

ΠΑΝΕΛΛΗΝΙΑ ΟΜΟΣΠΟΝΔΙΑ ΕΡΓΑΤΟΥΠΑΛΛΗΛΩΝ ΜΕΤΑΛΛΟΥ
ΕΤΟΣ ΙΔΡΥΣΗΣ 1924 - ΕΔΡΑ ΠΕΙΡΑΙΑΣ
ΤΜΗΜΑ ΓΕΝΙΚΗΣ ΣΥΝΟΜΟΣΠΟΝΔΙΑΣ ΕΡΓΑΤΩΝ ΕΛΛΑΔΑΣ
ΜΕΛΟΣ ΤΗΣ ΠΑΓΚΟΣΜΙΑΣ ΟΜΟΣΠΟΝΔΙΑΣ ΒΙΟΜΗΧΑΝΙΩΝ
ΜΕΛΟΣ ΤΗΣ ΕΥΡΩΠΑΪΚΗΣ ΟΜΟΣΠΟΝΔΙΑΣ ΒΙΟΜΗΧΑΝΙΩΝ
ΑΡΙΘ. ΕΓΚΡΙΣΗΣ ΠΡΩΤΟΔΙΚΕΙΟΥ ΠΕΙΡΑΙΑ 674/1946
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PANHELLENIC METALWORKERS FEDERATION
ESTABLISHED IN 1924 - SEATED IN PIRAEUS
MEMBER OF G.S.E.E. IN GREECE
MEMBER OF INDUSTRIALL GLOBAL TRADE UNION
MEMBER OF INDUSTRIALL EUROPEAN TRADE UNION
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ΑΡΙΘ. ΠΡΩΤ.: 3745
PROT. NUM.:

ΠΕΙΡΑΙΑΣ: 4/6/2024
PIRAEUS:

TO : IndustriAll Europe
Mr. Erlend Hansen

SUBJECT: Update on labor market policies in Greece

Dear colleagues,

On behalf of the metal sector workers we would like to thank you for your interest about the situation in Greece regarding the labor issues.

The information that you get from the media is correct and regarding your questions we will get into details furthermore. Before we get to that, we have to say that according to Eurostat , we Greek employees are the second from last as buyers in the European classification .

This results in constant rise of prices in everything (fuel, food, basic and essential necessities) and wage stagnation. With the imposition of austerity measures in 2010 because of the economical crisis, measures that had to do with the employees unilaterally were suspended under a mandatory law such as the collective labor agreements. The basic salary was reduced and a lot of allowances that used to enhance the employees' income were ceased.

Today the situation regarding the employees remuneration package and the labor agreements is not aligned with the growth of the greek economy. The employers are denying to sign the Collective Labor Agreements, stating that there is an unemployment threat that could rise up in the event of a new economical crisis. And if they do sign, the benefits are not substantial and do not increase our income. In many other occasions they bypass the collective bodies (unions) that represent the employees and force employees to sign individual employment contacts and accept their demands.

Our Federation had recent negotiations with the Association of Business and Industries (SEB) to sign a Sectoral Collective Labor Agreement - which will be the first after 2010. There was no agreement and we were forced to appeal to the Mediation and Arbitration Organisation (OMED), so that negotiations could continue in order to reach an agreement that will increase our income.

We demand the increment of our wages through Collective Labor Agreements, the improvement of our working conditions, the protection of professional expertise, the recognition of our seniority in total, the seamless payment of our marriage allowance and allowances of our children. We claim to work with health and safety standards, with prevention measures adapted to the requirements and characteristics of our professions.

In regards to employees that work in companies who operate under the state umbrella and are financed by the state, the Collective Labor Agreements have not been reinstated, since these employees are getting paid with a salary imposed by the state. While institutional benefits are guaranteed by the Collective Labor Agreements, they are not free as they are subject to the approval of each ministry that supervises the state enterprise.

Finally the basic salary is not formed by free Collective negotiations between employees and employers, but it is being formed by a government decision following the recommendation of an experts committee. (Law 4172/2013)

Regarding your question about the imposition of the 6-day work in companies, Law 5053/2023 instituted the possibility of employment on the 6th day of the week exceptionally, in two categories of companies that implement a five-day weekly work schedule for their employees.

The 1st category of business according to article 25, refers to exceptional employment on the 6th day in businesses or holdings of continuous operation. Therefore it includes businesses that legally operate 24 hours a day and 7 days a week, with a rotating shift system and the employees are employed for 5 days per week with a total of 40 hours.

The 2nd category according to article 26 refers to exceptional employment on the 6th day in business or holdings that are not of a continuous nature, but can operate during Monday to Saturday for 24 hours with a system of rotating shifts. Therefore it includes businesses that legally operate 24 hours a day, 5 or 6 days a week.

Those businesses that are not of a continuous operation but have 24-hour shifts, have the possibility to employ workers on a sixth day in accordance with the law, only in exceptional cases, in which there is an unforeseeable increased workload for a specific time period.

The employment on the 6th day for both categories of businesses (continuous and non continuous operation) may not exceed 8 hours. At the same time overtime work is prohibited during this additional day and a fee of 40% of the daily salary for this day is paid.

The pretext for enforcing the above is that companies are unable to find new qualified staff, with a consequence of not being able to properly organize their shifts.

From all the above we can conclude that Greek workers instead of aligning with the EU average in terms of pay, living standards and working rights, they diverge dramatically. The government and the government policy create a framework of laws and decisions that work against workers and favors employees, who then use this framework to their benefit.

On behalf of the Executive Committee of P.O.E.M.

The President



Paragiotis Doukas



The Secretary General



Markos Kontizas