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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 04 May 2020)

Background information

To cope with the effects of the COVID-19 pandemic, the Parliament enacted this measure, allowing businesses financially affected to suspend contracts of employment of part or all of the staff for a continuous period of 45 days.

The measure was adopted by virtue of the Legislative Act adopted on 20 March 2020, entitled "Urgent measures to address the consequences of the spread of COVID-19, to support the society and entrepreneurship, and to safeguard the smooth operation of the market and public administration" and of the Ministerial Decisions 13031/Δ1.4551, 12997/231/2020 & 12998/232/23-3-2020.

Content of measure

The measure was eligible for companies identified as per their Activity Code Numbers (ACN), or for those that saw their operation suspended under a State decision. During the period of suspension of employment contracts, dismissal were prohibited. Therefore, should a dismissal took place - regardless of whether that dismissal concerned an employee whose employment has been suspended or not - it would have been considered null and void.

The suspension of the employment contracts was scheduled to remain into force 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	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)
- 23 March 2020: Title missing (www.taxheaven.gr)