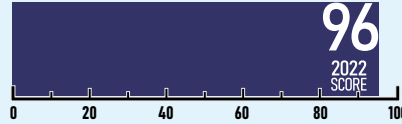


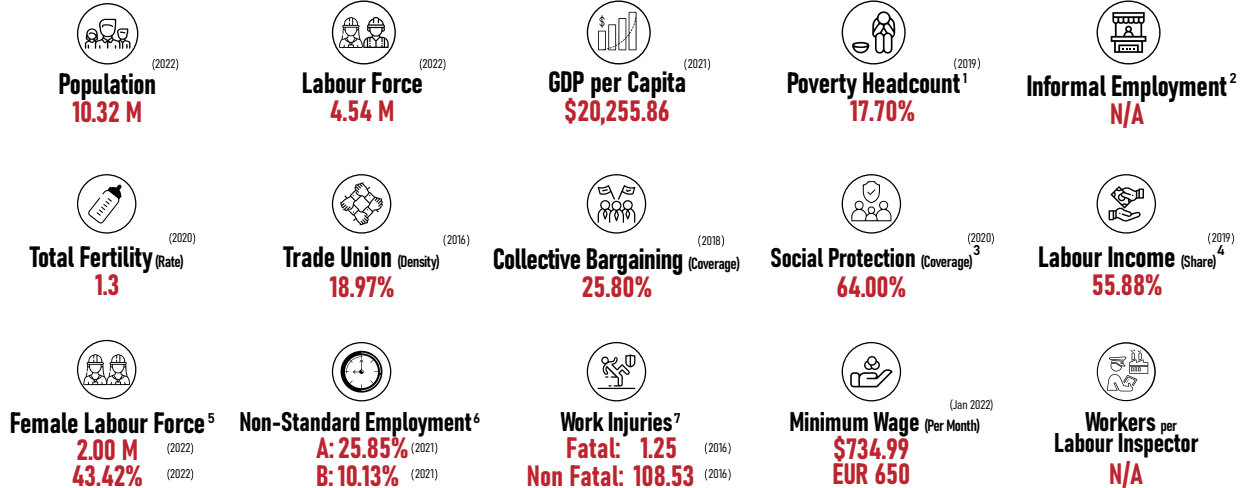


Greece



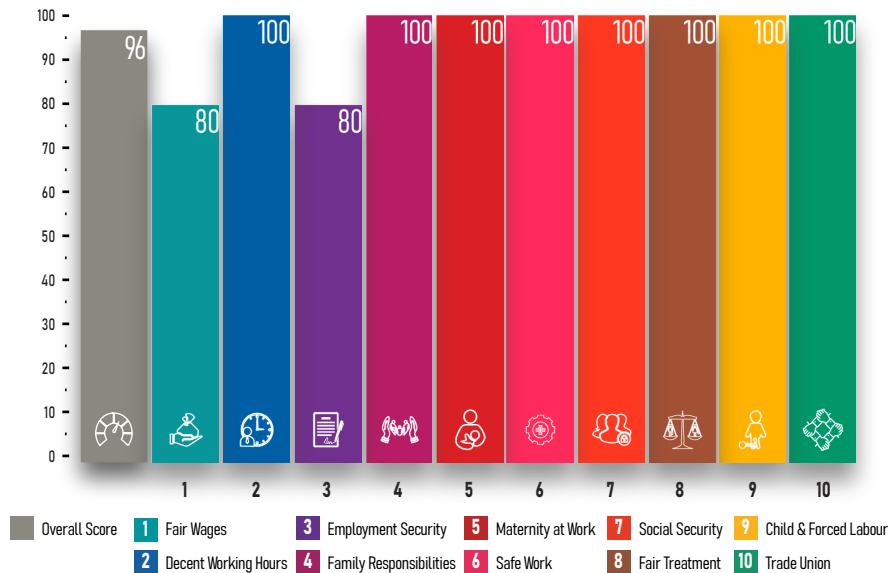
**89** 2020 SCORE  
 Eastern Europe  
 High Income  
 Decent Work  
 LRI RATING

## Contextual Indicators



Sources: World Bank  
 International Labour Organization  
 WageIndicator Minimum Wages and Living Wages Database  
 M= Million

