

(English version)

**Question for written answer E-001731/25
to the Commission
Lefteris Nikolaou-Alavanos (NI), Kostas Papadakis (NI)
(30 April 2025)**

Subject: The EU directive that in practice undermines the signing of collective agreements

The Nea Dimokratia Government in Greece appears to acknowledge ‘the need to meet the target of 80% coverage of workers by collective agreements’ and invokes Directive (EU) 2022/2041 on adequate minimum wages in the European Union.

The directive, which is falsely represented as a means of ‘strengthening collective bargaining’, does not lay down any obligation to draw up collective agreements. Its only ‘obligation’ is for governments to draw up ‘action plans’. Moreover, it states that nothing in the directive may be construed as imposing an obligation on any Member State to declare any collective agreement universally applicable.

In light of the above, can the Commission answer the following:

1. What view does it take of the fact that Law 5163/2024 of the Greek Government, which fully transposes Directive (EU) 2022/2041, has led to poverty-level minimum wages and at the same time increased employer arbitrariness and organised planning by large employers to refuse to sign collective agreements or to avoid being bound by existing collective agreements through various arrangements (e.g. a refusal to set up employers’ organisations or to integrate them into employers’ organisations, etc.)?
2. What view does it take of the fact that the target of ‘80% coverage of workers by collective agreements’, supposedly pursued by the directive, is not a binding objective, since the directive does not require that collective agreements are universally applicable, nor does it oblige employers to sign and implement them, and nor does it provide any monitoring or sanction mechanism for countries or companies that infringe workers’ rights, including the right to collective bargaining with employers?

Submitted: 30.4.2025

**Answer given by Executive Vice-President Mînzatu on behalf of the European Commission
(26 June 2025)**

Directive (EU) 2022/2041 ⁽¹⁾ establishes a framework for, *inter alia*, the adequacy of statutory minimum wages and promoting collective bargaining on wage-setting.

It does so in full respect of the autonomy of the social partners and the competence of Member States to set the level of minimum wages, in line with Article 153(5) of the Treaty on the Functioning of the European Union (TFEU) ⁽²⁾.

The deadline for the transposition of this directive was 15 November 2024. Greece has already notified its national transposition measures, and the Commission is currently assessing their compliance with the directive.

The transposition of this directive has not led to any decrease in Greece’s statutory minimum wage ⁽³⁾. In any case, the directive cannot be used as grounds for reducing the general level of protection already provided to workers, in particular with regard to the lowering of minimum wages.

As regards collective bargaining on wages, the directive requires all Member States to promote it and hence its transposition cannot be deemed to undermine it.

In addition, Member States in which the collective bargaining coverage rate is below the threshold of 80%, such as Greece, will have to establish an action plan to promote collective bargaining with a clear timeline and concrete measures to gradually increase this rate.

The directive does not establish a binding coverage rate objective nor obliges employers to conclude collective agreements, as this would be contrary to the principle of autonomy of the social partners.

The Commission will analyse Greece’s action plan to promote collective bargaining once it is notified and will communicate this analysis to the European Parliament and the Council as part of the report foreseen in Article 10(3) of the directive.

⁽¹⁾ <https://eur-lex.europa.eu/eli/dir/2022/2041/oj/eng>.

⁽²⁾ <https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=CELEX%3A12008E153>.

⁽³⁾ https://ec.europa.eu/eurostat/databrowser/view/earn_mw_cur/default/table?lang=en.