Employment Law Briefing: Special Edition

Action Plan for Promoting Collective Bargaining in Greece (2026-2030)

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A. Introduction

1. The **Action Plan for Promoting Collective Bargaining in Greece** (2026-2030), effective as of 1 January 2026, for a period of five years, was officially published on 17 December 2025.[1] Within that Action Plan, the Government records and reproduces the full text of a 'Social Agreement for the Strengthening of Collective Labour Agreements' (the **Social Agreement**), concluded between the Ministry of Labor and Social Security and social partners, the General Confederation of Greek Workers, the Hellenic Federation of Enterprises, the Hellenic Confederation of Professionals, Craftsmen and Merchants, the Hellenic Confederation of Commerce and Entrepreneurship, the Greek Tourism Confederation, and the Federation of Industries of Greece.
2. The Action Plan is expressly framed as part of Greece's implementation of the EU policy on collective bargaining. In that context, it references Directive (EU) 2022/2041 on adequate minimum wages and notes that the Directive was incorporated into Greek law by Law

[1] Government Gazette Nr. B'6789/2025.

5163/2024, which-among other measures, requires the preparation of an action plan to promote collective bargaining.

B. Overall Objectives of the Social Agreement

1. Facilitate the extension of collective labour agreements (CLA) so that a greater number of employees are protected.
2. Ensure full protection after expiry of collective agreements.
3. Accelerate dispute-resolution procedures through reforms to mediation and arbitration via the Organization for Mediation and Arbitration (*Ο.ΜΕ.Δ* - OMED).

C. Changes in Sectoral Bargaining

1. Subsidiary competence for the General Confederation of Greek Workers (GSEE): GSEE is recognized a subsidiary competence to conclude or co-sign sectoral agreements where invited to do so by the worker-side negotiating parties.
2. Sectoral agreements should identify at least the relevant activity codes (KAD) and refer to other elements defining the sector.

D. Trade Union and Employer Registries (GEMISOE / GEMIOE)

1. Registration requirements to GEMISOE and GEMIOE[2] are simplified and limited to what is 'absolutely necessary'. Disclosure items for employer organizations are specified.
2. Non-registration is treated as a precondition only for extension of the sectoral CLAs and for access to OMED, rather than as a basis for suspending broader rights of trade union action.
3. Ballot-count records are to be delivered by the judicial representative to the competent court and kept in the union's file, rather than uploaded to the registry.

E. Measures in Favour of New CLA Coverage

1. The required coverage threshold for the extension of the force of a sectoral CLA to all employers of the sector in Greece (*'επέκταση εφαρμογής της ισχύος κλαδικής ΣΣΕ', άλλως 'κήρυξη κλαδικής ΣΣΕ ως γενικώς υποχρεωτική')* is reduced from 50% to 40%.
2. It is provided that the 40% threshold is legally satisfied where the agreement is concluded or co-signed by GSEE and one national employer organization that is most representative of the sector.

F. After-Effect of New CLA Normative Terms

1. After the expiry of a new CLA, all normative collective agreement terms (*'κανονιστικοί όροι*

[2] GEMISOE and GEMIOE are the union and employer organization registries respectively.

εργασίας') continue being in force after the statutory three-month extension period, until a new collective or individual employment contract is concluded ('full after-effect').

G. Arbitration Procedure Before OMED

1. A rapid admissibility 'pre-check' is introduced for unilateral arbitration requests via a committee consisting of one labour law professor, one economics professor, and one senior judge, appointed by OMED.
2. The possibility of appealing against an arbitration award before OMED is abolished. The ability to challenge awards in court is preserved.

H. Next Steps

1. The Government will promote a bill to Parliament to legislate the Social Agreement within the first quarter of 2026.
2. The Action Plan provides for a roadmap through to 2030, including collection of data, conducting research and producing reports regarding sectoral collective bargaining.



KEY CONTACTS

Maria Kloni
Counsel
mkloni@bernitsaslaw.com



Fotis Bregiannis
Associate
fbregiannis@bernitsaslaw.com



Stella Vasdeki
Associate
svasdeki@bernitsaslaw.com

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