## Legislative Performance Indicators



## Introduction

The Labour Rights Index 2022 (LRI 2022) is a de-jure index covering 135 economies and structured around the working lifespan of a worker. In total, 46 questions or evaluation criteria are scored across 10 indicators. The overall score is calculated by taking the average of each indicator, with 100 being the highest possible score. The Index uses a rating system, ranging from "Total Lack of Decent Work" to "Decent Work". The Labour Rights Index aims at an active contribution to the Sustainable Development Goals, by providing necessary (complementary) insights into de jure provisions on issues covered in particular by SDG8 (Decent Jobs), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG 16 (Strong Institutions). The Index is based on national labour legislation, applicable on 1 January 2022. The Index does not take into account COVID-19 related labour market measures in its scoring.

Greece's overall score is 96 out of 100. The overall score for Greece is higher than the regional average observed across Eastern Europe (88). Within the Eastern European region, Greece has the highest score.

<sup>1</sup> Proportion of population living below the national poverty line (%), as measured under SDG 1.2.1

<sup>2</sup> Share of informal employment in total employment (%), as measured under SDG 8.3.1

<sup>3</sup> Proportion of the country population covered by social protection floors, as measured under SDG 1.3.1

<sup>4</sup> Labour income (income of employees + partly income of the self-employed) as a percentage of GDP, as measured under SDG 10.4.1

<sup>5</sup> The female labour force is shown in absolute number along with the female labour force participation rate

<sup>6</sup> Non-Standard Employment has been defined as Part-Time Employment (A) and Temporary Employment (B)

<sup>7</sup> Rate of fatal and non-fatal injuries per 100,000 workers, as measured under SDG 8.8.1

The country rating is based on the overall score of 0-100, with the following coding:

(90.5-100) Decent Work | (80.5-90) Approaching Decent Work | (70.5-80) Reasonable Access to Decent Work | (60.5-70) Limited Access to Decent Work | (50.5-60) Basic Access to Decent Work | (0-50) Total Lack of Decent Work

