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Factsheet for case GR-2020-12/666

## Operation of businesses with safe operation staff

Factsheet generated on 05 May 2020, 20:16

Country	Greece, applies nationwide
Time period	Temporary, started on 20 March 2020
Type	Legislation or other statutory regulation
Category	Employment protection and retention – Working time flexibility
Case created	16 April 2020 (updated 04 May 2020)

### Background information

By virtue of the Legislative Act 20 March 2020/2020, "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", all businesses, and for a period not exceeding six (6) months from 20 March 2020, may unilaterally, appoint personnel for the secure operation of the business.

(Art. 9, Legislative Act of 20.03.2020)

### 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 may unilaterally appoint personnel for the secure operation as such:

- Each employee may be employed for a minimum period of two (2) weeks with a reference period of one month on a continuous or intermittent basis;
- The above way of organizing the work is organized on a weekly basis and includes at least 50% of the business staff;
- An employer who applies this way of organizing the work should maintain the same number of employees employed at the start of implementation of the measure.

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 4.3 PERSONNEL TABLE FOR SAFETY OPERATION PERSONNEL", within the first 10 days of the month following the one of the implementation of the measure.

## Use of measure

No available information

## Actors, target groups and funding

Actors	Target groups	Funding
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

- 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.e-nomothesia.gr](http://www.e-nomothesia.gr))