

Greece¹

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For comparisons with other countries in this review on leave provision and early childhood education and care services, please see the [cross-country tables](#) at the front of the review (also available individually on the Leave Network website). To contact authors of country notes, see the [members page](#) on the Leave Network website.

1. Current leave and other employment-related policies to support parents

Note on leave information: the information given below is based on: (i) leave arrangements for employees in the private sector that are covered by legislation and the National General Collective Agreements (NGCA) signed between the most representative national employers' organisations (SEV, GSEVEE, ESEE, and SETE) and the General Confederation of Labour, which set the uniform minimum provisions for all workers in the private sector²; (ii) leave arrangements for public sector employees that are covered by basic laws and the Code for Civil Servants and relevant legislation.

i. Private sector (responsibility of the Department of Labour, Social Security and Welfare)

a. Maternity leave (basic leave – *Άδεια Μητρότητας*; special leave for the protection of maternity – *Ειδική Άδεια για την Προστασία της Μητρότητας*)

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² Provisions for leave arrangements are also included in other kinds of Collective Labour Agreements (i.e. sectoral, professional, and enterprise), which are signed between employers and confederations of large sub-sectors of the economy (e.g. the banking sector) or enterprises of the wider public sector (e.g. the electricity company). Due to the fact that such agreements cannot include worse provisions than the minimum standards included in the National General Collective Agreement, they usually have improved provisions for working parents.

Length of leave (before and after birth)

- Basic leave: 17 weeks – eight weeks must be taken before birth and nine weeks after birth. It is obligatory to take the full amount of leave.
- Special leave: six months, granted after basic Maternity leave and before the beginning of the use of flexible working (reduced hours of daily work).

Payment and funding

- Basic leave: 100 per cent of earnings, on the condition that these do not exceed those granted to insured persons who belong to the highest insurance class of IKA, the social insurance fund of all employees working under private law contracts, i.e. in effect, there is an upper limit on payment. The leave is funded by IKA and OAED, the Manpower Employment Organisation which is, *inter alia*, the social insurance fund for income protection against unemployment.
- Special leave: minimum daily wage agreed in the National General Collective Agreement and lately determined by law, as well as social insurance coverage. It is funded by OAED.
- Maternity leave (both basic and special) is fully insured and gives entitlement to full pension rights.

Flexibility in use

- Basic leave: none, except for when leave can start. If the birth takes place before the time envisaged, the rest of the leave can be granted after the birth, as long as the total time taken remains at 17 weeks.
- Special leave: if the parent, with the employer's agreement, makes use of the right to take a continuous time off work, instead of working reduced hours (see 1.i.e.), then the special leave is taken after this leave.

Eligibility

- Basic leave: to ensure full compensation, 200 working days during the previous two years, irrespective of whether on a fixed-term or permanent contract (or citizenship). Mothers acquiring children through surrogacy are also entitled to receive the post-natal part of the leave.
- Special leave: those insured in IKA-ETAM (the largest social insurance fund) with fixed-term or permanent contracts. Mothers acquiring children through surrogacy are also entitled to receive this leave.
- Self-employed women, who are directly insured in the Social Security Fund for the Self-Employed (OAEE) and the United Fund for the Self-Employed (ETAA), and fully covered for medical and pharmaceutical care at the time of the child's birth, are entitled to get a monthly payment for four months. In the first case, the benefit is €150 per month; in the second case, it is €200 per month. The benefit is granted in a lump sum following an application by the insured mother after the date of birth. The payment is made by the above funds from their own budgets. No other leave rights are available for self-employed parents. Self-employed surrogate mothers, mothers acquiring children through surrogacy, and mothers that adopt children up to two years of age are also entitled to receive this benefit.

Variation in leave due to child or family reasons (e.g. multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the mother

- None.

b. Paternity leave (Άδεια Γέννησης Τέκνου)

Length of leave

- Two working days at the time of the child's birth, paid by the employer.

Eligibility

- There are no length of service conditions.
- Regarding access for same-sex couples, there is some uncertainty. The National General Collective Agreement (2008/9) says that all leave provisions that address biological or adoptive parents are extended to foster parents. As foster parents can be same-sex couples, they should be able to access this leave via this route, but the law is not explicit.

c. Parental leave (Γονική Άδεια Ανατροφής)

Length of leave

- Four months per child for each parent. Leave is an individual entitlement that cannot be transferred.

