

## **Mobility ImPACT on Transport Workers - Scientific Article**

Posted workers in Greece are individuals who temporarily work in Greece but are employed in another EU member state or a non-EU member state with an agreement with the EU. EU law and Greek national laws protect their rights and ensure their employer's responsibility. However, policymaking regarding posted workers has not given them enough priority, leading to compliance issues and a lack of data. Greek legislation, including presidential decrees, such as P.D. 219/2000, P.D. 101/2016, and P.D. 30/2021, has been updated to align with EU directives and improve the protection of posted workers. Their employment is governed by Greek labor laws and collective agreements, including regulations like the minimum wage.

Expenses related to working in Greece are the responsibility of employers as outlined in P.D. 30/2021. Greek law adheres to EU directives on maximum working hours, rest periods, and workplace safety. The number of posted workers in Greece has been increasing, mainly from countries like Cyprus, Poland, Germany, Italy, and Bulgaria, and they are employed in various sectors such as tourism, trade, construction, health and social protection services, and the food industry. It is estimated that around 10,000 posted workers are employed in the Greek labor market annually.

A survey conducted by the University of Thessaly and the NGO Center for Education and Innovation involved 21 employees and 20 employers. The survey findings reveal that employers generally have a better understanding of the legislation and directives on posted workers compared to the workers themselves. However, only a few employers were able to provide specific examples of these operations, indicating a need for improved knowledge within industries. Both employers and workers identified a lack of information as a significant issue, emphasizing the necessity for better communication and dissemination of information regarding the rights and regulations of posted workers.

The survey also shows that employers are more actively engaged in information and consultation systems, with 54.5% reporting the use of such systems and direct engagement with workers. On the other hand, 60% of workers reported having opportunities to receive information and participate in decision-making processes through worker representatives or unions. Remuneration for posted workers in the transport sector varies and can be determined through collective agreements, government regulations, unilateral decisions by employers, or individual negotiations.

Furthermore, some workers expressed concerns about working conditions during their journeys and reported limited access to health reviews and occupational risk prevention training.