



Work on Demand: Contracting for Work in a Changing Economy

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Modalities of Work in the Tourism and Catering Sector in Greece

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This paper inquires how employment in the tourism and catering sector in post crisis Greece has been affected by the changed legal context, focusing on the experience of young workers in various settings and locales. Adopting a socio-legal perspective it examines how the tourism and catering labour market is structured and what terms and conditions of employment prevail. Despite the sectoral collective agreement in hotels and the national minimum wage, which was decreased and made statutory during the crisis years, constituting the basic regulatory mechanisms across the board, there is significant variation in how workers are contracted to work in the sector. Across a background of a largely universal national law and a uniform institutional background, the observed diversity in the mode of work cannot be explained merely by reference to market forces and state policy. Several other factors need to be taken into consideration, which when combined with market forces can deregulate as well re-regulate the field of employment and which tend to be informal, locally embedded and socially mediated. By constructing a simple matrix of settings based on locale and seasonality on the one axis and type of establishment and size on the other the paper reflects on the role and significance of national law, the extent of its applicability and avoidance and how this combines with or is constrained by social dynamics within and outwith the market in shaping contracts for work.