Payment and funding

- None.
- Working parents taking Parental leave have full insurance coverage on the condition that they pay the full insurance contribution (of both the employee and the employer). The Parental leave time is considered as a time of insurance for both the establishment of the pension right and the determination of the amount of pension.

Flexibility in use

- Leave may be taken up to the child turning six years of age.
- Leave may be taken in one or several blocks of time, subject to agreement with the employer.
- If both parents work for the same employer, they cannot take leave at the same time and must decide together who is to use the leave first and for how long. The law does not specify whether parents working for different employers can take leave at the same time, but as leave is unpaid, it is unlikely that both parents would take it together.

Eligibility (e.g. related to employment or family circumstances)

- All employees who have completed one year's continuous or non-continuous employment with their present employer, irrespective of the type of contract they have (i.e. full-time, part-time, fixed-term or any other type of contract).
- Though the leave is for each child, it is necessary that one year of work with the same employer is completed after the end of any Parental leave taken for a previous child.
- Leave is granted by the employer according to a set of priorities: requests for Parental leave from parents of children with a disability or long-term illness or sudden illness and from single parents (due to the death of parent, total removal of parental responsibility, or non-recognition of the child) are dealt with as an absolute priority. So, though the employer cannot refuse Parental leave, they can negotiate with the employee to take it later if other employees who request leave at the same time meet the priority criteria.
- Non-biological parents in same-sex couples are not eligible for this leave.

Variation in leave due to child or family reasons (e.g. multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the parents

- As leave is allocated per child, the leave period is doubled for parents of twins and tripled for triplets.
- In the case of the death of one parent, or the total removal of parental responsibility, or non-recognition of a child, the amount of Parental leave granted to the other parent is doubled.
- Parents with a disabled child do not get additional Parental leave, but are eligible for carer's leave (see 1.i.e. below).

Additional note (e.g. if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone)

- None.

d. Childcare leave or career breaks

- A parent can take time off work with full payment, up to an estimated 3.6 months, as part of a scheme which also allows parents to work reduced hours. For more details, see 1.i.e. on 'flexible working.'

e. Other employment-related measures

Leaves and pay for adoptive and foster parents

- For parents who adopt or foster a child younger than six years of age (with an extension to eight years of age if adoption or fostering procedures are not finished), the same regulations for Parental leave apply as for other parents.
- Adoptive or foster parents of children up to the age of six are entitled to flexible working or a childcare leave (see 1.i.d.).

Time off for the care of dependants

- Leave for children's sickness: up to six working days per year per parent of unpaid leave if the parent has one child; up to eight working days if they have two children; and up to 14 working days if they have three or more children. The leave is also granted for other dependent members of the family (e.g. a disabled spouse or adult children, as well as disabled parents or unmarried sisters if their annual income is less than the basic income of an unskilled worker).
- Leave for visiting children's school: four working days' paid leave per year per parent for each child that attends school up to the age of 16, funded by the employer.
- Leave for parents of children with a disability: one hour per day, if the parent asks for it (unpaid and only applied in businesses with more than 50 employees).
- Leave for parents whose children (up to 18 years of age) need regular transfusion or dialysis, have cancer, or need a transplant: up to ten working days' paid leave per year, funded by the employer. This is an individual right. Parents of children up to 18 years of age who have significant learning difficulties, Down's syndrome, or autism are also entitled to this leave.
- Leave for parents due to the hospitalisation of a child (up to 18 years of age), which requires their immediate presence: up to 30 working days' unpaid leave per year, on the condition that the parent has exhausted their normal Parental leave. This is an individual right.
- Leave for widows, widowers, or unmarried parents caring for children: in addition to other leave, six working days' paid leave per year. If the parent has three or more children, the leave is eight working days per year. The leave payment is funded by the employer.

Flexible working

- Parents are entitled to work one hour less per day for up to 30 months after Maternity leave, with full earnings replacement. This is a family right and both working parents have an independent right to the use of this leave, after deciding who and for how long each will take the leave. If both parents are employees, they address a common declaration to their respective employers, specifying which parent is to use the entitlement; if parents plan to share it, they specify the period each one will use it for within the total entitlement period. The entitlement is granted to fathers in cases where the mother is self-employed, but not if she is not working. This may be taken as: two hours fewer per day for the first 12 months and one hour less per day for another six months; or, with the employer's agreement, in a block or blocks of time of equal time value within the 30-month period after Maternity leave. This last option, of converting reduced hours into a block or blocks of leave, means that a parent can take a number of months off work, up to an estimated 3.6 months. This leave – titled 'alternative use of reduced hours as leave for the care of children' – is considered part of working time, so is paid and funded by the employer with no upper limit on payment.

