

Platis - Anastasiadis & Associates

The associate law firm of EY Greece

New Labor Law Code (P.D. 62/2025) and Upcoming Provisions "Fair Work for All"



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On 11.07.2025, Presidential Decree 62/2025 was published under the title "Labor Law Code" (Official Government Gazette 121, Series A, 11.7.2025), which constitutes the new Labor Law Code aiming at a unified codification of the existing provisions, abolishing P.D. 80/2022, namely the Code of Individual Labor Law. Particular emphasis is placed on the following:

Incorporation of Provisions on the Protection of Health and Safety - Labor Inspection (Articles 491 - 586): The new Code codifies, the provisions concerning health and safety at work, particularly those relating to the role of the occupational physician and the safety technician, the general obligations of the employer, regulations on work accidents, as well as provisions related to the digital organization and supervision of work.

Incorporation of Provisions on Collective Labor Relations Law (Articles 368 - 490): The new code codifies provisions concerning the types of collective labor agreements, the capacity to conclude and the validity thereof, as well as the provisions regulating the institutions for the resolution of collective disputes.

For further information, you may consult the full Official Government Gazette [here](#)

Upcoming Provisions "Fair Work for All: Simplification of Legislation - Support for Employees- Protection in Practice": As part of the ongoing reform efforts, the Ministry of Labor and Social Insurance has announced a new draft bill, which is expected to be submitted to public consultation and subsequently to Parliament for approval.

The main points of the new draft bill shall include, in particular, the following:

- **Simplified and faster recruitment procedures:** The draft bill is expected to provide for the possibility that the hiring notification may be completed through a single document.
- **Reduction of bureaucracy:** It is expected that forms containing information already submitted to the ERGANI II Information System, such as the Leave Book/ Annual Leave Table (E11) / Annual Personnel Table (E4), shall be abolished.
- **Modernization of labor provisions:** The draft bill is expected to provide for the possibility of working up to 13 hours per day even in cases of employment by a single employer, while overtime work is expected to also be permitted under part-time employment schemes, with the corresponding statutory overtime pay.
- **Strengthening employees' rights:** The organization of working time is expected to be expanded, with the aim of genuinely facilitating the balance between professional and family life.
- **Enhancement of Health and Safety at Work:** The draft bill is expected to reduce the threshold of employees below which the employer may personally perform the duties of a safety technician (from 50 to 20).
- **Alignment with ILO International Labor Conventions.**
- **Operational strengthening of the Labor Inspectorate:** The draft bill is expected to strengthen the protection framework for Labor Inspectors against acts of violence or obstruction of inspections and will introduce organizational changes aimed at optimizing the operation of the Labor Inspectorate, providing for the reinforcement of services, structures, procedures, and human resources.
- **Social security provisions:** The exemption from social security contributions on wage increases for overwork, overtime, night work, and work on holidays is expected to be extended to include increases provided under Collective Labor Agreements as well as increases voluntarily granted by the employer.

For more information, you can find the relevant presentation by the Ministry of Labor and Social Insurance [here](#)

About Platis - Anastassiadis & Associates

Platis - Anastassiadis & Associates is part of the EY Law network operating in 90 countries globally and is comprised of 3,500+ people.

We are an independent law office with a core team of 45 lawyers. Our office provides high quality legal services across the full range of commercial and financial transactions.

Especially in our geographical area, we have established an ongoing cooperation with the respective law firms which are associated with EY, in order to offer seamless and consistent regional services to our clients that have cross country operations.

Our experience allows us to better understand our clients' needs and offer them integrated multidisciplinary solutions in the fields of accounting, tax and financial advisory services. Platis - Anastassiadis & Associates law office is solution focused. We work closely with our clients to seek innovative and practical ways of dealing with their issues. Our priority is to help our clients meet their business objectives. Our expertise, commitment and enthusiasm has resulted in the build up of a client base which includes local and international listed, state and private sector companies and financial institutions.

For more information on labor issues, please contact:

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Platis - Anastassiadis & Associates Law Partnership is associated with EY Partners: E. Platis, A. Anastassiadis Partnership is registered with the Athens Bar, registration number 80240
List of our associates upon request.

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