



Posting of workers during  
the COVID-19 pandemic,  
current challenges,  
and future prospects

# COUNTRY SPECIFIC REPORT

## GREECE



Co-funded by  
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This report has been produced by InnovED in collaboration with the University of Thessaly and is part of the European project entitled "Posting of workers during the COVID-19 pandemic, current challenges and future perspectives" with the aim of understanding and highlighting the challenges and prospects faced by posted workers. Surveys include various methods, such as questionnaires, interviews, and focus groups, in order to gather diverse views and experiences from the stakeholders themselves. Data evaluation and specific analyses provide a comprehensive picture of the current landscape of posted work, clarifying the possibilities and needs that arise. The content of the report presents important findings and conclusions that enrich the debate around the issue of posted work and contribute to the understanding of the position of both employees and employers.

## Questionnaire

The Posting Prospects questionnaires were distributed and promoted by InnovED and the University of Thessaly at various times and to a large number of people. They were shared both through questionnaire posts on InnovED's official Facebook account inviting stakeholders to participate. Despite the effort to distribute the questionnaires, the responses we received were considerably less than expected. More specifically, only seven (7) people responded to the project's questionnaires.

According to these questionnaires and the answers given, we have come to some conclusions about posted workers and their profiles. More specifically, we can discern that the majority of people are of Greek origin and more specifically from the wider region of Thessaly, around thirty (30) years old and the answers have come from both men and women, which is particularly interesting in a sector that basically consists of men. Regarding marital status, most participants stated that they are married and their spouse lives in the country they have been posted to. However, the difference with those who declared that their spouse does not live in their country of posting is small. Another observation is that most posted workers stated that they are childless and their field of activity varies between building/construction, catering, working for the European Union, metallurgy and so on. Moving on to the educational level of the respondents, most stated that they had completed secondary education.

Regarding their career development, most participants stated that they come from cities in Thessaly and live in countries such as England, Germany, Switzerland and Belgium. Subsequently, the majority replied that they have a fixed-term contract and that the conditions in the country of posting/transfer are better than those in the country of origin. An opinion expressed by the majority of individuals is that posting has contributed or could contribute to the development of their professional careers. Subsequently, most participants stated that their posting has resulted in changes in

their monthly/annual net salary and that during the posting, communication with those responsible for health and safety at work exists and functions. Regarding their opinion on their collective representation during the posting, the majority expressed a positive opinion towards both the unions and the advice from employees.

The next topic to be answered in the questionnaires distributed was the changes made during the Covid-19 pandemic. Among the answers given are the reduction of working hours, job loss and changes in protocols and procedures. Then, most participants replied that they were not posted before the pandemic and that their job is the same as during the Covid-19 pandemic. Finally, participants were asked to answer the question whether they were thinking of returning home or not. To this question, most people answered that they do not think about it because they want to work for a few more years in the place where they are now. However, there is also the portion of people who said that they want to return mainly for emotional reasons because they miss their friends, family and their place.

The results of the questionnaire offer interesting insights into the experience and decisions of posted workers in the project "Posting of workers during the COVID-19 pandemic, current challenges and future perspectives". Overall, the responses reveal the complexity of the factors determining the career path of this group of workers, underlining the importance of considering posting and occupational mobility in a modern society.

## Focus Groups

Conducting the focus group for the project "Posting of workers during the COVID-19 pandemic, current challenges and future perspectives" highlighted important aspects worth considering for the development of the project. Initially, a limited interest in participation was found leading to the conduct of one focus group instead of two.

Although the participants who attended the focus group appeared active and participated actively, it was observed that their knowledge was mainly focused on the legal part of the posted work. This limited coverage highlights the need for careful targeting of education and outreach efforts to ensure a better understanding of the rights and obligations of posted workers.

Beyond that, the analysis of the conclusions highlights the complex nature of posted work and occupational mobility. While some employees express interest in staying at their current place of work, there is a small group that is considering returning, often for personal and emotional reasons.