Specific provision for (breast) feeding

- This is covered by National Employer-Workers' Agreements.

ii. Public sector (responsibility of the Department of Interior)³

a. Maternity leave (Άδεια Μητρότητας)

Length of leave (before and after birth)

- Five months: two months must be taken before birth and three after birth. It is obligatory to take the full amount of the leave.

Payment and funding

- 100 per cent of earnings, with no upper limit on payment.
- Maternity leave is fully insured and gives entitlement to full pension rights.
- Funded through general taxation.

Flexibility in use

- If the birth takes place before the time envisaged, the rest of the leave can be granted after the birth, so long as the total time taken remains at five months. If the birth takes place after the time envisaged, the leave is extended until the actual birth date, without any respective reduction in the post-natal leave.

Eligibility

- There are no conditions linked to length of service.

Variation in leave due to child or family reasons (e.g. multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the mother

- Childbearing mothers who need special therapy and have exhausted their sick leave are granted paid childbearing leave.
- In the case of multiple births, Maternity leave after the birth is extended by one month for each additional child.
- For every child after the third, the length of post-natal leave is extended by two months.

b. Paternity leave (Άδεια Γέννησης Τέκνου)

- Two working days' paid leave at the time of the child's birth, funded by the employer.

³ The leave entitlements described in this section cover civil servants, employees of public entities, and local government, as well as any other employee in the above bodies not covered by special regulations.

Eligibility

- There are no conditions linked to length of service.
- Regarding access to leave by same-sex couples, there is some legal uncertainty. Foster parents can be same-sex and the law refers to foster parents in terms of special leave for adoptive and foster parents (see 1.ii.e.), as well as Parental leave, but there is no mention of foster parents regarding Paternity leave.

c. Parental leave (Άδεια χωρίς αποδοχές)⁴

Length of leave

- Up to five years per parent. Leave is an individual entitlement that cannot be transferred.

Payment and funding

- None, except for the case of three or more children where three months of the leave are fully paid by the employer and funded through general taxation.
- Working parents taking Parental leave have full insurance coverage, on the condition that they pay the full insurance contribution (of both the employee and the employer). The Parental leave time is considered as a time of insurance for both the establishment of the pension right and the determination of the amount of pension.

Flexibility in use

- Leave may be taken at any time up to the child turning six years old.
- The law does not specify whether parents working for the public sector can take leave at the same time, but as leave is unpaid it is unlikely that both parents would take it together.

⁴ Public sector employees are also eligible for the parental leave entitlement that applies to private sector employees (see above), since this leave is based on legislation that applies to both private and public sectors (Law 4075/12, incorporates the EU Directive 2010/18 on Parental leave). Unlike the unpaid Parental leave that exclusively covers public sector employees, this leave safeguards the employees' rights (i.e. it is considered as working time that ensures social security rights and does not affect any other employee rights such as leave rights, professional advancement, pensions etc.) (The Citizen's Ombudsman, Annual Report 2014). The five-year leave provision included in this section was introduced in 2011, as a minor provision in a multi-purpose law; previously the period was two years. It is a provision that gives the opportunity to civil servants to use unpaid leave for 'serious personal reasons.' When the European Directive on Parental leave was first introduced in Greece, an addition was made that allowed civil servants to use this leave as Parental leave.

Eligibility (e.g. related to employment or family circumstances)

- An employee can use this leave if their spouse does not make use of the childcare leave at the same time (see 1.ii.d. below).
- An employee can make use of this leave even if their spouse is not working.
- In cases of separation, divorce, widowhood, or birth without marriage, only the parent that cares for the child is entitled to this leave.
- Non-biological parents in same-sex couples are not eligible for this leave.
- There are no conditions linked to length of service.

