

EN

E-000109/2025

Answer given by Executive Vice-President Minzatu
on behalf of the European Commission
(19.5.2025)

The Commission recalls that the Framework Agreement on fixed-term work annexed to Directive 1999/70/EC¹ requires Member States to lay down effective measures to prevent the misuse of successive fixed-term contracts, leaving them the choice how to achieve that objective². In implementing EU law, Member States are to respect the Charter of Fundamental Rights, including the right to freedom of associations which implies the right to form and to join trade unions³.

The Commission is monitoring the conformity of national legislation with those requirements. To date, there appears to be no evidence that relevant Greek law is incompliant with EU law. Potential breaches of national and/or EU law by companies such as KTEL Thessaloniki are primarily a matter for the competent national authorities, including the national courts.

Should there be evidence of a general breach of EU law, the workers concerned, their representatives or any other person can use the possibility to lodge a complaint with the Commission using the online complaint form⁴.

¹ Council Directive 1999/70/EC of 28 June 1999 concerning the framework agreement on fixed-term work concluded by ETUC (European Trade Union Confederation), UNICE (Union of Industrial and Employers' Confederations of Europe) and CEEP (European Centre of Enterprises with Public Participation) (OJ L 175, 10.7.1999, p. 43).

² See, e.g., the judgment of 15 April 2008 in case C-286/06, *Impact*, ECLI:EU:C:2008:223, paragraph 70.

³ Article 12(1) of the Charter of Fundamental Rights of the EU, in conjunction with Article 51 of that Charter.

⁴ <https://ec.europa.eu/law/application-eu-law/report-breach/en/check-your-criteria>