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DECISIONS

No.

Action plan for the promotion of collective bargaining in Greece 2026-2030.

**THE MINISTER
LABOUR AND SOCIAL SECURITY**

Having regard to

1. Paragraph 1(a) of Article 24 of Law 5163/2024 (A' 199) "Transposition of Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union - Adjustment of public sector salaries - Provisions for setting the minimum wage for the years 2025, 2026 and 2027 and other provisions".

2. Paragraph 1 of Article 5 of Law 5163/2024 (A' 199) "Transposition of Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union - Adjustment of public sector salaries - Provisions for setting the minimum wage for the years 2025, 2026 and 2027 and other provisions".

3. Article 90 of the Code of Legislation for the Government and Government Bodies (Presidential Decree 63/2005, A' 98), as maintained in force by paragraph 22 of Article 119 of Law 4622/2019 (A' 133).

4. Presidential Decree 134/2017 "Organisation of the Ministry of Labour, Social Security and Social Solidarity" (A' 168).

5. Presidential Decree 77/2023 "Establishment of Ministries and Renaming of Ministries - Establishment, Abolition and Renaming of General and Special Secretariats - Transfer of Powers, Service Units, Staff Positions and Supervised Bodies" (A' 130).

6. Presidential Decree 32/2024 "Appointment of Ministers and Deputy Ministers" (A' 91).

7. The need to draw up an Action Plan for the gradual increase of the coverage rate by collective bargaining, with full respect for the autonomy of the social partners.

8. The consultations that took place with the social partners.

9. The Social Agreement on the Strengthening of Collective Labour Agreements between the Ministry of Labour and Social Security and the National Social Partners.

10. The fact that the provisions of this agreement do not concern a new administrative procedure for which there is an obligation to register with the EMM "Mitos".

11. The recommendation No. 33068/16-12-2025 of the General Directorate of Financial Services of the Ministry of Labour and Social Security, according to which, from the Action Plan, does not incur any expenditure on the state budget and the regular budget of the Ministry of Labour and Social Security, we decide:

Article 1

Preamble

1. Directive (EU) 2022/2041 of the European Parliament and of the Council on adequate minimum wages in the European Union recognises the decisive role of collective bargaining in ensuring fair pay, decent working conditions and social cohesion. In the Greek legal order, the Directive was transposed by Law 5163/2024, 'Transposition of Directive (EU) 2022/2041 of the European Parliament and of the Council of 19 October 2022 on adequate minimum wages in the European Union - Adjustment of public sector staff salaries - Provisions for setting the minimum wage for 2025, 2026 and 2027 and other provisions' (A' 199), which introduces a coherent framework for upgrading the mechanism for setting the national statutory minimum wage and terms of pay and working conditions determined by collective labour agreements. In this context, Law 5163/2024 provides, among other things, for the preparation of an Action Plan to promote collective bargaining.

2. This Action Plan is part of a broader effort to strengthen collective labour agreements, which are a key mechanism for regulating employment conditions. Its aim is to increase the coverage of workers by collective agreements, while strengthening the transparency and predictability of working conditions throughout the economy.

arrangements, while enhancing the transparency and predictability of working conditions across the economy. The functioning of an effective system of high-quality collective bargaining contributes to the protection of the interests of workers and employers and to the stability of labour relations.

At the same time, this Action Plan provides for interventions aimed at strengthening the National Social Partners as key contributors to social dialogue and the labour market. By strengthening their organisational and negotiating capacities, the aim is to foster a framework for cooperation that promotes high-quality employment and addresses systemic challenges in the labour market. Thus, this Action Plan serves as an institutional safeguard aimed at improving the effectiveness of collective bargaining at national level in relation to the above objectives.