Variation in leave due to child or family reasons (e.g. multiple or premature births; poor health or disability of child or mother; lone parent); or delegation of leave to person other than the parents

- In the case of three or more children, three months of the leave are paid.
- Parents with a disabled child do not get additional Parental leave but are eligible for leave for the care of dependants (see 1.ii.e. below).

Additional note (e.g. if leave payments are often supplemented by collective agreements; employer exclusions or rights to postpone

- None.

d. Childcare leave (άδεια ανατροφής or μειωμένο ωράριο εργασίας)

- A parent can take nine months of childcare leave with full payment as an alternative option to a scheme which allows parents to work reduced hours (see section 1.ii.e. below on flexible working). The leave is paid by the employer, funded through general taxation, and is granted after the Maternity leave. The leave does not constitute a personal entitlement and can be used by either or both parents within the total nine-month period. For a parent who is unmarried, widowed, divorced, or has disability that is classified as being more than 67 per cent, the leave is extended by one month. In the case of multiple births, an extra six months is provided for each additional child.

e. Other employment-related measures

Adoption leave and pay

- Adoptive parents as well as foster parents are granted a three- month paid leave during the first six months after the adoption or foster care procedures are completed, if the child is under six years of age. If both parents are employees of the public sector, with a common statement to their respective services, they determine who and at what time intervals each will use this leave. One of the three months can be taken before adoption or fostering.
- Same sex couples are not allowed to marry but they can form civil partnerships. Same-sex couples can become foster parents but not adoptive parents (as a couple).

- We note that adoptive or foster parents have access to Parental leave if the child is under the age of six (with the possibility of expansion up to the age of eight, if adoption or project procedures have not been completed earlier). Adoptive and foster parents of children up to four years of age also have the right to receive care leave, that is, reduced working hours per day or the nine month leave unless the time that is left before the child turns four years old is less than nine months. Adoptive and foster fathers can also receive the two day Paternity leave if the adopted/fostered child is younger than two years of age.

Leave for parents obtaining a child through surrogacy

- Parents that obtain a child through surrogacy are entitled a three-month fully paid leave as a family entitlement immediately after the birth of the child. If both parents are employees of the public sector, with a common statement to their respective services, they determine who and at what time intervals each will use this leave.

Time off for the care of dependants

- Leave for children's illness: up to four working days of paid leave per year if the employee has one child; up to seven working days of paid leave per year if the employee has three children; up to nine working days of paid leave per year if the employee has four or more children; and up to eight working days of paid leave per year if the employee is a single parent.
- Leave for children's sickness: parents are entitled to one month of non-paid leave in the case of the hospitalisation of their child due to illness or an accident that requires their presence.
- Leave for visiting children's school: up to four working days of paid leave for one child, and up to five working days for two or more children. If the children attend different levels of schools, an extra day is granted. The leave is not a personal entitlement: i.e. if both parents work in the public sector, the total number of days is for both parents to share.
- Up to 22 working days of paid leave per year for employees whose children or spouses need regular transfusion or periodic therapy, or whose children, even if they are adults have a serious intellectual disability or Down's syndrome or Pervasive Developmental Disorder that prevent them from working. In the case the employee cares for more than one person the leave goes up to 32 days per year. In the case that more than one employees are entitled to this leave (i.e. spouses caring for a child with PDS), the leave can go up to 32 days for both.
- Employees that are not entitled to the above leave and either themselves or his/her child, irrespective of his/her age, has disability classified as being more than 50 per cent that prevents him/her from working are entitled to a special paid leave of six working days annually. In the case the employee cares for more than one person the leave goes up to ten working days annually. In the case that more than one employee is entitled to this leave, the leave can go up to ten days for both.
- Employees who have a spouse or a child that suffers from cancer and is subject to various forms of treatment are entitled to a special leave for the day the treatment takes place and the following day

- Leave for employees with children or spouses with a disability: one hour per day, paid.

Flexible working

- Parents are entitled to work two hours fewer per day if they have children under two years of age, and one hour less per day if they have children between the ages of two and four, with full earnings replacement. As mentioned above (1.ii.d.), there is an alternative option for this leave: nine consecutive months off work after Maternity leave.
- Flexible working does not constitute a personal entitlement and can be used by either or both parents within the total entitlement period, with a common declaration addressed to their respective employers. However, the leave cannot be taken simultaneously by both parents.
- For a parent who is unmarried, widowed, divorced, or severely disabled, flexible working is extended by six months. In the case of the birth of a fourth child, flexible working is further extended by two years. In case of multiple births, flexible working is extended by six months for each child after the first one.
- Adoptive parents of children up to the age of four are entitled to flexible working or, alternatively, childcare leave (see 1.ii.d.).
- An employee supporting a child or partner with a serious disability can work one hour less per day, with full payment.
- All paid leave is funded through general taxation.

