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Factsheet for case GR-2020-12/665

Transfer of personnel to companies within the same group

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Country	Greece, applies nationwide
Time period	Temporary, started on 20 March 2020
Type	Legislation or other statutory regulation
Category	Re-orientation of business activities – Transfer or redeployment of workers
Case created	16 April 2020 (updated 04 May 2020)

Background information

By virtue of the legislative Act 20 March 2020 "Urgent measures to address the consequences of the spread of COVID-19 coronavirus, to support the society and entrepreneurship, and to safeguard the smooth operation of the market and public administration", businesses that have been financially affected as per their Activity Code Numbers (ACN), or their operation has been suspended under a state decision, may transfer staff from a group business to a business of the same group, following a respective agreement.

(Art. 10, Legislative Act of 20 March 2020)

Content of measure

In the context of emergency and interim measures in the labour market for dealing with and limiting the spread of COVID-19 coronavirus, the employer whose business is severely affected or is under ban of operation, may transfer staff from a group business to a business of the same group, following a respective agreement. The list of ACNs is dynamic and more ACNs may be included. Group entities that are implementing such measures are required to maintain the same total headcount prior to the transfer. More specifically and according to the Ministerial Decision No. 13564/Δ1.4770/2020, employers shall submit to the ERGANI platform, the special document named "FORM 4.4 PERSONNEL TABLE FOR THE TRANSFER OF PERSONNEL TO UNDERTAKINGS WITHIN THE GROUP", within the first 10 days of the month following the one of the implementation of the transfer.

Use of measure

No data available.

Actors, target groups and funding

Actors	Target groups	Funding
Company / Companies	Employees	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

- 20 March 2020: Act of Legislative Content on “Urgent measures to address the consequences of the spread of the coronavirus COVID-19, to support society and entrepreneurship and to ensure the smooth functioning of the market and public administration.” (O.G A’ 68/20-3-2020) (www.et.gr)