Article 2 Plan Measures

In order to promote coverage through collective bargaining, a comprehensive plan is established that combines specific measures, a clear timetable and full respect for the autonomy of the social partners, which is based on the following key principles (see also Annex to this Ministerial Decision):

(a) Within the first quarter of 2026: Strengthening the regulatory framework for collective bargaining - Legislation of the Social Agreement.

b) From the second quarter of 2026 to the second quarter of 2027:

ba) Establishment of a competent Working Group at the Ministry of Labour and Social Security.

bb) Digitisation, collection and availability of data.

c) From the third quarter of 2026 to the fourth quarter of 2030: Conducting studies, research, information and training activities on collective bargaining issues.

d) From 2028 to 2030:

da) Monitoring the implementation of the Action Plan for the Promotion of Collective Bargaining db) Targeted checks on the implementation of collective bargaining terms

The above main axes of the Action Plan are analysed in the following articles.

The above key pillars of the Action Plan are analysed in the following articles.

Article 3

Strengthening the regulatory framework for collective bargaining - Legislation of the Social Agreement for the Strengthening of Collective Labour Agreements

The promotion of meaningful and effective collective bargaining requires the systematic strengthening of the legislative and regulatory framework governing its operation. In this context, the signing of the Social Agreement for the Strengthening of Collective Labour Agreements is a key step towards achieving this objective.

the "Social Agreement" for the Strengthening of Collective Labour Agreements, between the Ministry of Labour and Social Security and the National Social Partners, with provisions that form a coherent framework for strengthening collective bargaining, with the ultimate goal of high-quality employment.

In particular, the Social Agreement aims to:

a) Facilitating the extension of Collective Labour Agreements so that more workers are protected by Collective Labour Agreements. To this end, it provides for:

aa) reducing the required coverage rate from 50% to 40%,

ab) the introduction of a new possibility for the extension of Collective Labour Agreements, as the quantitative criterion of 40% will not be considered when the Collective Labour Agreement is co-signed by National Social Partners and

ag) the possibility for tertiary workers' organisations (GSEE) to conclude or co-sign sectoral collective labour agreements on a subsidiary basis if invited to do so by a member, in order to apply the new possibility of extension.

In addition, the procedures for registration in the registers of organisations (GEMISOE and GEMIOE) are to be simplified in order to encourage registration and, consequently, the possibility of extending collective labour agreements.

b) Full protection of employees after the expiry of collective labour agreements. To this end, it is provided that all the terms of a collective labour agreement shall continue to apply after the expiry of its three-month extension, until a new collective or individual labour agreement is concluded. This restores the status of full after-effect. It also expressly provides for coverage by the collective labour agreement of employees hired during its three-month extension.

c) speeding up procedures in the event of disputes between employees and employers, with better and faster procedures for resolving disputes through the O.M.E.D. Specifically, the "Social Agreement" provides for a mechanism for preliminary review of the conditions for unilateral recourse to Mediation and Arbitration by a three-member committee to be set up within O.M.E.D. It also provides for the abolition of the second degree of arbitration by O.M.E.D. for faster dispute resolution, while maintaining the possibility of judicial review of the arbitral award.

The exact text of the Social Agreement is as follows:

"SOCIAL AGREEMENT

MINISTRY OF LABOUR AND SOCIAL SECURITY - NATIONAL SOCIAL PARTNERS

1. Conclusion of sectoral collective labour agreements

1.1. With the aim of ensuring a broadly representative social interlocutor, recognition of subsidiary competence in the tertiary organisation of workers

(GSEE) for the conclusion or co-signing of sectoral collective labour agreements, following a relevant invitation from the negotiating members of the employees.

1.2. In order to facilitate the determination of the scope of application of a sectoral collective labour agreement, the possibility of extension, as well as the clarification of whether or not the percentage of all employees in the sector is covered by sectoral collective labour agreements, shall be defined, at a minimum, within the text the Activity Codes (K.A.D.), and reference will be made to any other information that identifies the sector in question.

2. General Register of Trade Unions (G.E.M.I.S.O.E.) and General Register of Employers' Organisations (G.E.M.I.O.E.).

2.1 The information required for registration with GEMI.SOE and GEMI.OE should be limited to what is absolutely necessary. Specifically, the information to be posted in the Employers' Register should be as follows:

- The articles of association of the employers' organisation, any amendments thereto and any act of dissolution thereof,

- the total number of members of the employers' organisation (not separate tax identification numbers). This number includes, depending on the structure of the organisation, all the companies or natural persons or associations/federations that are members of it,

- the composition of the administrative bodies of the employers' organisation,

- the registered office of the employers' organisation and contact details,

- the total number of employees of the member companies of the organisation (provided that the organisation has companies as direct members). This obligation shall not apply to organisations under Law 1712/1987.

