

EMPLOYMENT BRIEFING: Special Edition – Vol. 4

Recent Developments in Employment Legislation: Urgent Measures Relating to Covid-19 Pandemic

This Briefing provides an overview of the Ministerial Decisions implementing Employment Legislation as a result of the Covid-19 pandemic

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A. Reduction of Social Security Contributions by 25%

1. Self-employed professionals who pay their social security contributions on time for the months of February and March 2020, are entitled to a reduction of 25% to the amount of their contribution that corresponds to their social security category. In this case, the contributory part of the main pension is calculated on the basis of the monthly contribution that was actually paid, divided by 0.2.

B. Payment of Easter Bonus

1. Employers and businesses the operation of which:
 - a. has been suspended by virtue of a public authority order; and
 - b. employers-businesses that have been seriously affected by COVID-19;

may pay Easter bonuses to their employees at a later point in time than provided for by Labour Law, but in any case not later than 30 June 2020.

2. Where the employment contracts of some employees of businesses (either suspended by a public authority order or seriously affected by Covid-19) have been suspended, and their duration up to the commencement of the suspension does not cover the entire period from 1 January to 30 April, employers will pay a reduced Easter bonus. This will be calculated on the basis of the employment contract's duration until its suspension and the proportion of the Easter bonus that corresponds to the suspension period will be paid from the State budget.
3. In both the cases set out under 1 and 2 above, the calculation of the Easter bonus is based on the employee's salary or daily wage on the day prior to the suspension date.

C. Electronic Audits by the Manpower Organization (OAED)

1. If the imminent danger of contagion by COVID-19 remains, employees of the Manpower Organization (OAED) may undertake electronic audits for a period not longer than 6 months as of 30 March 2020, making use of the programmes

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and remote services which have been implemented.

D. Ordinary Unemployment Allowances, Long-Term Unemployment Allowances and Unemployment Benefits

1. Ordinary unemployment allowances, long-term unemployment allowances and unemployment

benefits are extended for two months, as long as they have expired within the first three months of 2020.

Contact



Katia Papantonopoulou

Counsel

E kpapantonopoulou@bernitsaslaw.com

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