# LABOUR RIGHTS INDEX 2022

|                            | Question <sup>9</sup>  | Answer | Legal Basis   | Trend <sup>12</sup> |
|----------------------------|--|--------|---|---------------------|
| 1. Fair Wages              | Does the law prescribe minimum wage rates in the country?  | Yes    | Law 4093/2012, enacted on November 12, 2012   | ●                   |
|                            | Does the law require regular payment of wages?   | No     | No applicable legal provisions could be located   | ●                   |
|                            | Does the law require overtime compensation be at least 125% of the regular hourly rate?                            | Yes    | §59 of Law 4635/2019; §55-58 of the Law on Protection of Labour (Law 4808/2021)   | ●                   |
|                            | Does the law require additional compensation for working on a weekly rest day?                                     | Yes    | Presidential Decree 88/1999; §63 of the Law on Protection of Labour (Law 4808/2021)                                       | ●                   |
|                            | Does the law require additional compensation for night work?   | Yes    | Ministerial Decision 18310/1946; Presidential decree 88/1999  | ●                   |
| 2. Decent Working hours    | Does the law stipulate general working hours as 48 hours or lower?   | Yes    | §59 of Law 4635/2019; §55-58 of the Law on Protection of Labour (Law 4808/2021)   | ●                   |
|                            | Does the law restrict maximum working hours including overtime to 56 hours per week?                               | Yes    | §59 of Law 4635/2019; §55-58 of the Law on Protection of Labour (Law 4808/2021)   | ●                   |
|                            | Does the law require a weekly rest of at least 24 hours?   | Yes    | Presidential Decree 88/1999; §56 of the Law on Protection of Labour (Law No. 4808/2021)                                   | ●                   |
|                            | Does the law require paid public holidays?   | Yes    | §60 of the Law on Protection of Labour (Law 4808/2021)  | ●                   |
|                            | Does the law require at least three working weeks of paid annual leave?  | Yes    | Act 3302/2004 on Annual Leave; Act 539/1945 on granting of annual holidays  | ●                   |
| 3. Employment Security     | Does the law require written employment contracts or at least written employment particulars?                      | Yes    | Presidential decree 156/1994 implementing directive 91/533/EEC  | ●                   |
|                            | Does the law restrict the hiring of fixed-term contract workers?   | Yes    | P.D. 81/2003; Greek Civil Code; §41 of the Law No. 3986/2011  | ●                   |
|                            | Does the law limit the length of probation period including renewals to a maximum of 3 months?                     | No     | §74(2) Act 3863/2010  | ●                   |
|                            | Does the law require a 30-day notice before contract termination?  | Yes    | §48 of Law (4611/17.5.2019); §672, 677 of Civil Code; §47-48 and 65 of the Law on Protection of Labour (Law 4808/2021)    | ●                   |
|                            | Does the law require severance pay at the rate of at least 2 weeks of wages for every year of service?             | Yes    | §64 of the Law on Protection of Labour (Law 4808/2021)  | ●                   |
| 4. Family Responsibilities | Does the law require parental leave for parents?   | Yes    | §28 of the Law on Protection of Labour (Law 4808/2021)  | ●                   |
|                            | Does the law require at least one week of paid paternity leave for fathers?  | Yes    | Law 4075/2012; National General Collective Labour Agreement; §6 and 27 of the Law on Protection of Labour (Law 4808/2021) | ●                   |
|                            | Does the law require flexible work arrangements for workers with family responsibilities?                          | Yes    | Act no. 2874/2000; §29-31 and 42 of the Law on Protection of Labour (Law 4808/2021)                                       | ●                   |
|                            | Does the law require paid nursing breaks?  | Yes    | §5,8,12 of the Act No. 1483 of 1983   | ●                   |
|                            | Does the law prohibit inquiring about pregnancy during recruitment?  | Yes    | §20(2) of Law 3896/2010   | ●                   |
| 5. Maternity at Work       | Does the law require paid maternity leave of at least 14 weeks?  | Yes    | §34-35 and 40 of the Law on Protection of Labour (Law 4808/2021)  | ●                   |
|                            | Does the law require cash maternity benefit be at least 67% of a worker's former wage?                             | Yes    | Presidential Decree No. 176 of 2 July 1997 concerning measures to improve the safety and health at work of pregnant women | ●                   |
|                            | Does the law require maternity benefit be paid through contributory social insurance or universal benefits system? | Yes    | Presidential Decree No. 176 of 2 July 1997 concerning measures to improve the safety and health at work of pregnant women | ●                   |
|                            | Does the law protect workers from dismissals during or on account of pregnancy?                                    | Yes    | §15 of Act no. 1483/1983 on protections and facilitation of obligations of workers with family obligations                | ●                   |
|                            | Does the law require provision of free personal protective equipment to workers from employer?                     | Yes    | Presidential Decree No. 396/1994 on OSH and PPE   | ●                   |
| 6. Safe Work               | Does the law require the employer to train workers on health and safety issues?                                    | Yes    | §11 of PD 17/1996; §8 of PD 16/1996; §28 of Law 1568/1985   | ●                   |
|                            | Does the law restrict work that is prejudicial to the health of the mother or the child?                           | Yes    | ΠΔ 178/1997 and ΠΔ41/2003; §5,8,12 of the Act No. 1483 of 1983  | ●                   |
|                            | Does the law provide for employment injury benefit?  | Yes    | Law N° 4387 of 2016 introducing the Unified System of Social Insurances; MISSOC Comp. Table for Greece                    | ●                   |
|                            | Does the law provide for an old age pension?   | Yes    | Law N° 4387 of 2016 introducing the Unified System of Social Insurance  | ●                   |
|                            | Does the law provide for a dependants/survivors' pension?  | Yes    | Law N° 4387 of 2016 introducing the Unified System of Social Insurance; MISSOC Comp. Table for Greece                     | ●                   |
| 7. Social Security         | Does the law provide for unemployment benefit?   | Yes    | Law No. 1545 of 20 May, on unemployment benefit, 1985; MISSOC Comp. Table for Greece                                      | ●                   |
|                            | Does the law require paid sick leave for the first 6 months of sickness?   | Yes    | 1983 (National Health System Law No. 1397 of 7 October); MISSOC Comp. Table for Greece                                    | ●                   |
|                            | Does the law provide for invalidity benefit?   | Yes    | Law N° 4387 of 2016 introducing the Unified System of Social Insurance; MISSOC Comp. Table for Greece                     | ●                   |
|                            | Does the law require equal remuneration for work of equal value?   | Yes    | §22.1.b of the Constitution of Greece, 1975; §4 of Law 3896/2010; §4 of Law 1414/1984                                     | ●                   |
|                            | Does the law prohibit sexual harassment in employment?   | Yes    | §1-23 of the Law on Protection of Labour (Law 4808/2021)  | ●                   |
| 8. Fair Treatment          | Does the law prohibit discrimination in employment matters? <sup>10</sup>  | Yes    | §66 of the Law on Protection of Labour (Law 4808/2021)  | ●                   |
|                            | Does the law allow women to do the same jobs as men?   | Yes    | No restrictive legal provisions could be located  | ●                   |
|                            | Does the law guarantee basic labour protections for gig economy workers?   | Yes    | Law N° 4387 of 2016 introducing the Unified System of Social Insurance; MISSOC Comp. Table for Greece                     | ●                   |
|                            | Does the law prohibit employment of children?  | Yes    | Presidential Decree 62/1998 forbids children under 15 years   | ●                   |
|                            | Does the law set employment entry age equal to or higher than the compulsory schooling age?                        | Yes    | Presidential Decree 62/1998 forbids children under 15 years; §1 & 2 of the Law No. 1566/1985                              | ●                   |
| 9. Child and Forced Labour | Does the law prohibit the employment of children in hazardous work under the age of 18 years?                      | Yes    | Ministerial Decree No. 130621/2003  | ●                   |
|                            | Does the law prohibit forced labour?   | Yes    | Greek Law 3064/2002 and Presidential Decree 233/2003  | ●                   |
|                            | Does the law allow workers to form and join unions of their own choice?  | Yes    | §23 of the Constitution, 1975; Law 1264/1982 on Trade Union Organizations   | ●                   |
| 10. Trade Union            | Does the law allow workers to bargain collectively with employers through their representative unions?             | Yes    | Law No. 1876/1990 of Collective Agreements; Act No. 4635/2019   | ●                   |
|                            | Does the law provide for the right to strike?  | Yes    | §23 of the Constitution of Greece, 1975   | ●                   |
|                            | Does the law prohibit employers from terminating employment contracts of striking workers?                         | Yes    | §14 of the Law 1264/1982 on Trade Union Organizations   | ●                   |