A corresponding adjustment will also be made to the data posted in the Register of Trade Unions.

2.2 Mitigation of penalties for non-registration in the Registers. In particular, registration is a prerequisite only for the extension of collective labour agreements signed by the organisation and the possibility of appealing to the O.M.E.D., given that these require verification of the representativeness of the organisations and the seriousness of the collective dispute, and should not lead to the suspension of rights arising from trade union activity.

2.3 The minutes of the ballot sorting and electronic vote counting, instead of being entered into the GEMI.S.O.E., will be delivered by the judicial representative to the competent Court of First Instance and kept in the file of the relevant trade union organisation.

3. Duration of the collective labour agreement

3.1. Full retroactive effect of all regulatory terms of the collective labour agreement after the expiry of the three-month extension.

3.2. Explicit establishment of the commitment of new recruits during the three-month extension to the terms of the collective labour agreements.

4. Extension of collective labour agreements

4.1. Reduction of the quantitative criterion from 50% to 40% in order for a collective labour agreement to be extended.

4.2. Recognition of the de jure fulfilment of the 40% requirement, provided that it is concluded or co-signed by the tertiary organisation of employees (GSEE) and one (1) of the national employers' organisations - within its field of competence, and which is the most representative in the specific sector.

5. Mediation and Arbitration Organisation (O.M.E.D.)

5.1. Provision for a rapid mechanism for checking the admissibility of unilateral requests for mediation and arbitration, with the establishment and operation of a committee within O.M.E.D.D., which will carry out a "pre-check" of compliance with the legal requirements. The Committee shall be composed of one (1) Professor of Labour Law, one (1) Professor of Economics and one (1) Supreme Court judge, who shall be appointed for a fixed term by the Administrative Council of O.M.E.D.

5.2. Abolition of the second degree of arbitration of O.M.E.D. (Article 412 of the Labour Law Code), for faster resolution of collective disputes.

On the basis of the above-mentioned areas, a bill will be submitted to the Greek Parliament for the enactment of the "Social Agreement" for the Strengthening of Collective Labour Agreements within the first quarter of 2026.

Article 4

Establishment of a Working Group at the Ministry of Labour and Social Security

The effective promotion of collective bargaining requires strong and functional channels of social dialogue. The participation of social partners in consultation processes strengthens social cohesion, trust and the effectiveness of policies and collective agreements on the quantity and quality of work, as well as accountability to society as a whole. The establishment of a competent, specialised and representative group to monitor and support policies to strengthen collective bargaining ensures the effectiveness, consistency, transparency and continuity of social dialogue.

4.1. Establishment of a Working Group for the Strengthening of Collective Bargaining at the Ministry of Labour and Social Security.

A specialised Working Group will be set up at the Ministry of Labour and Social Security, with the task of monitoring, evaluating and supporting the policy of strengthening collective bargaining in this Action Plan. The establishment of this special group aims to strengthen the role of the National Social Partners, to scientifically evaluate policies and to systematically

monitoring of developments in the field of collective bargaining and collective labour agreements in the Action Plan.

The Working Group is established by decision of the Minister of Labour and Social Security for a period of five (5) years with a tripartite composition, consisting of representatives of the Ministry of Labour and Social Security and the National Social Partners. The members of the Group will be able to invite other organisations to meetings in order to ensure balanced representation of all sides and a plurality of voices in the formulation of positions and proposals regarding the operation of collective labour agreements.

In addition, it will be possible for experts, academics and representatives of other institutions, both within and outside Greece, to participate in the Group's meetings, upon invitation and depending on the topic, in order to enhance information, documentation and the quality of the dialogue.

