

Reading Time: 4 minutes

Recruiting and hiring employees for your company's new location in Greece is an exciting milestone, but the process doesn't come without challenges. You need to learn all of Greece's employment compliance laws, find the right candidates for your skilled positions, and continue to run your new location. Globalization Partners can help take some of the stress out of compliance and hiring through our Greece hiring outsourcing services. Using our Employer of Record platform, we'll hire employees who work on your behalf and ensure you stay compliant throughout the process.

Recruiting in Greece

Opening and running a new business in Greece requires a strong team behind you. However, you must understand the country's cultural norms and business etiquette to make the most informed hiring decisions. Demonstrating respect for the local customs can also show your employees that you care and encourage long careers.

Below are three of the most important cultural aspects to understand when recruiting and staffing in Greece:

1. Avoid Certain Conversations

Greeks are very proud of their culture and history, and will often have conversations about these topics. They tend to have strong beliefs on religious and political issues, so it's best to stay away from these subjects. Greeks often get very emotional about conversations related to Cyprus and Turkey as well.

Finally, avoid criticizing the country or people. Although they will criticize aspects of their own society and life, they do not like disapproval from others — especially outsiders.

2. Prepare for Business Meetings

First impressions are important, so you should always dress neatly, stylishly, and professionally for meetings. Most people are up to 10 minutes late, but they will usually have a good excuse if they're very late. After formal introductions, people in a meeting will exchange business cards. Always examine the content of the card before you put it away.

Most meetings will pass slowly, with some social conversations before starting work. Although you may put together an agenda, they're not closely adhered to, and Greeks may jump back to discuss points already settled or skip ahead to different topics. Meetings are often animated, so expect many interruptions and conversations.

3. Hierarchy Is Important

Greeks care about honor and respect. Your company's hierarchy and a person's age are factors that impact who makes a decision. For example, the most senior person involved will dominate most negotiations and discussions. That's why it's best to know the company's hierarchy and understand who the decision-maker is before starting.

When negotiating an employment contract, it may be very slow. They never start on the first meeting or interview, as that's purely for introductions. Greeks consider verbal agreements more binding than written ones. However, we recommend that you still draft a written employment contract.

The Recruitment Process in Greece

Your recruiting efforts in Greece will only be successful if you understand where to find local talent. The most popular job sites include [kariera.gr](#), [skywalker.gr](#), [xe.gr](#), and [Indeed.com](#). The unemployment rate is high, which gives you a greater supply of labor. However, it can take a long time to comb through all the applications to find the most suitable candidate.

Greeks typically expect a short application process — approximately 22 days. Therefore, it's important to provide an easy application and ensure all recruiters are accessible. While staffing your business in Greece, you may be eligible for a labor-cost subsidy program to help people under 25 or individuals who are unemployed long-term find work, thereby reducing your labor expenses.

Recruiting Laws You Must Follow

Employers and any third-party processing companies are limited in how they can process personal data. You can only collect candidate data that is absolutely necessary to assess their suitability and skills for the job. For example, you are only allowed to process a person's criminal prosecutions and convictions if it's necessary for the job or for reaching a decision on recruitment. All data can only be collected directly from the candidate.

The Constitution and Greek and European Law also provide provisions for eliminating discrimination. You cannot hire an employee based on their racial or ethnic origin, religion or beliefs, disability, age, or sexual orientation. The law also requires equal opportunities and treatment of men and women at work.

How to Hire Employees in Greece

To start an employment relationship, you need to legally register with the right social insurance foundation. Then, you need to complete a hiring document with the employee's personal information and job information. Once you and the employee sign the document, you need to submit it to the authorities on or before the first day of employment.

Although it's not required, you should draft a written employment contract for each individual you hire that outlines position, compensation, termination terms, working hours, and all other relevant information. Greece allows indefinite contracts and defined employment contracts that range from one month to one year.

Greece Employment Compliance Laws

Greece employment compliance laws outline the typical workweek, which is 40 hours spread out over five eight-hour days. However, you can agree on other working hours in an employment contract as long as they don't exceed 40 hours per week or eight hours per day.

Once you hire a new employee, you need to submit a personnel chart with the employee's working and personal data on the day you hire them. The chart needs to be submitted to the relevant authority, then re-submitted every year with the employee's data as long as they're employed with you.

Onboarding Employees in This Country

After you hire employees in Greece, you need to onboard them in a way that is the most successful for your company. Greece employment compliance laws do not include any specific ways to onboard employees, but you can take certain steps to make them more comfortable. Try to go over the employment contract, company code of conduct, and any other important documents on the employee's first day. You can even onboard multiple employees at one time to encourage team bonding.

The Benefit of Greece Hiring Outsourcing Services

Globalization Partners offers Greece hiring outsourcing services to help make your expansion easier. We'll act as the Employer of Record to handle all matters of employment compliance. We'll also hire employees through our existing Greece subsidiary, and they'll work on your behalf. Our goal is to help make the process easier so that you can focus on running your company instead of worrying about staying compliant.

Partner With Globalization Partners

Globalization Partners wants to be your partner from the beginning of your expansion to Greece. With our help, you can find the right employees to fill your positions and feel confident that your company will stay compliant. Contact us today to learn more about our Greece hiring outsourcing services.