The launch of the focus group for the project "Posting of workers during the COVID-19 pandemic, current challenges and future perspectives" highlighted the critical importance of the questions provided by the project consortium for the creation of active participation. The variety and interesting nature of these questions motivated participants not only to get involved but also to exchange views and experiences with each other. The interactive nature of the questions played an important role in creating an environment that encouraged open dialogue and collaborative discussion. The well-designed structure of the questions provided the necessary guideline, while at the same time allowing participants' personal experiences and opinions to emerge organically. It is important to emphasize that these questions not only provided rich material for analysis, but also contributed to the development of a

collaborative environment. The participants, through their active participation, created a mutual sense of community, encouraging the exchange of views and the creation of dialogues.

In the overall analysis, the conclusions drawn from the conduct of the focus group give impetus to future actions, focusing on information, education, and support to the posted work community. This approach reinforces the role of the project “Posting of workers during the COVID-19 pandemic, current challenges and future perspectives” as a source of information and support for posted workers, promoting their well-being and professional development.

## Interviews

Interviews conducted as part of the project “Posting of workers during the COVID-19 pandemic, current challenges and future perspectives” provided a significant perspective for the collection of empirical data, although participation was limited, with only five (5) people who were willing to make time for their participation. This low participation underscores the challenge faced by the project in gathering information from the posted workers community.

In the same direction as the focus groups, the interviews also revealed that participants, in general, experienced difficulties in answering the questions due to a lack of specific knowledge about the current situation in Greece. This highlights the importance of constantly updating and monitoring developments in the field of posted work, as well as enhancing the sources of information accessible to posted workers.

Furthermore, during the interviews, the participants' speech highlighted one common element: the negative impact that the Covid-19 pandemic had on their work. It was noted that travel, a key element of posted work, was significantly impeded, creating challenges and inhibitions in their professional lives. This aspect highlights the importance of adapting strategies to support and promote the well-being of posted workers in times of crisis and uncertainty.

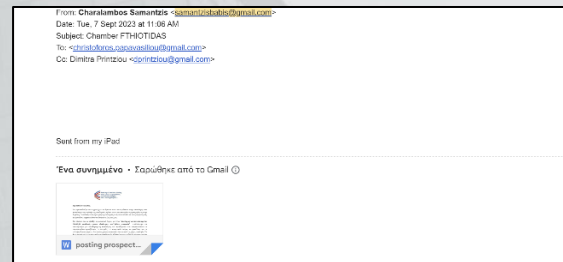
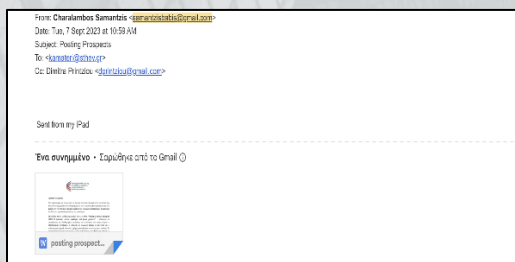
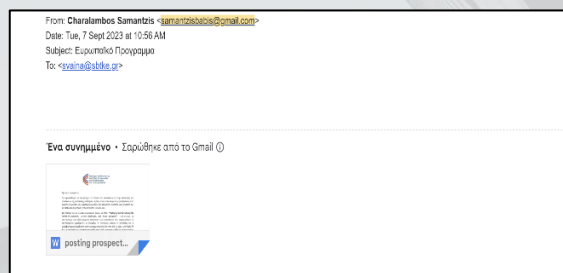
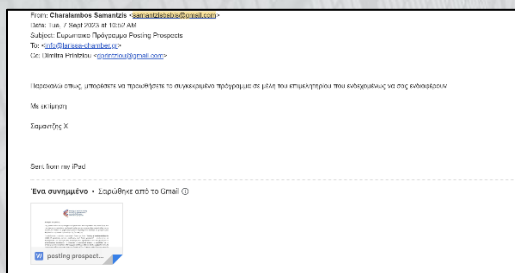
Moreover, despite the difficulties encountered in their responses, participants provided valuable information that reveals the complexity of the challenges faced by posted workers in times of crisis, such as the pandemic. Obtaining specific and extensive information about their needs and challenges is crucial to drawing effective conclusions and developing support strategies.

