

Who pays the Ferryman? Implications of labour market reforms on Greek Industrial Relations Landscape

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Abstract:

A crucial development in the Greek Industrial Relations system during the last decade was the reform on the framework of collective negotiations and arbitration. Several legal initiatives have taken part and certain controversial views by the Greek Council of State and the International Labour Organisation have been appeared. The pertinent evidence of the years 2010-2020 (coming from the data bases of the Ministry of Labour and the Greek Organization for Mediation and Arbitration) such as the number of arbitrator decisions and collective agreements) indicates the following developments: a) higher flexibility in the labour market b) reduction of minimum wages at the national and the sectoral level c) decentralization of the collective bargaining procedures d) shift of the bargaining process from the mult-employer level to the single-employer one e) abandonment or extreme limitation of the arbitration procedure for numerous cases f) gradual prevalence of the union-free enterprise bargaining and partnership schemes. Aim of this paper is to criticize the reforms of the last decade on the Greek collective bargaining system, using an analysis of the institutional changes and the social dialogue procedures. To sum up, the crisis has accelerated the organized decentralization and increased a shift to the domination of company level agreements.

Keywords: Employee Relations, Greece, Collective Bargaining, Arbitration

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