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Factsheet for case GR-2020-12/667

## Suspension of employment contracts

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Country	Greece, applies nationwide
Time period	Temporary, 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 25 April 2020)

### Background information

By virtue of the Legislative Act 20.03.2020 "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" and the Ministerial Decisions 13031/Δ1.4551, 12997/231/2020 & 12998/232/23-3-2020, businesses that have been financially affected as per their Activity Code Numbers (ACN), or their operation has been suspended under a state decision, are able to suspend contracts of employment of part or all of the staff for a continuous period of 45 days, while prohibiting employees' dismissal.

Art. 11 par. 2A, Legislative Act of 20.03.2020 & Ministerial Decisions 13031/Δ1.4551,

### Content of measure

Businesses that have been financially affected as per their Activity Code Numbers (ACN), or their operation has been suspended under a state decision, can suspend contracts of employment of part or all of the staff for a continuous period of 45 days, while prohibiting employees' dismissal. The list of ACNs is dynamic and more ACNs may be included. Should a dismissal take place - regardless of whether that dismissal concerns an employee whose employment has been suspended - it will be considered null and void. The suspension of the employment contracts may be applied for up to one (1) month from 20.03.2020, with the possibility of extension following a joint decision of the Ministers of Finance and Labour and Social Affairs, taking into account the development of the crisis.

## 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

- 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))
- 23 March 2020: Title missing ([www.taxheaven.gr](http://www.taxheaven.gr))