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Factsheet for case GR-2020-11/668

Employers may unilaterally determine working time and place of work

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Country	Greece, applies nationwide
Time period	Temporary, started on 11 March 2020
Type	Legislation or other statutory regulation
Category	Protection of workers at the workplace – Teleworking arrangements, remote working
Case created	16 April 2020 (updated 23 April 2020)

Background Information

The Ministry of Labour and Social Affairs issued the Circular 12339/404/12.03.2020 with clarifications on a series of measures on how to deal with Covid-19 in everyday work life according to which the employer has the right to unilaterally impose the system of teleworking and organize any issues related to it. The measure, which has started 11 March 2020 and extended till 30 April 2020, applies to all businesses. Employers shall submit to the ERGANI platform the Declaration or remote working within the first 10 days of the following month from the provision of work.

[Art. 4 par.2, Legislative Act of 11.03.2020 - Telework]

Content of measure

The employer may determine unilaterally that the work provided by the employee at the place of work shall be carried out with the system of remote work (teleworking). Upon Joint Ministerial Decision of the Ministers of Finance, Labour and Social Affairs and Health, the period of application of the above extraordinary and temporary measure, which started 11 March 2020 till 10 April 2020 has been extended up to 30 April 2020. Employers shall submit to the ERGANI platform (Digital System of the Ministry of Labour and Social Affairs), the special document named "FORM 4.1 DECLARATION OF REMOTE WORKING", within the first 10 days of the following month from the provision of work.

Use of measure

No available information

Actors, target groups and funding

Actors	Target groups	Funding
National government Company / Companies	employees All companies	No special funding required

Social partners

Role of social partners	No involvement
Form of involvement	No involvement

No involvement

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 11 March 2020: Act of Legislative Content of 11.03.2020 "Emergency contingency measures to tackle the adverse effects of the outbreak of COVID-19 and to address the need to limit the spread of the virus» (www.et.gr)