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Improving Collective Bargaining in
European Union. Comparison of
Different Industrial Relations
Regimes – ImproCollBar 101052292

Transformations in practices and values of work and union participation in Greece, 23/10/2023

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In collaboration with INE GSEE (Institouto Ergasias),
Labour Institute of the General Confederation of Greek Workers represented by Ira Papageorgiou

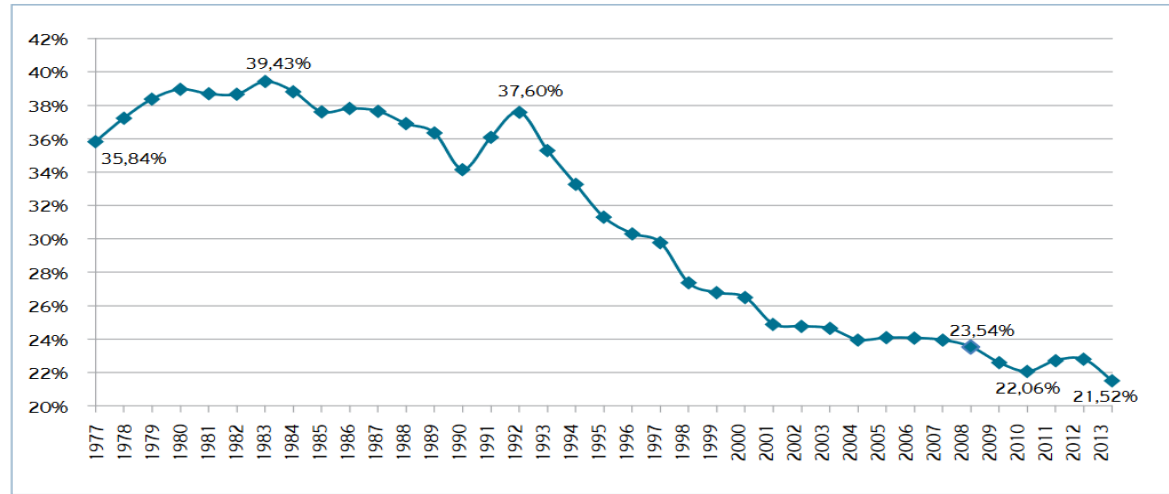
Trade Unions in Greece in 20th and 21st century

- How can we read/tell the history of transformations of unions in Greece?
- From regulation to deregulation
- From social legitimation to deligitimation
- Shift towards fragmentation

Shift towards collective employment contracts in the 20th century (including several historical upheavals)

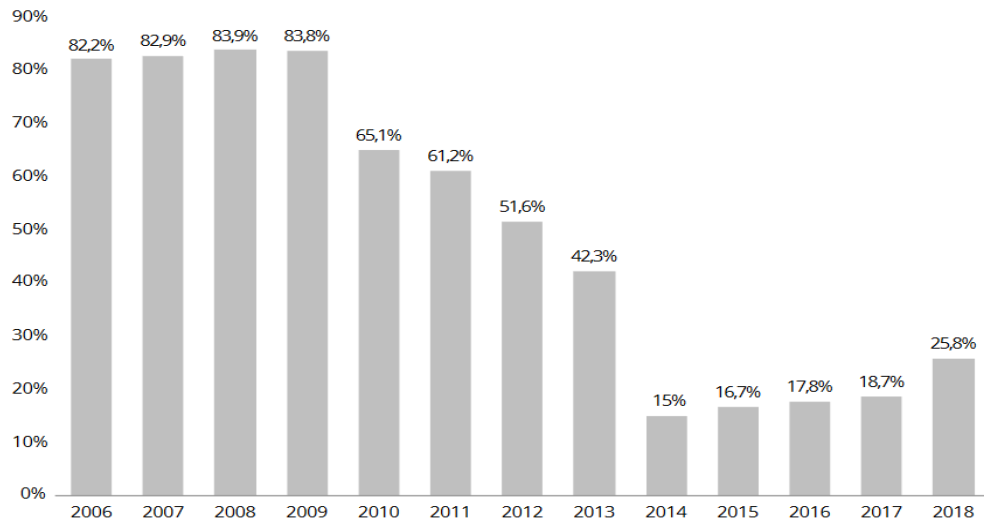
- From the emphasis on the collective to the emphasis on the individual
Shift in the ideologies and social values of work. Emphasis on the individual achievement and on the “entrepreneurial self”

Trade union density in Greece 1977-2013




Source : Visser 2013, cited in Katsoridas 2021: 266

Collective bargaining coverage rate, 2006-2018.

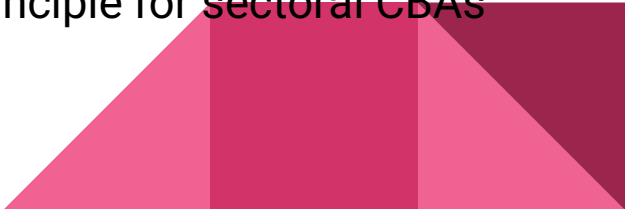


(Source INE-GSEE 2023, based on data from ILO)

Characteristics of union participation

- In 2021 1/5 of workers was a member of a union
 - During the 2010-2016 Memoranda period the main unions GSEE-ADEDY lost approximately 185.000 members
 - Public sector participation significantly larger than private sector (54,5%ADEDY, GSEE 21,3% in 2013)
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Greek labour market transformations


- The Memoranda policies of 2010-2018 aimed at restructuring towards a more flexible labour market. New legal framework that promoted individual contracts and loosened the framework of the collective bargaining.
 - 19% reduction of wages in Greece in 2010-2017
 - Reduction of minimum wage, cut of salaries in public and private sector, abolition of public sector benefits, social welfare cuts
 - Structural changes to the collective bargaining system towards the direction of decentralization (such as the abolition of favorability principle for sectoral CBAs and strengthening of enterprise collective bargaining).
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Shifts in practices and values


- Rise of individual employment contracts
- Rise of unemployment
- A significant amount of the workforce is muted/excluded from union participation
- Lack of trust to unions by a large amount of the employees
- Broader devaluation/deligitimation of political participation



Exploring possibilities and factors of (in)visibilities

- Precarious workers- mostly women, youth, migrants
 - Unemployment and the 8-month programs
 - Informalization and impoverisation
 - Ongoing temporariness
 - Fragmentation of the workforce between permanent/casual
 - Digitalisation and remote work/ distance among employees
 - Work from home, new gender dynamics
 - Exploring consent but also possibilities for alternatives
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Anthropological approaches to work and resistance

- Looking at the intertwinements of (in)visibilities and (in)formalities
 - How is unemployment and precarity affecting the union participation of those employed?
 - Exploring life trajectories and shifts from employment to unemployment
 - Researching on moral economy and its relation to political economy
 - Looking at the new temporal and spatial configurations in the context of digitalization and remote work.
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Ongoing debates in Greece on collective agreements





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