

Country Guide > Greece

Cost of Living

Indicative value for a working adult in a city: Athens

Publicly available data (Numbeo, etc..), verified by Marco's in-country staff

Living Requirement	Indicative Amount (EUR)
McDonalds Set Meal	9
Monthly Train and Bus Tickets	29
3 Bedrooms Rental (City Center)	1,025
3 Bedrooms Rental (Outskirt)	915

Current Inflation Rate: 2.7%

Wage

Minimum Wages:

830 EUR per month

Median Salary

Estimated based on general positions such as HR, Accounting, Admin roles, in tier one cities.

Job Level	Monthly Salary (EUR)
Entry-Level (Fresh Graduate)	950
Mid-Level (5 Years)	1500
Experienced & Managerial Level (10 Years)	>2500
Specialized & Senior-Level (15 Years)	>3100

Annual Salary Growth: 7.2%

Statutory Contribution

The monthly social security contribution cap for EFKA is set at EUR 7,572.62.

All contributions are paid monthly by the employer to the EFKA, up to the end of the following month.

Type	Employer Rates	Employee Rates	Notes
Pension Fund	13.33%	6.67%	All staff maximum earnings capped at 7,572.62 per month
Supplementary Pension	3.00%	3.00%	All staff maximum earnings capped at 7,572.62 per month
Healthcare	4.3%	2.15%	All staff maximum earnings capped at 7,572.62 per month
Supplementary Healthcare in Benefit	0.25%	0.40%	All staff maximum earnings capped at 7,572.62 per month

Unemployment	1.41%	1.65%	All staff maximum earnings capped at 7,572.62 per month
Professional Risk	1.00%	-	All staff
High Occupational Risk	1.40%	2.20%	All staff in certain industries

Other Benefit

Other common employment benefits in Greece include:

- Private Insurance: 120 EUR per month
- Car Allowance: Around 50 EUR per month
- Meal Allowance: Around 75 EUR per month
- Gym Membership: 50 EUR per month

Income Tax

Residents

Taxable Income	Rate
Up to 10,000	9%
10,001 - 20,000	22%
20,001 - 30,000	28%
30,001 - 40,000	36%
40,001+	44%

Non-Residents

- Non-residents are taxed on Greek-source income only. The same tax rate applies.
- A tax resident is an individual who meets one of following criteria:
 - Residence in Greece for at least 183 days in a calendar year
 - Have their centre of life interests in Greece

Working Hours

Statutory

40 hours

8 hours a day, 5 days a week

Typical practice

40 hours

Monday - Friday

Overtime

Overtime limit: 150 hours per year

- Overtime within the maximum limit - 140% salary
- Overtime above the limit - 160% salary
Employer has to notify the Authorities
- Work on Sundays and public holidays - 175%
- Work at night - 125% salary

Employment Contract**Fixed-Term**

Used for temporary, seasonal work or specific projects

Contract Format	Payroll Currency	Probation	Contract Period
Written. It is possible to use a qualified electronic signature.	EUR	Cannot exceed 1/4 of the contract, up to a maximum of 6 months	Up to 2 years and can be renewed without any limits if justified by an objective reason. Contracts for extensions without objective reasons are restricted to 3 renewals

Termination

- In Greece the termination process adheres to the following rules:

	Voluntary Resignation	Involuntary Termination	Economic Layoff
Notice Period - Probation	- No notice	- No notice	- No notice
Notice Period - Regular	- No notice - Collective agreements may differ	- No notice - Collective agreements may differ	- No notice - Collective agreements may differ
Severance Pay	-	- Salary paid till end of the contract's natural expiry date	- Salary paid till end of the contract's natural expiry date

Permanent

Contract Format	Payroll Currency	Probation	Contract Period
Written or verbal The terms and conditions of employment still must be communicated to the employee in writing. It is possible to use a qualified electronic signature.	EUR	6 - 12 months	-

Termination

- In Greece the termination process adheres to the following rules:

	Voluntary Resignation	Involuntary Termination	Economic Layoff
Notice Period - Probation	- No notice	- No notice	- No notice
Notice Period - Regular	- Up to 3 months notice	- Under 12 months' service: no notice required	- Under 12 months' service: no notice required

	- Collective agreements may differ	- 12 months - 2 years: 1 month - 2 - 5 years: 2 months - 5 years - 10 years: 3 months - Over 10 years: 4 months	- 12 months - 2 years: 1 month - 2 - 5 years: 2 months - 5 years - 10 years: 3 months - Over 10 years: 4 months
Severance Pay	-	Based on the last months' salary - staff with under 12 months service are not eligible - 12 months - 4 years' service: 2 months' gross salary - 4 - 6 years' service : 3 months' gross salary - 6 - 8 years' service: 4 months' gross salary - 8 - 10 years' service: 5 months' gross salary - 10 full years' service: 6 months' gross salary - Every full year over 10 years: 1 additional months' gross salary	Based on the last months' salary - staff with under 12 months service are not eligible - 12 months - 4 years' service: 2 months' gross salary - 4 - 6 years' service : 3 months' gross salary - 6 - 8 years' service: 4 months' gross salary - 8 - 10 years' service: 5 months' gross salary - 10 full years' service: 6 months' gross salary - Every full year over 10 years: 1 additional months' gross salary

2025 Public Holiday

- 12 days

Date	Name
01 Jan - 02 Jan	New Year's Day
06 Jan	Epiphany
03 Mar	Clean Monday
25 Mar	Independence Day
18 Apr	Orthodox Good Friday
20 Apr - 21 Apr	Orthodox Easter

01 May	Labor Day
15 Aug	Assumption Day
28 Oct	The Ochi day
25 Dec - 26 Dec	Christmas Day

Leave

Leave Type	Entitlement	Notes
Annual Leave	20 working days, 5 day week 24 working days, 6 day week	All staff 1 extra day per completed year for the first 2 years After 10 years' service, 25 days for 5-day work week and 30 days for six-day week
Sick Leave	1 month Employment from 4 - 10 years: 3 month Employment for more than 10 years: 4 months Employment for more than 15 years: 6 months	All staff, employed for at least 10 days
Maternity/Special Maternity Leave	17 weeks Can be extended up to 43 weeks	All expectant mothers
Paternity Leave	14 working days	All expectant fathers
Parental Leave	4 months Until the age of 8	All parents

Learn about global employment solutions.

Please scan the QR code

