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Factsheet for case GR-2020-12/696

Prohibition of dismissal of employees

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|--------------|--|
| Country | Greece, applies nationwide |
| Time period | Open ended, started on 20 March 2020 |
| Type | Legislation or other statutory regulation |
| Category | Employment protection and retention – Changes to dismissal law or employment protection legislation |
| Case created | 16 April 2020 (updated 04 May 2020) |

Background information

The government with the article 11 of 20 March 2020 Legislative Act (Government Gazette A' 68) in conjunction with the Circular of Ministry of Labour no 123339/404/12.03.2020, in the context of the “emergency contingency measures to address the effects of the coronavirus COVID-19, support society and entrepreneurship and ensure the uninterrupted operation of the market and public administration”, introduces the invalidity of termination of employment contracts for the duration of the measures addressing the coronavirus.

Content of measure

Companies whose business has been suspended by a public authority and companies which are significantly affected by the emergency measures to deal with COVID-19, on the basis of principal or secondary activity, are required, not to make staff reductions by termination of employment contracts, for as long as the measures to deal with COVID-19 are in place.

If they are made, such complaints shall be void. Termination of employment contracts made from 18 March 2020 onwards are void. Furthermore, after the expiry of the time of suspension of their staff's employment contracts, companies are required to maintain the same number of jobs, for a period equal to that of suspension (i.e. 45 days). This means they have to employ the same number of workers and on the same terms of employment as on 21 March 2020. The concept of the same number of jobs does not include voluntarily leavers, retiring on retirement, and fixed-term workers whose employment contract expires after

the expiry of the suspension.

The job retention clause and the invalidity of any employment contracts also apply to companies which agree to workers whose contracts of employment are suspended from the provision of teleworking work to meet their temporary needs.

Use of measure

There are no data.

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 | Not applicable |
| Form of involvement | Not applicable |

The government has designed this measure.

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 20 March 2020: "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)
- 28 March 2020: Inter-ministerial decree of the Ministers of Finance and Labor No. 12998/232 "support measures for employees of private sector employers to address the effects of coronavirus COVID 19" dated 28/3/2020. (www.et.gr)