4.2. Establishment of regular meetings of the Working Group on Strengthening Collective Bargaining.

In order to ensure continuous monitoring, evaluation and support of actions to strengthen collective bargaining under this Action Plan, regular meetings of the Working Group will be established. Specifically, at least one (1) meeting per three (3) months is mandatory, with the possibility of additional meetings depending on the needs of monitoring and consultation.

Each meeting shall be conducted with full transparency and documentation, as minutes shall be kept, recording the discussions, suggestions, comments of the social partners and any decisions or proposals of the Group. This regular procedure ensures continuous and systematic monitoring of developments in the field of collective bargaining, the continuous evaluation of the policies of this Action Plan relating to collective labour agreements and the possibility of immediate proposals to respond to challenges or adaptation needs.

At the same time, the meetings serve as a platform for dialogue and cooperation, strengthening the active participation of social partners, the exchange of know-how and the documentation of policies, thus contributing to the effective implementation and evaluation of the strategic objectives of the Action Plan.

Article 5 Digitisation, collection and availability of data

Systematic monitoring and digital access to collective labour agreements and all data related to them are critical tools for transparency, credibility

and effectiveness of collective bargaining. The existence of a comprehensive digital register allows for timely, reliable and comparative analysis of the coverage of workers by collective agreements and agreements, strengthening the ability to design evidence-based policies. At the same time, the digitisation and interoperability of data contributes to easier access for social partners, supporting consultation and strengthening social dialogue, promoting the full use of collective arrangements for the benefit of workers, businesses, employment in the labour market, and the national economy more broadly over time.

Following digitisation, it will be possible to Systematic collection, processing and analysis of data on the coverage of workers by collective labour agreements. This enables the creation of a comprehensive and transparent monitoring mechanism through which the competent authorities and social partners will be able to assess in real time the evolution of the coverage rate by collective agreements as well as the actual economic data of the sectors of the economy.

Specifically, the following upgrades are being promoted:

5.1. Electronic filing of collective labour agreements.

The electronic submission of collective labour agreements is a modern and functional option, as the requirement for paper submission is an outdated administrative model. The digital process ensures speed, accuracy and immediate access to the competent bodies, while reducing the administrative burden on trade unions and the administrative mechanism, especially for local trade unions in the Region. At the same time, it reduces the risk of errors, loss of documents and delays, contributing to a more transparent and secure system for registering collective agreements. Therefore, the transition from a time-consuming paper-based process requiring physical presence to a fully electronic environment is not merely a technical improvement, but a necessary adaptation to the modern requirements of labour practice and public administration.

For this reason, the ERGA-NII Information System of the Ministry of Labour and Social Security will be upgraded so that trade unions and employers' organisations can submit collective labour agreements and their terms electronically, automatically receiving a filing number.

5.2. Creation of a Digital Register of Collective Labour Agreements (CLA/DA) and Collective Agreements. In addition, the creation of a Digital Register of Collective Labour Agreements (CLA/DA) and Collective Agreements within the ERGANI II Information System of the Ministry of Labour and Social Security, under the supervision of the competent Directorate of the Ministry of Labour and Social Security.

This action aims to create a comprehensive, digital and systematic platform that will collect, organise and make accessible all collective agreements and contracts, while ensuring that the data can be used for evidence-based policies and decisions. The Registry will enable the classification, indexing and productive processing of the content of collective agreements, facilitating the monitoring of employee coverage, institutionalised employee remuneration limits and the analysis of trends at national and sectoral level. The operation of the Register highlights the importance of digitising and systematically recording collective agreements as a tool for strategic planning, monitoring and improving policies to support collective bargaining.

5.3. Collection of data on the evolution of the coverage rate by collective agreements.

Based on data drawn from the Digital Register of Collective Labour Agreements, the upgraded General Register of Trade Unions (G.E.M.I.S.O.E.), the General Register of Employers' Organisations (G.E.M.I.O.E.), and the ERGANI II Information System of the Ministry of Labour and Social Security, it will be possible to collect comprehensive and reliable data on the coverage rate of employees and the statutory wage limits set by collective agreements. At the same time, the Digital Mechanism for the collection and analysis of data for the calculation of the minimum statutory wage under paragraph 1 of Article 141 of the Labour Code (Presidential Decree 62/2025, A' 121), which operates within the Ministry of Labour and Social Security, collects statistical data and relevant findings and reports submitted in relation to the level of the statutory minimum wage and containing data concerning the economy as a whole. All of the above data will be available to the social partners upon request for any lawful use.

