

(English version)

**Question for written answer E-000977/26
to the Commission
Lefteris Nikolaou-Alavanos (NI), Kostas Papadakis (NI)
(9 March 2026)**

Subject: Law spelling an end for collective bargaining agreements based on EU directives

With the imperialist US-Israeli attack on Iran escalating, more and more funds are being channelled into the war machine through cuts to workers' rights.

The Nea Demokratia Government's adoption of the unacceptable law on collective bargaining — as part of the strategy followed by the EU and national governments to exploit workers — has ratified the 'social agreement' strengthening employers' influence in collective bargaining. This is yet another mechanism to shield the competitiveness and profitability of corporate groups.

What is the Commission's position on the fact that:

1. the exploitative provisions incorporated into Greek legislation, undermining collective bargaining agreements and contributing to the long-term reduction of wages and the curtailment of labour rights, are based on EU directives such as Directive (EU) 2022/2041 on 'adequate minimum wages' and Directive (EU) 2019/1152 on 'transparent and predictable working conditions in the EU'?
2. in 21 EU Member States, the minimum wage is set by governments, and in 14 of them it is below EUR 1 000 gross, which is based on the fact that directive (EU) 2022/2041 on 'adequate minimum wages' does not impose a binding obligation to declare collective bargaining agreements universally applicable, but is limited to non-binding 'recommendations' to draw up 'plans in 80% of Member States to promote agreements', without any obligation to implement them?
3. by placing the State and the pro-employer General Confederation of Greek Workers (GSEE) in a supervisory role and maintaining all the memorandum laws, the law limits the collective organisation and action of workers and the ability to fight for collective bargaining agreements and labour rights, while strengthening mechanisms for state and employer intervention in the trade union movement, as well as the competitiveness and profitability of corporate and defence industry groups?

Submitted: 9.3.2026

**Answer given by Executive Vice-President Mînzatu on behalf of the European Commission
(5 May 2026)**

Recital (22) of Directive (EU) 2022/2041 ⁽¹⁾ on adequate minimum wages states that well-functioning collective bargaining on wage-setting is an important means to ensure the adequacy of minimum wages.

Directive (EU) 2022/2041 contains specific obligations for Member States concerning the promotion of collective bargaining (and not merely non-binding recommendations).

In particular, Article 4(2) obliges Member States where the collective bargaining coverage rate is below 80% to establish action plans to promote collective bargaining and to notify them to the Commission ⁽²⁾.

The Commission is currently drafting its first report to the European Parliament and the Council on minimum wage protection under Article 10(3) of the directive, which will contain *inter alia* its analysis of these action plans.

The Commission is aware of the adoption by Greece of Law 5278/2026, which has as its main objective to strengthen collective labour agreements, and will examine its compatibility with the provisions of Directive (EU) 2022/2041 in the context of the compliance assessment of the transposition that is currently being carried out.

Article 1(3) and 1(4)(b) of Directive (EU) 2022/2041 indicate that this directive is without prejudice to the competence of Member States in setting the level of minimum wages ⁽³⁾ and that it shall not be construed as imposing an obligation on any Member State to declare collective agreements universally applicable.

Moreover, the directive does not regulate the representativeness criteria that Member States may choose to establish for the negotiation of collective agreements.

⁽¹⁾ OJ L 275, 25.10.2022, pp. 33–47 — <http://data.europa.eu/eli/dir/2022/2041/oj>.

⁽²⁾ This is also the case of Greece, which notified its action plan to the Commission in December 2025.

⁽³⁾ Please also note that, according to Eurostat, there are only eight Member States (Bulgaria, Czechia, Estonia, Hungary, Latvia, Malta, Romania and Slovakia) where the minimum wage is currently below EUR 1 000 — https://ec.europa.eu/eurostat/statistics-explained/index.php?title=Minimum_wage_statistics.

Finally, the Commission is not aware of any lack of compliance of Law 5278/2026 with Directive (EU) 2019/1192 ⁽⁴⁾.

⁽⁴⁾ OJ L 186, 11.7.2019, pp. 105-121 — <http://data.europa.eu/eli/dir/2019/1152/oj>.