



EU Posted Worker Directive

A new EU Posted Worker Directive came into effect on **30th July 2020**. All EU countries had until that date to transpose this directive in their national law. Here is a brief overview of the Posted Workers Notification in Greece.

Important points to remember :

1. Terms and Conditions of employment applied to posted workers during the period of posting
2. Written Notification
3. Storage of Posting documents

1

Terms and Conditions of employment applied to posted workers during the period of posting

Undertakings, which post workers in the territory of Greece, must guarantee, irrespective of the law applicable to the employment relationship, the terms and conditions of employment stipulated by :

- Greek labor legislation (laws, decrees, ministerial decisions),
- The National General Collective Labour Agreements which specify that the minimum non-payroll working terms and conditions applicable to all workers in Greece.
- The statutory minimum salary and daily wage .
- Collective Agreements or Arbitration Awards which have been declared universally applicable, concerning the following issues/ covering the following matters :
 1. maximum work periods and minimum rest periods.
 2. minimum paid annual leave.
 3. minimum wages.

2

Exceptions from the obligation to notify

Employers must now file posted worker notification for all foreign workers on home employment contract. A written declaration has to be sent to the competent departments of the Labour Inspection Body of the place where services are provided. The declaration has to be in Greek.

A legal representative has to be designated in the Host country.

3

Storage of Posting documents

The documents related to posted worker such as: the employment contract or an equivalent document, payslips, timesheets, proof of payment of wages or equivalent documents has to be maintained in paper or electronic form.

Also upto 2 years after the end of posting, these documents has to be kept and delivered to the competent authorities within a period of fifteen days from the day the request is received, in Greek or English language.

Source: <https://www.ypakp.gr/uploads/docs/10805.pdf>

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