Specific provision for (breast) feeding

- This is covered by law.

2. Relationship between leave policy and early childhood education and care policy

In 2018, Law 4521 extended to two years compulsory attendance at Early Childhood Education and care (ECEC) before the beginning of elementary school (i.e. around six years of age). The Law allowed a period of three years for its full implementation. So, there is now an entitlement to ECEC at around four years of age. This means that there is no gap between the end of post-natal leave and an entitlement to ECEC for public sector workers, but there is a gap of around two and a half years for workers in the private sector. However, the gap is larger (around three years) for all workers between the end of paid leave and an ECEC entitlement.

Levels of attendance at formal services for children both under and over three years of age are below the average for the countries included in this review, as well as for OECD countries in general. For actual attendance levels, see

'relationship between leave and ECEC entitlements' on [cross-country comparisons](#) page.

According to national statistics, levels of attendance at formal ECEC services for children both under and over three years of age have shown a substantial increase in the last few years (2017: 84.1 per cent for children over three years and 21.5 per cent for children below three years; 2019: 94.1 per cent and 32.4 per cent respectively) though admittedly the data show some retreat in the age group below three compared to 2018. The increase is attributed to a policy that subsidises attendance at childcare services as well as the expansion of compulsory preschool attendance from one to two years duration.

3. Changes in policy since April 2020 (including proposals currently under discussion)

The Government is about to bring for public consultation a draft law that would include the necessary legal changes in the leave system in order to conform to the EU Directive 2019/1158. Key aspects of these changes have already been announced by the Ministry of Labour and Social Affairs (<https://ypergasias.gov.gr/ti-provlepei-gia-tis-gonikes-adeies-to-nomoschedio-gia-tin-prostasia-tis-ergasias/>).

The changes include:

- The extension of the two day paid Paternity leave to 14 days (the EU Directive talks of 10 days as a minimum);
- The protection of fathers from dismissal for six months after the birth of the child;
- Payment for two of the four months of Parental leave (the coverage will be equivalent to the minimum wage) for each parent, and the extension of the age of the child during which leave can be taken from six to eight years.
- The introduction of a five day carer's leave for relatives and other people living in the same household;
- The introduction of flexible working arrangements as a right for working parents of children up to twelve years of age (telework, part-time work, flexible working arrangements);
- The introduction of a right of absence due to force majeure for family reasons (two days per year);
- The introduction of a leave for assisted reproduction;
- The expansion of the term 'parent' to include cases of adoption and surrogate motherhood.

In 2020 (Law 4674, article 47), some changes were introduced in the leave system of the public sector that clarified certain aspects of the system, improved legal provisions regarding certain types of leaves for illnesses that require regular treatment or hospitalization or are based on disability. For example, the 22 days of paid leave per year for employees whose children or spouses need regular transfusion or periodic therapy, or whose children, even if they are adults have serious intellectual disabilities that prevent them from working is extended to 32 days if the employee cares for more than one person or if more than one employee is entitled to the leave. Also, an employee that cannot claim the above leave but has a child with serious disability that prevents him/her from working is entitled to six days of paid annual leave which is extended to ten days if the employee

cares for more than one person or if more than one employee is entitled to the leave. In addition, two days leave for each treatment is granted to employees whose spouse or child suffers from cancer.

Very importantly too, the Law clarifies the leave rights of employees working in the public sector with private law contracts of limited time, a category of employees that were unequally treated. The rights of these employees had been the cause of many formal complaints. It also clarifies some aspects of the leaves in relation to adoptive and foster parents.

The above law was published in the Government Gazette in March 2020 but the letter of the Ministry of Interior to the various services that announced and clarified the law was circulated in late May 2020.

In its report on Equal Treatment for the year 2019, published in late April of 2020, the Ombudsman notes, once more, the prejudice of employers against pregnancy and motherhood which they consider as a 'burden' as well as their effort to get rid of this 'burden' using seemingly lawful ways of dismissal (p.43, 44).

