

# GREECE

As per 1 January 2016

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## EXPATRIATE AND EMPLOYER TAX COMPLIANCE AND ADVISORY

<b>Tax rate</b>	Progressive tax rate for employment income: 22% – 42%; Progressive tax rate for real estate income: <12.000 €, 11% – >12.000 €, 33%; Flat tax rate for dividend income: 10%; Flat tax rate for interests income: 15%; Flat tax rate for royalties income: 20%.
<b>Tax period</b>	Calendar year
<b>Tax residency / Domicile according to domestic law</b>	Domicile in Greece or habitual place of residence in Greece or “centre of vital interests” in Greece. Continual presence in Greece for more than 183 days during any consecutive 12-month period.
<b>Tax registration</b>	A foreign resident who earns real income derived from business activities in Greece has to be registered in the Tax Office for Foreigners and will be taxed in Greece only for the specific income(s).
<b>Employment income definition</b>	Any remuneration received by an employee for services rendered per year under an employment agreement (benefits in cash or in kind are also included e.g. the private usage of a company car, the cost of living allowance, etc.)
<b>Examples of tax exemption</b>	Certain payments are tax exempted for individuals, e.g. reimbursement of travel costs/allowances, severance payment for dismissal and retirement (under certain conditions in the limited amount).
<b>Specific expatriate concession</b>	Taxed on worldwide income starting with the 1st of January of the following calendar year after the tax residency conditions are met.
<b>Income of board members</b>	Generally, it is taxed as employment income.
<b>Tax returns</b>	Local employment agreement: the employer is liable for the monthly tax compliance. Foreign employment agreement: the employer is liable for the monthly tax compliance. For both individuals (Greeks and foreigners) the same deadline is applied for PIT.
<b>Tax payments</b>	Local employment agreement : by the end of the second subsequent month of the relative payment (payroll, fee etc.). the employer must pay all tax arising. The income tax for individual income is paid in three bi-monthly remits. Persons who are self-employed, freelancers, etc. are responsible for paying their own taxes and social insurance. Foreign employment agreement: by the end of the second subsequent month of the relative payment (payroll, fee etc.). the employer must pay all tax arising.

## TAX TREATIES

<b>Employment income / income from board members</b>	Art. 15/16 Model OECD Tax Convention
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## INTERNATIONAL SOCIAL SECURITY

<b>Cross border employments</b>	EU Regulation No 883/2004 and EU regulation No. 1408 / 71
<b>Exception under Art 16 of Reg. 883/2004</b>	Generally applicable.

**Social Security Cost as % from gross salary and absolute amounts**

The vast majority of the Greek employees are covered by Social Insurance Institution "IKA". The social security contributions are calculated on the actual salary of the employee. The same percentages apply, i.e. 24,56% is the employer's contribution and 15,50% is the employee's contribution (which is withheld from the salary). The "IKA" provides benefits in the case of unemployment, sickness, disability, retirement and death. There is a salary "ceiling" of €5.543,55, above which the insurance contributions are calculated on that amount and do not go higher.

**IMMIGRATION**

**Work permit**

EU and EEA nationals do not need a work permit to work in Greece, they will just have to submit relevant documents to the Greek authorities.  
Non – EU and EEA nationals need to obtain a work-residency permit.

**Visa**

EU and EEA citizens do not need a visa to enter Greece. Non EU and EEA citizens from particular countries (that do not implement the Schengen Agreement) may be obliged to apply for a visa before entering Greece.

**Residency permits / registration certificate**

EU and EEA citizens need to submit certain documents to the Greek Police if their stay exceeds three months.  
A foreigner can apply for the residence permit for a specified period of time according to the reason for his/her staying in Greece (labour, BoD member etc.).

**Driving license**

In general the EU directives are applied. (The driving licence issued in other EU countries (provided that the person holding the license is over 18 years old) or in third countries with which Greece retains relative conventions (Switzerland, Norway, Iceland, Lichtenstein) as well as the International Driving Permit are recognized.)

**STOCK OPTION PLAN**

In general the difference between market and exercise price is taxable. Tax treatment depends upon the conditions of the Stock Option Plan.



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