

Prooptiki is a *tax and accounting company*. We provide industry-focused assurance, tax and advisory services for public and private clients primarily in the areas of: **accounting & book keeping, tax compliance; risk management; corporate structuring; mergers and acquisitions; performance and process improvement.**

Our website (www.prooptikisa.gr) is continuously being updated on legislative changes and deadlines regarding **tax and labor law issues.**



SERVICES OFFERED BY PROOPTIKI SA

- **Accounting:** A full range of accounting support in accordance with the Greek GAAP, "Code of Books and Records" and relevant legislation.
- **Tax Consulting:** A full range of tax services to cover all tax fields. Our Goal is to have the maximum benefits, with the minimum tax liabilities and risks, always in strict compliance with local legislation and Code of Books and Records.
- **Payroll:** Complete solutions in managing and issuing the payroll, full support as far as the obligations towards government funds are concerned and continuous and updated information on Labor Law/ Insurance issues
- **Business Consultancy:** We can help you with aspects such as:
 - ◆ What kind of entity to set up. Together we can find the most suitable structure for your business (limited company, partnership, sole trader, limited by shares company), or set up a branch of a foreign company.
 - ◆ Business plans and cash flow forecasts
 - ◆ Business and management advice
 - ◆ Human resources consultancy
 - ◆ Provision of management information
 - ◆ Tax compliance and advise.
- **Auditing:**
 - ◆ Internal audits, Management audits, Compliance audits
 - ◆ Cash flow, Due diligence, Financial Statements, Special audits.

Recent changes in Greek Labor Law

Law 5053/2023 was published in the Government Gazette on 26.09.2023. Main changes introduced:

- **Probationary period (maximum duration 6 months)**
 - i. On employment contract of indefinite time
 - ii. On a fixed-time employment contract
- **Notification of essential employment terms**
- **Parallel employment**

Employers may not enter into agreements that prohibit their employees from providing work to other employers outside their agreed working hours.
- **On-demand contracts**

Law 5053/2023 introduces the concept of on-demand employment contracts, in the context of which employees agree to be available to provide work within a pre-defined reference period. On-demand contracts must provide for a minimum number of paid working hours that are not less than $\frac{1}{4}$ of total agreed hours.
- **Mandatory In-House training**

An employer is required by law to provide training to an employee. Such training must be provided free of cost for the employee, it must count as working time and, where possible, take place during working hours.
- **Digital platform REBRAIN GREECE**
- **Unjustified absence/ resignation**

Unjustified absence from work for more than 5 consecutive working days can be considered as termination by the employee after an additional 5 working days have lapsed from the granting of written notice by the employer.
- **Work on the sixth day in enterprises following the 5-day week**

Entities of continuous operation that apply a five-day working schedule may employ personnel on the sixth day provided, they have uploaded a prior notification to ERGANI II
- **Employment on Sundays and public holidays**

The list of the companies that are allowed to work on Sundays or public holidays is being expanded, respecting the applied working system.
- **Working time arrangements upon individual agreement**

Employee's request is no longer required when there is no trade union. A written agreement of the parties (employer-employee) is required for the arrangement of the working schedule.
- **Protection of the right to work in case of a strike**
- **Reinstatement of seniority allowances**

As of 01.01.2024, the salary increments on the minimum base wage due to the term of prior service (three-year allowance) is reinstated. More specifically, an employee paid the legal minimum wage will be entitled to an allowance equal to:
10% of the minimum wage for 3-6 years of work experience,
20% of the minimum wage for 6-9 years of work experience and
30% of the minimum wage for more than 9 years of work experience

Recent changes by law 5073/2023

Law 5073/2023 was published in the Government Gazette on 13.12.2023. The most important provisions:

- The use of cash as a method of payment of the price when drawing up notarial acts of transfer of real estate with compelling reason is abolished and the use of bank means of payment becomes mandatory for the payment of the price for which the Tax Administration is informed by the notary who draws up the deed of transfer through the "myPROPERTY" application.
- New Rules for data transmission to the myDATA Platform in Greece.
- Measures to limit tax evasion and other urgent provisions.
- Article 15 establishes a minimum presumptive net income up to the amount of 50,000 euros from the business activity of natural persons. A freelancer or self-employed person is presumed to offer work of at least equal value and pay to that of an employee who is paid the minimum wage or an employee he employs.
- Article 20 provides for a reduction by half of the amount of advance tax, in which the presumptively determined income exceeds the declared, for the year 2024.
- It is determined when income from short-term rental of real estate is income from rental and when it is considered income from business activity. The duration and tax treatment of short-term rental of real estate are defined. In particular, a limit of sixty (60) days is set on the duration of the lease in order to be considered as short-term.
- Provision is made for short-term leases to be subject to Value Added Tax.
- Imposition of the climate crisis resilience fee in favour of the State is regulated. The durability fee replaces the accommodation tax currently levied on hotels and rooms to let. The durability fee is also charged on short-term lease.
- The possibility of tax reduction is regulated with the total expenditure for the purchase of goods and the receipt of services related to energy, functional and aesthetic upgrading of buildings equally distributed over five (5) years.
- The rate of capital accumulation tax is reduced to 0,2%.
- The sales tax rate on listed shares is reduced to one per thousand (1‰).
- It is planned to extend the validity (until June 30, 2024) of the reduced VAT rates of 13% for coffee, cocoa, tea, chamomile, and other beverages, transportation of persons and their luggage carried out by Taxis, as well as the distribution of coffee, cocoa, tea, chamomile and other beverages.

myDATA recent developments (e-books)

A.1170/2023

Amendment of the joint decision under items A.1138/12.6.2020 of the Deputy Minister of Finance and the Governor of the Independent Public Revenue Authority (A.A.D.E.)

- From 1.1.2024 onwards, the income included in the VAT return cannot be smaller and the expenses cannot be greater than those transmitted to the myDATA digital platform.
- The deadline for transmission of deviations/receipts by the recipient, in case of non-compliance with the corresponding obligation by the issuer, is limited to the period, before the deadline for submitting the VAT return.
- Extension of (i) the obligation to transmit to the myDATA platform retail transactions, for which the data is issued via FHM (tax box), through the management programs (commercial/accounting, ERP) or the special registration and (ii) the deadline for transmitting data for the transactions of 2022.
- The obligation to transmit the data of restaurant order slips , e-shops and transactions via POS is added , while new related types of documents were introduced.
- The obligation to mark with a QR code from 1.1.2024 onwards is extended to all documents issued either through ERP or the timologio application as well as all the above data (catering order forms, transactions via POS, etc.).

Other news

- Artificial intelligence (AI) will be used in audits and operation of IAPR (Independent Authority for Public Revenue
- New digital process for issuance of Greek tax number (AFM)
- myPROPERTY: Extending the digital submission of inheritance tax returns
- Tax authorities list transactions subject stamp duty
- Updated business activity codes list for using POS machine