European Platform
tackling undeclared work

ELA
EUROPEAN LABOUR AUTHORITY

The Hellenic digital labour card

Greece

Summary

As mandated by Law 4808/2021[i], companies are required to implement an electronic system for measuring working hours, connected to the ERGANI II Information System. The process involves the real-time registration of employees' working time through various methods, ensuring accurate records. Employees access their data through the myErgani mobile app and web portal.[ii] Violations result in fines, promoting adherence.

Title of the practice in original language	*Ψηφιακή Κάρτα Εργασίας*
Name(s) of authorities/bodies/ organisations involved	▶ Hellenic Labour Inspectorate (*Επιθεώρηση Εργασίας-Ανεξάρτητη Αρχή*) ▶ Ministry of Labour and Social Security (*Υπουργείο Εργασίας και Κοινωνικής Ασφάλισης*) ▶ Unified Social Insurance Agency (*EFKA*)
Sectors	All
Target groups	▶ Employers (directly targeted) ▶ Employees (directly targeted) ▶ Labour inspectors (directly targeted) ▶ Workers involved in undeclared work (indirectly targeted) ▶ Workers involved in under-declared work (directly targeted)
Purpose of measure	Deterrence: improve detection

Aims and objectives

The establishment of an electronic working time measurement system by companies and its real-time integration with the ERGANI II Information System will lead to more accurate recording of employees' working hours, improved access to work time data for authorities and employees, protection of employees' rights,

	reduction of tax evasion, fair competition among businesses, increased social security revenues, remote accessibility, and enhanced employment relationship security.
Background context	▶ Law 4808/2021 requires all companies to implement an electronic system for measuring working hours, connected to the ERGANI II Information System. The transition from ERGANI to ERGANI II represents a significant upgrade and evolution of the information system as ERGANI I had its limitations; ▶ The implementation has occurred in different phases, beginning with banks and supermarkets, and expanding to other sectors: ▷ 1 July 2022: Digital cards for recording employees' working time were introduced into banks and supermarkets with over 250 employees; ▷ October - November 2022: Mandatory digital registration of working time applied to all employers. This was necessary for the declaration of employment relationships and working time; ▷ 16 February 2023: The second phase of the digital card implementation began. The inclusion of insurance and security companies, and public sector businesses expanded the initially limited range of industries covered. Implementation is planned to gradually expand.
Key objectives of the measure	**General Objective:** ▶ To ensure the accurate recording of employees' working time to facilitate the prevention of undeclared and underdeclared employment. **Specific Objectives:** ▶ To require companies to establish an electronic system for measuring working time. Companies can use either their existing electronic timekeeping system or the Ergani CardScanner app[iii], with no mandatory requirement imposed at present;[iv] ▶ To enable real-time interoperability with the ERGANI II Information System; ▶ To facilitate access to working time information for authorities and employees; ▶ To ensure employees' rights;

	▶ To tackle tax evasion;
	▶ To level the playing field between businesses;
	▶ To ensure the payment of social security revenues.
Main activities	The foundation for the practice is set by Article 74 under Law 4808/2021, requiring the establishment of an electronic working time measurement system. This law forms the basis for the subsequent steps:
	▶ **Introduction of the digital work card**. Companies apply digital work cards to record employees' working time. These cards serve as the primary means for recording attendance and departure from the workplace;
	▶ T**he Analytical Periodic Declaration.** This can be filled out automatically from ERGANI II based on the data collected from the digital card (Article 74 paragraph 3 Law 4808/2021);
	▶ **Real-time registration**. Employees use the myErgani mobile app to generate a QR code, which they can then scan using the Ergani Card Scanner app - the digital application used by their employers:
	▷ Employees indicate their arrival or departure by scanning a unique QR code;
	▷ Data is instantly transmitted to ERGANI II, ensuring real-time accuracy.
	▶ **Access and transparency**. Both employers and employees gain access to the recorded data:
	▷ The digital employment calendar feature gives employers a comprehensive overview of the recorded data, facilitating effective management and scheduling of employees;
	▷ Employees access their data through the myErgani mobile app and web portal, enabling them to monitor their working time records.
	▶ **Safeguards and compliance**. The system ensures compliance and accountability:
	▷ Hours worked by employees are automatically registered to ERGANI II, enhancing accuracy;

	▷ Labour inspectors use the ERGANI IT System to monitor the times worked by employees, facilitating the enforcement of regulations.
Funding/organisational resources	The digital card system is funded by the Greece 2.0 National Recovery and Resilience Plan as it was adopted by the Economic and Financial Affairs Council of the European Union (Ecofin) and the Next Generation EU plan.

	Outcomes Enhanced accuracy and transparency in recording working time will lead to improved compliance with working time regulations, offering real-time data accessibility for both employers and employees. This advancement facilitates better enforcement of labour regulations while simultaneously contributing to a reduction in undeclared work and tax evasion.
Achievement of objectives	The practice is evaluated through: ▶ Monitoring real-time data transmission and accessibility; ▶ Assessing compliance with registration requirements; ▶ Measuring the reduction in underdeclared work[v] and related fines. The practice has successfully achieved some of its objectives by implementing the real-time monitoring of employees' working hours. Furthermore, the number of Digital Card activations upon recruitment has increased, and the step-by-step implementation approach has facilitated the smooth expansion into various sectors.
Lessons learnt and success factors	Effective implementation requires well-defined legal mandates and guidelines, accompanied by phased rollouts for smoother adaptation, user-friendly interfaces to boost employee and employer engagement, and real-time data accessibility to facilitate timely interventions and decisions.
Transferability	A clear legal framework is essential for successful implementation. Other countries can adapt the model to address similar challenges. Similar practices can be applied in various industries to enhance transparency and compliance.

Further information	
Contact	Ministry of Labour and Social Security Website: https://ypergasias.gov.gr/en/contact/
Useful sources and resources	**Law 4808/2021** https://www.et.gr/api/Download_Small/?fek_pdf=20210100101 **ERGANI II Information System** https://myergani.gov.gr/

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[i] *For Law 4808/2021 see https://www.et.gr/api/Download_Small/?fek_pdf=20210100101*

[ii] *For the myErgani mobile app (Android), see https://play.google.com/store/apps/details?id=gr.gov.myergani&hl=en&gl=US; myErgani mobile app (IOS): https://apps.apple.com/us/app/myergani/id1624483175*
For the ERGANI II Information System, see https://myergani.gov.gr/

[iii] *For the Ergani CardScanner app (Android), see https://play.google.com/store/apps/details?id=gr.gov.ergani.cardscanner&hl=en_IE&gl=US*

[iv] *For companies that cannot fulfil this requirement, the Ministry of Labour and Social Affairs has provided them with an alternative option - the Ergani CardScanner app.*

[v] *The digital card aims to tackle both undeclared and underdeclared work, although, at the moment, it is applicable only in sectors of economic activity such as banks where there are no cases of undeclared work.*