Participants' reports provide the project “Posting of workers during the COVID-19 pandemic, current challenges and future perspectives” with a multidimensional framework for understanding the various aspects of posted work, enhancing the project's ability to respond to the potential needs and challenges faced by this specialised community.

In general, the interviews provided an opportunity to draw deeper insights into the needs and challenges faced by posted workers. Despite the low level of participation, the data collected will contribute to the further development of the project, focusing on strategies that will effectively respond to the needs of this sensitive community.

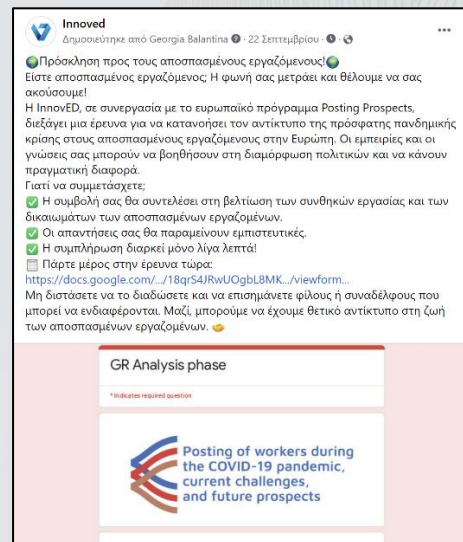
## Dissemination of the project and reasons for insufficient participation

Greek organizations have devoted significant efforts to the dissemination of the project "Posting of workers during the COVID-19 pandemic, current challenges and future perspectives". From the initial phase, the briefing was carried out by sending emails to the largest chambers of the country, such as the Chamber of Larissa and Fthiotida and the Association of Thessalian Enterprises and Industrialists (STHEB), giving the project a wide range. These initiatives demonstrate the commitment of the two Greek organizations to strengthening dialogue and cooperation with stakeholders, creating an environment that encourages participation and active exchange of views.



In addition to email communication efforts, InnovED also took alternative approaches to mobilize the engagement of the target group. In particular, it offered to invite people through Facebook posts. Relevant posts were created inviting the target group to participate either by answering the questionnaires or by participating in the focus groups that were organized. This initiative demonstrates InnovED's

commitment to communicating with the target group in different ways, offering various opportunities to participate.



However, despite so many efforts, we have not been able to gather the necessary number of participants, as suggested in the proposal. It is commonly known that in the region of Thessaly, at the beginning of September, many areas were affected by a shocking weather phenomenon, which was the phenomenon of flooding. In our report, we highlight the problems that have arisen from not receiving answers when conducting interviews, online questionnaires and focus groups.

This made it difficult for people to participate in our scheduled appointments, as the damage caused by the floods was extensive. Many businesses were flooded, with the result that in the next period they faced difficulties in returning to normalcy and being restored. Reopening is a priority for many companies during this period. Moreover, many people unfortunately experienced flooding in their homes, with the result that the world's attention for a long time was focused on repairing the damage caused by the floods.



There have been repeated attempts to contact interested members, but unfortunately, several times we have not received a response. It is understandable that there would be this lack of response from stakeholders after such a major

disaster and the heavy damage suffered by many companies negatively affected the availability of people to attend our scheduled appointments. Also, technical problems or communication difficulties may have played a role in not receiving answers.

Response from the target group may be negative due to the impact that flooding has had on society. People are likely to face personal, financial, and emotional challenges due to the devastating consequences. Thus, their participation in external activities may be reduced due to general insecurity and anxiety. After a disaster, people may feel insecure about their future and focus on more basic concerns, such as food and residential security. Participating in surveys may not be a priority because of the need to resolve more urgent issues.

Finally, there is a general lack of participation and interest from the target group. Most importantly, the majority of the members of this group have not been declared as posted workers. This is a negative factor for us, as we find it difficult to identify and capture a sufficient sample to perform our activities. The lack of a posted worker statement affects the smooth progress of our research, as their participation is a critical part.

However, the lack of responsiveness creates difficulties in our work, as it was not possible to achieve the required number of participants. This forces us to work with a smaller sample, adding further challenges to our evaluation and data collection.



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