



September 2025

New Labour Bill

The Ministry of Labour and Social Security has released the new Labour Bill titled “Fair Work for All: Simplification of Legislation – Support for Employees – Protection in Practice” for public consultation from **August 25, 2025 to September 19, 2025**.

The main provisions of the Bill are summarized as follows:

Easy and fast hiring

- ✓ New feature for informing employees about the basic terms of employment through the "MyErgani" application.
- ✓ New procedure to hire employees to cover urgent needs with a fixed-term employment contract of up to two (2) days per week.
- ✓ Abolition of the obligation to notify the Labour Inspectorate of part-time employment contracts within eight (8) days from their conclusion.

Streamlining bureaucracy

- ✓ Unification of policies for combating violence and harassment and for managing internal complaints, which had prevailed in practice.
- ✓ Abolition of the Annual Personnel Table (E4), the Leave Book, and the Leave Table (E11).
- ✓ New application (similar to «myErgani») for employers.

Working time

- ✓ Possibility of overtime work in rotating shift employment.
- ✓ Increase of the daily overtime limit from 3 to 4 hours (maximum daily working duration of 13 hours). Extension of the possibility for 13 hours of daily employment with a single employer, instead of the current requirement for two employers, provided that the limits on working hours and rest periods are observed.
- ✓ An employee's refusal to provide additional work does not constitute grounds for termination of their employment contract, as long as the refusal is not in bad faith.
- ✓ The employee has the right to refuse to provide overtime work, if the refusal is made in good faith.
- ✓ Introduction of a new form of working time arrangement with a minimum duration of one week and up to one year. It is possible to agree on a four-day workweek throughout the year.

Leaves

- ✓ Granting the possibility to split the leave into more than two periods upon the employee's request and the employer's acceptance.
- ✓ Abolition of the possibility to split the employee's leave due to urgent business needs.

Voluntary resignation

- ✓ Reduction of the required time limits for an employee's unjustified absence to be considered as a tacit voluntary resignation.
- ✓ Introduction of the possibility for the employee to declare their voluntary resignation themselves.

Digital Work Card

- ✓ Possibility of flexible arrival up to one hundred and twenty (120) minutes per day, subject to agreement between the employer and the employee (it is clarified that the existence of an agreement is a prerequisite).
- ✓ Recognition of employee preparation time upon arrival and departure from work (up to 30 minutes before and after the start of work for the industrial sector, up to 10 minutes for other sectors), which does not constitute working time.
- ✓ Addressing the reduction of remuneration following the introduction of the Digital Card as a unilateral detrimental change to terms of employment.

Health and Safety Enhancement

- ✓ Reduction of the employee threshold below which the employer may personally perform the duties of a safety technician, from 50 to 20 employees.
- ✓ Recording of the recommendations of the occupational physician and the safety technician exclusively in written and electronic form.
- ✓ Mandatory presence of health and safety coordinators at construction projects, depending on their size, for the prevention of occupational accidents.
- ✓ Update of the classification of businesses into risk categories, as well as of the specializations of safety technicians.
- ✓ Upgrade of the recording of occupational diseases by establishing relevant recognition criteria.
- ✓ Transposition of three International Labour Conventions of the International Labour Organization.

Labour Inspectorate

- ✓ Provision for criminal sanctions for acts of violence or obstruction of inspection.
- ✓ Strengthening of services, structures, procedures, and human resources.

Social-Insurance provisions

- ✓ Non-payment of social security contributions on additional (beyond the statutory) remuneration for night work, extra work, overtime, as well as for work performed on Sundays and public holidays, e.g., based on an individual or collective employment contract.

Let's talk

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



Sophia Grigoriadou
Partner, Legal Services & Legal
Specialties PwC Greece
Sophia.grigoriadou@pwc.com



Artemis Karathanassi
Director of the Department of
Labour Relations & Social Security
PwC Greece
Artemis.karathanassi@pwc.com