

**ΕΓΓΡΑΦΟ ΠΟΛΙΤΙΚΗΣ**

**Τίτλος εγγράφου: EN - Minimum Wage Policy Paper**

**Οργάνωση/σεις: EDON**

**Ημερομηνία υποβολής: 19/10/2022**

In the current situation in which the majority of Cypriot society has reached, due to political and economic decisions in our country but also due to international conditions, workers are called to face unemployment, unregulated and rights-free work, cheap employment, punctuality, the reduction of wages and benefits.

Within this context, the establishment of at least a decent minimum wage, but at the same time as securing their basic rights, would constitute decisive arrangements for the future of workers. After all, the EU itself is leaning in this direction, by a directive approved by the European Parliament.

Unfortunately, however, the decree of the Minister of Labor on the minimum wage is far from what the workers and especially the young people in our country want and need.

The decree is heavily weighted in favor of the employer side and paves the way for the legalization of labor deregulation, with the absence of reference to hours, to hourly wages, in the way that creates favorable conditions for extending working hours without paying overtime, while at the same time creating the possibility to challenge the 1992 38-hour social partners' agreement. It degrades and hits collective agreements since it does not clarify their superiority over the minimum wage.

In addition, the exclusion of large groups of workers from securing the National Minimum Wage reinforces the already existing inequalities, while increasing the exploitation of young people under 18 (mainly due to students on internships that is) with a salary 25% lower than the minimum wage .

**Policy Positions: (in bullet-point format)**

As CYC we stand for:

- The introduction of institutional measures to ensure the obligation to implement the basic terms of the sectoral Collective Labor Agreements for all employees in the sectors covered by the Collective Labor Agreements.
- The introduction of statutory minimum rights -salary, working hours, overtime pay, holidays, 13th salary, indexation adjustment - for those employees not covered by Collective Labor Agreements.

- Removal of the provisions of the decree that increase the exploitation of young people under 18
- Protection of collective agreements by clarifying their superiority over the minimum wage
- Promotional actions aimed at informing and raising awareness among young people about their employment rights
- Supporting efforts for better working conditions for young people