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## New labor law — Important changes for employees and businesses

The new labor law 5239/2025, titled “Fair Work for All: Simplification of Legislation – Support for the Employee – Protection in Practice – Pension regulations and other provisions”, was recently published in the Government Gazette (A’ 178/2025) and introduces significant changes and new regulations to the Greek labour market.

The main provisions of the new law are summarized as follows:

### Streamlining bureaucracy

- Unification of policies for combating violence and harassment and for managing internal complaints: Businesses employing more than 20 people are now required to adopt a unified policy, as has been the practice.
- The employer is no longer required to maintain at the workplace the individual terms of employment forms, the Annual Staff Table (E4), the Annual Leaves Table (E11), the leave book, or employees’ pay slips.
- A new smartphone application (“Ergani”) is being developed to enable employers to access and use the ERGANI II Information System through their mobile devices.

## Simplification of the hiring process

- New feature enabling employees to be informed of the key terms of employment via the 'MyErgani' application.
- Employers are required to submit a Digital Notice of Commencement of Employment, including the essential terms of employment, to the ERGANI II information system prior to the commencement of employment.
- For each modification of the employment terms, the employer is required to file, via the ERGANI II information system, the Digital Statement of Amendment to Employment Relationship Details, which must be accepted by the employee.
- Abolition of the requirement to notify the Labor Inspectorate of a part-time employment contract within eight (8) days from its conclusion.

## Working time

- Increase of the maximum daily overtime limit from 3 to 4 hours (up to 13 hours of work per day with a single employer).
- The employees' good-faith refusal does not constitute a lawful ground for terminating their employment contracts.
- Overtime may be performed in work carried out on a rotating basis.

## Flexible working arrangements

- Modification of the provisions regarding on-demand contracts.
- New hiring option to cover urgent needs with a fixed-term employment contract (full-time or part-time) for up to two days per week, via a special "Fast Hiring" electronic application.

## Annual leave

- Registration of the granting of annual leave in the ERGANI II platform must be completed within the calendar month after the month in which it was granted.
- Leave may be divided into more than two periods, subject to the conditions specified by law.

## Voluntary resignation

- Reduction of the required time thresholds after which an employee's unjustified absence is deemed a tacit voluntary resignation.
- Introduction of a mechanism that allows employees to directly declare their voluntary resignation.

## Digital Work Card

- It is deemed a unilateral adverse modification of the terms of employment to unjustifiably reduce an employee's remuneration due to the employer's enrollment in or the implementation of the Digital Work Card system.
- Ability to enter into a written agreement with employees providing for flexible arrival times of up to 120 minutes per day.
- Provision for employees' preparation time upon arrival at and departure from work, which does not constitute working time.
- Repeated occurrence of three unjustified single clock-ins/outs per month per employee, due to negligence, constitutes grounds for an inspection by the Labor Inspectorate.

## Tax-exempt parental leave allowance- Maternity and termination of employment

- Parental leave allowance is tax-exempt, non-assignable and immune from seizure, and it is not included in the total family income.
- Maternity leave is extended to foster care.
- The protection against termination also applies to female employees who assume foster care of a child up to the age of eight.

## Health and safety enhancement

- Revision of the risk categorization of businesses by industry sector.
- Strengthening the regulatory framework governing employers acting as safety technicians.
- Employer's obligation to provide employees with CPR and Heimlich maneuver training.
- Requirement to notify the nearest police authorities of a workplace accident only in cases of serious injury or death.
- Obligation to report to the Labor Inspectorate and to e-EFKA of a work-related employee illness within 5 days from the time of the employer being informed.

- Recommendations of the occupational physician and the safety technician are provided to the employer in written form and recorded in a special register maintained electronically.
- Enhancing the role of the safety coordinator and introducing a minimum allocation of working hours.
- Enhancing the role of Occupational Health and Safety Committees and their representatives, along with the Internal Prevention and Protection Services for employees.
- Creation of the IRIDANOS Information System for the health and safety of employees.

## Labor Inspectorate

- Provision for criminal penalties for acts obstructing or interrupting an inspection by the employer, business manager, representative, or any third party.
- Enhancement of services, organizational structures, processes, and human resources.
- The commission of specific crimes against the Director, the members of the Board of Administration, the personnel of the Labor Inspectorate, and officials of the ministries constitutes an especially aggravating factor.

## Social security provisions

- Non-payment of social security contributions on additional (beyond the statutory) remuneration for night work, additional work, overtime, as well as for work performed on Sundays and public holidays, e.g., based on a collective employment contract or provided voluntarily by the employer.
- Adjustment of the calculation base for the Pensioners' Solidarity Contribution and the Special Contribution applicable to supplementary pensioners in case of pensioners' employment.

## Let's talk

For a more in-depth discussion on the above you may contact:



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