

Workers Rights in Greece

Once you are employed, you have certain rights under Greek law, the same as all Greek citizens.

Minimum Wage

The minimum wage in Greece, if you work over 40 hours a week, is:

- 586.08 Euros per month, if you are over 25 years old
- 510.95 Euros per month, if you are under 25 years old

This is the **gross** amount you receive. Tax will be deducted

How much will I be taxed?

The amount you will be taxed depends on a number of factors, including:

- Whether you are married and if your partner is employed
- Your monthly income
- Other sources of income, including second jobs
- Some of your assets

Tax will be deducted by your employer.

Holiday Entitlement

Greek law says that entitlement is 1.66 days of paid holiday leave per month (for full-time hours, it will be reduced for part time hours).

After a period of time this may increase. Check with your employer.

Bonus Pay

By law, anyone employed in Greece is entitled to 14 months pay in every 12 months worked.

This is part of a tradition known as 'gifts'. The extra payments are made into your wages at significant times of the year, as follows:

1. You get one months bonus salary in December for the Christmas Holidays. This is known as a 'Christmas gift'.
2. You get half a months bonus salary at Easter (March/April time). This is known as an 'Easter bonus'.

3. You get half a month's salary in July for the vacation period - a 'vacation bonus'.

Please note that if you haven't been working for a full year, your bonus pay will be calculated in proportion to the time that you have worked.

Sick Pay

When you are off work sick your employer is required by law to pay you sick pay.

For the first 3 days of sickness you are entitled to 50% of your daily wage rate. It is at your employer's discretion if they want to pay you more than 50% of your wage per day.

If you are sick for more than 3 days you have to go through the Greek National Health System to get paid. The amount you get paid will depend on your individual circumstances.

Health Insurance

Before you started work you should have obtained an AMKA number. (More information on how to obtain an AMKA number can be found [here](#)).

An AMKA number is a health insurance number that lets you access the Greek healthcare system (known as IKA).

Once you have your AMKA number and are in work, you can go to a private doctor and get treated for free. Free treatment is only available in doctors that collaborate with IKA, so make sure to check that your doctor collaborates with IKA before you go there for treatment.

Your AMKA number also gives you access to medicines for free.

Pensions

Pensions in Greece are paid for by the social security contributions that you pay from your wage.

Pensions work on a stamp system.

When you work full-time in Greece you accrue 25 stamps a month. These stamps are added up throughout your working life, until you reach the minimum retirement age and the minimum number of stamps.

Your employer should look after your stamps for you when you start work.

Dismissal

Your rights in relation to being dismissed differ depending on the type of contract that you are on.

Fixed-Term Contract

A fixed-term contract is a contract that has a specific end date. They are normally between 1 and 6 months long.

If you are on a fixed-term contract it is not particularly easy for your employer to fire you before your contract end date.

However, if your employer finds serious grounds for dismissal, such as theft, sexual harassment or being under the influence of drugs/alcohol at work, they can fire you without compensation.

Any grounds for dismissal must be fully documented by the employer.

If you have been fired, you have the right to go to The Work Inspector (Epitehorisi Ergasias) and explain your situation. This is free to do.

If the work inspector thinks you were dismissed unfairly they can call a hearing in a small court between you and your previous employer.

Open Ended Contract

If you are on an open-ended contract, you can be fired at your employer's discretion.

However, if you have been with the same employer for more than one year under an open ended contract you are entitled to compensation if you are fired.

The amount of compensation you receive depends on how long you have been employed for.

Other Useful Things to Know

1. Always make sure you sign a contract.

2. Always request a Declaration of Employment form if you don't get one. Employers are obliged by law to have this on the first day of your employment to be signed. The employer keeps a copy and you keep a copy.

3. All certifications that you receive from an employer should be stamped with the company stamp.

4. You cannot be employed under unlimited fixed-term contracts within the same organisation. By law you can only have your fixed-term contract renewed 3 times. The fourth time your contract is up for renew your employer is obliged to put you on an open-ended contract.