This systematic monitoring will enable the recording of developments in coverage rates and statutory remuneration limits, both overall and by K.A.D., and in particular their change as a result of the first measures of the Action Plan. This will also make it possible to evaluate the progress of the Action Plan's implementation and to submit reports to the European Commission, in accordance with Article 10 of Law 5163/2024 (A' 199).

Article 6

Conducting studies, research, information and training activities on collective bargaining issues

The promotion of a modern, transparent and effective collective bargaining system requires the strengthening of documentation, knowledge and skills of all those involved in the public sector.

constructive dialogue. In this context, this article establishes a comprehensive framework of study, information and training activities aimed at improving the quality of consultation procedures and strengthening the capacity of social partners to participate effectively, scientific documentation and good faith in the effort to achieve the goal of high-quality employment through collective labour agreements. These actions will be planned by the competent services of the Ministry of Labour and Social Security, taking into account the proposals of the Working Group on Strengthening Collective Bargaining. Through the systematic use of international experience and the promotion of good practices, the aim is to substantially upgrade the institutional framework for collective bargaining and strengthen social dialogue as a fundamental mechanism for regulating labour relations, within the context of a labour market with high-quality employment and an economy with high and sustainable growth rates.

6.1. Preparation of studies.

In order to enhance the quality and effectiveness of the collective bargaining system, targeted studies will be carried out by the Institutes of the National Social Partners. The purpose of these studies is to systematically investigate the factors that either discourage or enhance the effectiveness of collective bargaining for the benefit of employees, businesses and medium-term growth, as well as to develop evidence-based measures to improve their functioning. In this context, the studies focus in particular on strengthening the implementation of procedures for good faith and institutionally defined dialogue through the development of codes of practice for collective bargaining, and on highlighting and disseminating best practices relating to both the conduct of effective collective bargaining and the rational resolution of collective disputes.

6.2. Organising conferences in collaboration with international organisations.

In order to enhance the quality of social dialogue and continuously improve collective bargaining, conferences will be organised in cooperation with recognised international organisations. The action aims to capitalise on the international experience of organisations such as the International Labour Organisation, the European Union, the European Commission of Social Rights of the Council of Europe, the Organisation for Economic Co-operation and Development and the World Bank, as well as the expertise of the wider international scientific and research community as well as international and European workers' and employers' organisations, with the aim of systematically transferring knowledge and best practices to the national context. The agenda of the conferences is determined through tripartite consultation within the framework of the special Working Group, in order to ensure

representativeness and the documented processing of critical issues in the field. This strengthens institutional documentation and promotes convergence towards internationally recognised standards of social dialogue.

6.3. Implementation of information and training activities.

In order to upgrade the skills and institutional capacity of those involved in collective bargaining processes, it is essential to implement targeted information and training activities. In this context, training will be provided to trade union officials and representatives of employees and employers on effective negotiation techniques, international trends in modern labour markets and their functioning, as well as issues relating to collective bargaining, with an emphasis on familiarising them with specialised concepts, methodologies and practices. The action will aim to substantially enhance the knowledge and capabilities of representatives of collective organisations so that they can respond to the demands of complex and demanding collective bargaining processes. This will promote professionalism, documentation and the effectiveness of their participation in social dialogue.

Article 7

Monitoring the implementation of the Action Plan for the Promotion of Collective Bargaining

Continuous monitoring and evaluation of the implementation of the Action Plan are essential prerequisites for ensuring its effectiveness and adapting it to changing social and economic conditions. Systematic assessment of progress through annual reports allows for the timely identification of challenges, the reinforcement of successful interventions and the targeted readjustment of actions. In this way, the Action Plan remains a living and dynamic policy tool, evolving in cooperation with social partners and responding effectively to the needs of the world of work and the promotion of collective bargaining.

