



Legal Flash

September 2020

New regulations regarding remote working in the private sector, based on the recently voted provisions introduced by the Ministry of Labour and Social Affairs

The main points of the provisions are the following:

Mandatory implementation of remote working

Businesses are required (this is not based upon their discretion) to implement the remote working arrangement to **40%** of the total number of their employees. It is a prerequisite that the nature of the employee's work is compatible with teleworking arrangements. To be noted that specific exceptions are provided, while the percentage may be modified.

Period of notice and filing out of the special form

Businesses are obliged to **announce in advance** the remote working of 40% of their total employees to the "ERGANI" Platform, within **24 hours** from the publication of the measure, as well as to fill out a special notification form.

Penalties for non-compliance

Non-compliance with the aforementioned obligations results in the imposition of a fine amounting to **EUR 3,000**, following a relevant inspection by the Labour Inspectorate.

Adjustment of working hours

For the purposes of decongestion and avoiding overcrowding, the start and end of the working hours are adjusted, in order for the employees to be able to come into and leave the workplace every half hour and within two hours, in relation to the beginning and the end of their working hours, respectively. With the aim of greater ease of application, the obligation of the companies to declare in the "ERGANI" system any change or modification of the working hours or the organisation of the employees' working time, is suspended.

Areal and temporal scope of the measure

The above measures are valid from the publication of the law in the official Government Gazette and until 4 October 2020, in the prefecture of Attica, while their validity and geographical application may be extended.

It is important to note that each individual case needs to be examined based on its own merits, and that the above-mentioned general principles might not necessarily capture all possible eventualities. Our expert advisors are in a position to advise you on the implications arising from a Greek perspective in relation to your specific case.

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This information is intended only as a general update for interested persons and should not be used as a basis for decision-making. For further details please contact PwC: 268, Kifissias Avenue 15232 Halandri tel. +30 210 6874400.

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