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Law 5239/2025 (Official Government Gazette A /17.10.2025) – New employment regulations

The new employment law is structured on the basis of five basic pillars as follows:

- a) Reinforcement of the protection of employees' rights (including health and safety at work reinforcement)
- b) Reduction of bureaucracy and modernization of the procedures involved in the operation of the employment relation
- c) Modernization of employment provisions
- d) Ratification of International Conventions and
- e) Other issues (including the operational reinforcement of the Employment Authorities).

More precisely, the new law's most important regulations are summarized as follows:

Reinforcement of the protection of employees' rights

- It now becomes possible to work four days a week and ten hours per day throughout the year, with the increased working hours to be set off against proportionally reduced working hours or rest days but also against paid vacation days (in excess of the legal/contractual ones) or a combination of reduced working hours/days and vacation days. The above working hours arrangements are agreed between the employer and the competent trade union/work council/individuals' union and in case the above do not exist or an agreement cannot be reached, directly between the employer and the employee.
- The parental allowance becomes tax free and cannot be either seized or assigned to a third person.
- The intended mothers having a baby through a surrogate mother as well as female

employees who adopt a child or become foster mothers of a child as of the date the child joins the family until the age of 8 are onwards eligible to the part of the maternity leave corresponding to the days after the child's birth as well as to all related allowances. Further, protection from dismissal onwards also applies to female employees who adopt a child or become foster mothers of a child up to the age of 8 (as of the date the child joins the family) as well as to the female employees involved in surrogate motherhood (either as intended mothers as of the child's birth or as surrogate mothers).

- Employees are onwards entitled to receive, by exception, part of their annual leave in accordance with their personal needs following an agreement with the employer on the basis of their written request. The part of the annual leave which must be taken in consecutive days is onwards reduced to at least 6 or 5 working days in case of six or five days working week respectively.
- The grounds of invalidity of dismissal as provided for by the applicable legislation currently in force are now extended to also cover the employee's refusal to work overtime, whereas the unjustified reduction of the employee's remuneration, especially on grounds of introduction of the digital card, qualifies as unilateral detrimental modification of employment terms.
- The employer having been subject to and activated the digital card mechanism can now agree with the employees on flexible commencement of working days up to 120 minutes on a daily basis. Employees' preparation time is protected by law (up to 10 minutes before the commencement of work and 10 minutes following the end of work (or up to 30 minutes and 30 minutes respectively in case of industries) in the sense that employees cannot work during the above time period.

- Measures for the reinforcement of health and safety at work are introduced (e.g. Work Doctor's and Safety Technician's instructions are now reported only in writing and electronically on a special book of the company maintained electronically with the Information System of the Employment Authorities and the employer must statutorily declare that they are aware of the instructions in question, safety coordinators are now obligatory in major technical projects, the employer is obliged to notify the Employment Authorities and E.F.K.A. the employee's illness due to work within 5 days from their updating by the Work Doctor or the filing with them of the diagnosis signed by a doctor of the National Health System, the employer should provide first aid seminars to employees, the role of Employees' Health and Safety Committees is reinforced, the listing of companies by reference to their business activity in risk categories and of the list of specializations required to take up the duties of a Safety Technician is updated, introduction of the Information System «IRIDANOS» on employees' health and safety etc.).

Measures to reduce bureaucracy and to modernize employment procedures

- Employers are no longer obliged to maintain and produce hard copies of documents which provide for details which are maintained electronically (e.g. Personnel list and Work Schedule are no longer required to be posted (given that the details in question are accessible through the Information System ERGANI II), the vacation book is annulled, payslips are no longer required to be produced given that salaries are obligatorily paid by bank transfers etc.).
- The documents and data which must be filed with the Information System ERGANI II are reduced (e.g. the employment agreement itself is no longer required to be filed in course of the employee's hiring and neither are any amendments thereof), whereas at the same time the employee's digital file (comprising of the notifications filed by the employer with the Information System ERGANI II and of all data maintained with the Information System ERGANI II) through the Information System "MyErgani" and the possibility of the employee to receive directly on their mobile phone alerts on any new notification of the employer that concerns them are provided.
- The hiring and modification of employment terms announcements require onwards that the employer files with the Information System ERGANI II only the Hiring Digital Announcement and the Amendment of

Employment Terms Digital Declaration, which must have been either signed by the employee (in wet ink or by qualified digital signature or through gov.gr) or have been accepted by him through the information system "MyErgani" which operates in the Information System ERGANI II.

- The employee's resignation announcement with ERGANI II must onwards be supported by the form signed only by the employee (in wet ink, by digital signature or through gov.gr).
- The electronic announcement of the annual leave is onwards filed with the Information System ERGANI II within the month following the one it was granted.
- Part time employment agreements are no longer required to be filed with the employment authorities for the agreements not to be deemed of full time employment (however they must still be concluded in writing).
- A special procedure (electronic application of "Quick Hiring") is introduced in case of hirings by virtue of fixed term employment agreements with a duration of up to 2 days per week to fulfil urgent needs.

Modernization of employment provisions

- Rotating employees can onwards work in excess of their full daily working hours in accordance with the provisions regulating overtime occupation.
- The possibility of work up to 13 works on an daily basis with two employers provided so far is now extended to work with the same employer always in compliance with the working hours restrictions and the rest rules (for up to 150 hours on an annual basis with increase of the contractual hourly wages by 40%).
- To qualify as termination of the employment agreement by the employee, the latter must be unjustifiably absent from work for a period of 3 consecutive working days (from 5 provided under the previous framework) provided that 2 consecutive working days have also lapsed from the obligatory notice of the employee (which is statutorily declared with the Information System ERGANI II and is proven in writing), whereas the employee is notified automatically of the notice filed by the employer through «MyErgani» as well. In such a case, the employer must announce with the Information System ERGANI II the employee's voluntary exit within 2 working days from the expiry of the above time period (under the previous framework, the employee should have filed the announcement as of the next day) and the

signature of the employee is not required.

Ratification of International Conventions

By virtue of the new employment law, the following International Conventions of the International Labour Conference are ratified:

- International Convention no 155 «concerning occupational safety and health and the working environment » (1981),
- International Convention no 191 «concerning amendments to standards consequential to the recognition of a Safety and Healthy Working Environment as a Fundamental Principle» (2023) and
- Protocol to International Convention no 29 «concerning Forced Labour» (1930).

Other provisions

- The framework for the protection of the Employment Authorities' auditors becomes stricter as the sanctions in case of violence or audits' obstruction become stricter.
- Release of increases to the full time employees' remuneration due to night work, overwork, overtime and work on Sunday and public holidays as provided for by Labour Law Code (P.D. 62/2025) is extended to also cover remuneration increases on the above grounds either provided for by Collective Labour Agreements or paid at the employer's discretion.



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This Newsletter aims to provide the reader with general information on the above-mentioned matters. No action should be taken without first obtaining professional advice specifically relating to the factual circumstances of each case.

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