Policy response to the Covid-19 pandemic up to end April 2021

Childcare and schools

- Since the beginning of the pandemic, schools, nurseries and kindergartens had at times closed down, reopened and closed down again. In times of closure a high pressure was exerted on parents who needed to find solutions for the care of their children or looked after them themselves while often working at the same time. But even in times when the schools/nurseries reopened, not all services were provided (i.e. afternoon programme that covered the needs of working parents) or social distancing regulations forced certain classes to run in rotation. There were also parents whose children did not attend nurseries/kindergartens/schools because they declared that the child belonged to a high-risk group or was in close contact with a person of his/her family environment that belonged to such a group or was sick. As the pandemic cases increased dramatically (i.e., March 2021), the risk of Covid-19 affecting all family members at the same time added to the complications of providing also informal childcare.

Parental leave

- During the period under consideration (April 2020 to April 2021), parents had access to their regular scheme options. However, special measures to cover the needs of parents were, in addition, instituted during this period or were instituted before this period but were in force or reactivated during the period in concern.

Other measures for parents and other carers

- Measures introduced in March 2020 (first lockdown) but that remained in force in April and the beginning of May 2020 or were reactivated during the last of months of 2020 up to the end of March 2021:

- A special leave for working parents was introduced since the first day of the closure of the schools called **Leave for a special purpose**. According to this leave parents (fathers or mothers) working as employees and with children that attended kindergarten or nurseries or school classes up to the level of third grade of the Gymnasium (around 14-15 years of age) could be absent from work during the temporary closure of these facilities. Working parents of children with a disability whose schools or day care centres were closed, irrespectively of their age, were also entitled to this leave. For every four days of leave, three were considered as justified absence and one was taken out of the parent's annual leave; so parents were 'obliged' to take part of their annual leave if they were to claim the leave for a special purpose. However, a parent could use any other type of leave if his/her annual leave was exhausted. If only the one parent worked, he/she was not entitled to take this leave unless the other parent was hospitalised or sick with Covid-19 or had a severe disability. A parent in the public sector could not make use of the leave if the other parent was on another type of leave (i.e. childcare or educational leave). The leave is fully compensated to the level of earnings from labour and except for the annual leave part that is fully compensated by the employer, the rest of the leave was compensated by two-thirds by the employer and by one-third by the State.
- After the reopening of the schools, this leave was restricted to cases where:
 - The child attended the school only certain days of the week (due to social distancing regulations) and only for the days that the child was at home;
 - The child attended a class where the teacher belonged to a high-risk group and for this reason the attendance took place from long-distance;
 - The parents declared that the child belonged to a high-risk group or came in close contact with a person of his/her family environment that belonged to such a group or was sick;
 - The school was closed down due to the detection of a Covid-19 case in the school.
- Working parents, instead of the leave for a special purpose, could take the option of working with reduced hours of work (up to 25 per cent of their working time daily) without a reduction of their earnings. In this case, the employee, after the restrictive measures period, should cover the reduced hours in overtime unpaid work. When schools and nurseries reopened and because the after-school programmes were not reinstated, parents continued to have this option in order to be facilitated in picking up their children from nursery/school.
- Additional temporary measures were introduced between September and November 2020:
 - Employers were obliged to have part of their staff working from home. This was set to at least 50 per cent, where possible, and even higher in areas particularly stricken by corona virus. In the public sector, parents were given priority if they chose this option, as well the option of work

rotation and could also adjust their working time to meet both the needs of caring their children and their work needs.

- A special 14 day (or more if needed) leave for caring of children that were sick with Covid-19, over and above the other available illness leaves for children, was introduced.
- If a parent was obliged to stay at home due to covid safety protection, he/she could work from distance if possible. If this was not possible, when he/she returned to work, he/she was obliged to pay back half of his/her lost work hours by working an extra hour per day.

4. Uptake of leave

There is no information on the uptake of the various types of leave. Statistics provided by the Labour Inspectors' Authority on private sector employees record people on leave by sex; however, there is no information about how many employees are eligible, but do not make use of their entitlement. Furthermore, these statistics are collected under the equal treatment legislation and do not provide any data on the uptake of leaves that apply exclusively to mothers.

Anyhow, it seems that, regarding leaves where both parents have entitlement rights, it is the mothers who overwhelmingly use the leave.