and the Ministry of Finance.

The **Social Monitoring Council of the Labour Inspectorate [SKEE]** ^[14]: The council is a consulting body of the Labour Inspectorate and at the same time examines, evaluates and controls its function. It consists of representatives from the employees' organizations such as such as the General Confederation of Greek Workers (GSEE) and the Civil Servants' Confederation (ADEDY), from employers organizations, such as the Federation of Greek Industries (SEV), the National Confederation

of Hellenic Commerce (ESEE), the Hellenic Confederation of Professionals, Craftsmen & Merchants (GSEVEE) and the Greek Tourism Confederation (SETE), a representative from the Labour Inspectorate and a representative from the Union of Prefectures (ENAE).

- **Regional level**

According to article 27 of Law 3850 ^[15] each prefecture of the country is obliged to have a **Prefectural Committee for Health and Safety at Work (NEYAE)**. These committees also act as consulting bodies on OSH matters and coordinating centres for the local authorities. They consist of the prefect, a labour inspector in the region, a representative from the Ministry of Health, representatives from the Civil Servants' Confederation (ADEDY), the Organizations of Local Authorities (OTA) etc.

- **Enterprise level**

Articles 4 through 7 of Law 3850 ^[16] describe the function and role of the **Committees for Health and Safety at Work (EYAE)** at the enterprise level. The number of members of the committee (ranging from 2 to 7) is dependent on the number of employees. In companies with less than 20 employees, one person is elected to fulfil this role. The committee can play an active role in the elaboration of the risk assessment study of the company, thus supporting the safety engineer in his task, and propose measures for the minimization of risks. It has the right to be informed on the accident record of the company and to demand withdrawal for dangerous work practices.