## Covid 19 and Labour Market in Greece\*

|                    |              |
|--------------------|--------------|
| Total Covid Cases  | 4.21 Million |
| Total Covid Deaths | 30,707       |
| Partial Vaccinated | 74.0%        |
| Fully Vaccinated   | 71.0%        |

|   |   |
|---|---|
| Wage Subsidies                                    | ✓ |
| Social Security Contributions (deferrals/waivers) | ✓ |
| Paid Sick Leave                                   | ✓ |
| Add. Unemployment Benefits                        | ✓ |

|                                |   |
|--------------------------------|---|
| Protection from Dismissals     | ✓ |
| Telework/flexible work         | ✓ |
| Improved Health Access         | ✗ |
| Training (activation measures) | ✓ |

<sup>9</sup> The Index has 10 indicators and 46 evaluation criteria or questions.

<sup>10</sup> The prohibited grounds for discrimination are "race, colour, sex, religion, political opinion, national extraction or social origin, age, disability and trade union membership". A score of 1 is assigned only if a country has prohibited discrimination on at least 7 of the above 10 grounds.

<sup>11</sup> A country's score on LRI's Trade Union indicator must also be read together SDG indicator 8.8.2 which measures the level of national compliance with labour rights (freedom of association and collective bargaining) based on ILO textual sources and national legislation. It has a range from 0 to 10, with 0 being the best possible score (indicating higher levels of compliance with FACB rights) and 10 the worst (indicating lower levels of compliance with FACB rights). The score of Greece on SDG 8.8.2 is 0.85 (2020)

The Index uses Observations/Direct Requests from ILO CEACR and the US Department of State's Country Reports on Human Rights Practices (US DOS CRHRP) to measure a country's compliance on the Trade Union indicator.

<sup>12</sup> In order to measure the trend in country's legislative performance over the last edition of the Labour Rights Index (2020), the legislative table indicates improvement or worsening of labour rights in country through the following colours.

- Score increase
- Score decrease
- Score adjustment
- No change