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Factsheet for case GR-2020-11/668

Employers authorized to unilaterally switch to teleworking

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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 04 May 2020)

Background information

The Ministry of Labour and Social Affairs issued the Circular 12339/404/ dated 12 March 2020, providing clarifications on a series of measures on how to deal with COVID-19 pandemic in everyday working life. According to this measure, employers are authorized to unilaterally impose to the employees the system of teleworking and organize any detail related to it. The aim of the measure is to support companies in adapting their work organization to comply with the social distancing measures adopted as a consequence of the COVID-19 pandemic.

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

Content of measure

According to this measure, employers 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 this extraordinary and temporary measure, which was initially scheduled between 11 March 2020 and 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	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)