The Action Plan will be monitored as follows:

7.1. Preparation of an annual monitoring and evaluation report.

In the first quarter of each year, starting in 2028, the Working Group on Strengthening Collective Bargaining will be responsible for compiling an annual monitoring and evaluation report.

annual report monitoring and evaluating the implementation of the Action Plan for the Promotion of Collective Bargaining. This report is submitted to the Minister of Labour and Social Security and includes detailed information on the progress of collective bargaining coverage, the implementation of the planned actions, the effectiveness of interventions to cover workers by collective agreements and the broader results of the Greek labour market, as well as any difficulties that have been identified. In addition, it includes proposals for improvement and reflects the views of the social partners as gathered in the context of social dialogue. This annual process aims to ensure transparency, social accountability and the continuous adaptation of the Action Plan to the real needs of the labour environment and the Greek economy more broadly.

7.2 Ensuring the implementation of the terms of collective labour agreements.

Compliance with and proper implementation of the terms of collective labour agreements are a basic prerequisite for the effective functioning of collective autonomy and the effectiveness of collective bargaining, both in terms of protecting workers and developing businesses, and in terms of the regulatory stability of labour relations. The systematic application of these terms contributes to the creation of an environment of trust, predictability and equal rules for all.

To this end, the Independent Authority "Labour Inspection" carries out targeted interventions and inspections, based on an operational plan drawn up in cooperation with the Ministry of Labour and Social Security, taking into account the relevant recommendation of the Working Group on Strengthening Collective Bargaining. These actions are aimed not only at ensuring compliance, but also to strengthen the capacity of the parties involved to effectively implement collective agreements through guidance, support and the dissemination of good practices. In this way, the Labour Inspectorate and the Ministry of Labour and Social Security obtain valuable information on the state of the labour market, contributing to the design of even more targeted and effective policies to improve effectiveness, the compliance framework and the strengthening of enforcement mechanisms.

ANNEX

Priority Axis	Action	Body	Start	Completion
1st: Strengthening the regulatory framework for collective bargaining	Legislation on the "Social Agreement for the Strengthening of Collective Agreements"	Ministry of Labour and Social Security	1st quarter of 2026	1st quarter of 2026
2nd: Establishment of a Working Group at the Ministry of Labour and Social Security	2.1. Establishment of a Working Group to strengthen collective bargaining	Ministry of Labour and Social Security	2nd quarter of 2026	2nd quarter of 2026
	2.2. Regular meetings of the Group to monitor the policy of strengthening collective bargaining	Competent Working Group		2nd quarter of 2027
3rd: Digitisation, collection and availability of data	3.1. Electronic filing of collective labour agreements	Ministry of Labour and Social Security	2nd quarter of 2026	2nd quarter of 2027
	3.2. Creation of a Digital Register of Collective Labour Agreements (CLA/DA) and Collective Agreements			
	3.3. Data collection			
4th: Conducting studies, research, information and educational activities on collective bargaining issues	4.1. Preparation of studies	Ministry of Labour and Social Security / Social Partners	3rd quarter of 2026	4th quarter of 2030
	4.2. Organisation of conferences in cooperation with international organisations			
	4.3. Implementation of information and training activities			
5th: Monitoring the implementation of the Action Plan for the Promotion of Collective Bargaining	5.1. Drafting of an annual monitoring and evaluation report	Responsible Working Group	1st quarter of 2028	4th quarter of 2030
	5.2. Consolidating the implementation of the terms of collective labour agreements	Labour Inspectorate / Ministry of Labour and Social Security / Competent Working Group		

Article 8
Validity

This decision shall enter into force on 1 January 2026 and shall remain in force for five (5) years. This decision shall be published in the Government Gazette.

Athens, 16 December 2025

The Minister

NIKI KERAMEOS



ΕΘΝΙΚΟ ΤΥΠΟΓΡΑΦΕΙΟ

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