



Revealing the Unseen

Migrant Workers

EMPLOYMENT IN GREECE

Revealing the Facts: Know your Rights

MYTH FACT

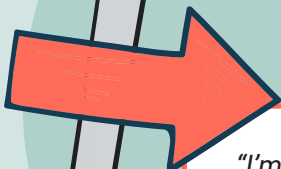
"Reporting my employer to the Labour Inspectorate won't change anything."



The Labour Inspectorate (SEPE) is legally responsible for monitoring employers and imposing fines or administrative penalties when violations occur.

You can file a complaint anonymously or by name through the 1555 helpline, the SEPE online platform, or by visiting or emailing your local Labour Inspection office.

To ensure your complaint is effective, include details such as the employer's name, VAT number, business address, and a clear description of the issue.



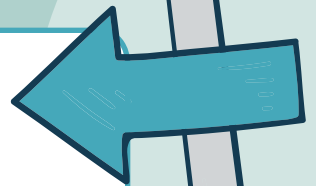
"I'm not entitled to leave or days off because I'm a migrant."



All workers in Greece—regardless of nationality or residence status—have equal rights to leave and rest. Specifically:

- **Paid annual leave:** Every employee is entitled to paid vacation days (Law 539/1945).
- **Paid sick leave:** If you fall ill, you are entitled to sick leave without losing your income (Law 2112/1920).
- **Weekly rest:** Employers must give workers at least one day off per week.
- **Maternity and paternity leave:** Working mothers and fathers are entitled to special protective leave (Law 4808/2021).

If your employer denies you leave or days off, it is a violation of the law. You can report this to SEPE—even anonymously.





"My employer can pay me whatever they want."



According to Greek law (Law 4172/2013, Article 103), **the minimum wage is mandatory for all employees.**

As of April 1, 2025, the minimum gross monthly wage is €880 for full-time work (8 hours/day).

The minimum daily wage from April 1, 2025, is set at €39.30 (Ministerial Decision 8233/2025).

If you work informally ("off the books"), you are still entitled to your full wages!



MYTH

FACT



"Asylum seekers, refugees, and migrants cannot register with DYPA or receive unemployment benefits."



Asylum seekers, recognized refugees, beneficiaries of subsidiary protection, and migrants holding a residence permit that allows access to the labour market, can register with DYPA (formerly OAED) as unemployed and may receive unemployment benefits if they meet the eligibility requirements. In order to receive the benefit, they must hold valid legal residence documents at the time of application and throughout the entire duration of the subsidy.





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FACT



"My employer
can make me
work extra hours
without paying me
more."



Greek labour law distinguishes between extended work hours (overwork) and overtime, both of which must be paid.

When is work considered "overwork"?

- If you work a 5-day week: working 41–45 hours per week counts as overwork.
- If you work a 6-day week: any hours exceeding your daily schedule (and up to 48 hours per week) count as overwork.



Compensation for overwork:

- You are entitled to a 20% increase on your regular hourly wage.
- **IMPORTANT:** The law sets an annual limit on paid overtime—usually 150 hours per year.

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Know your Rights!