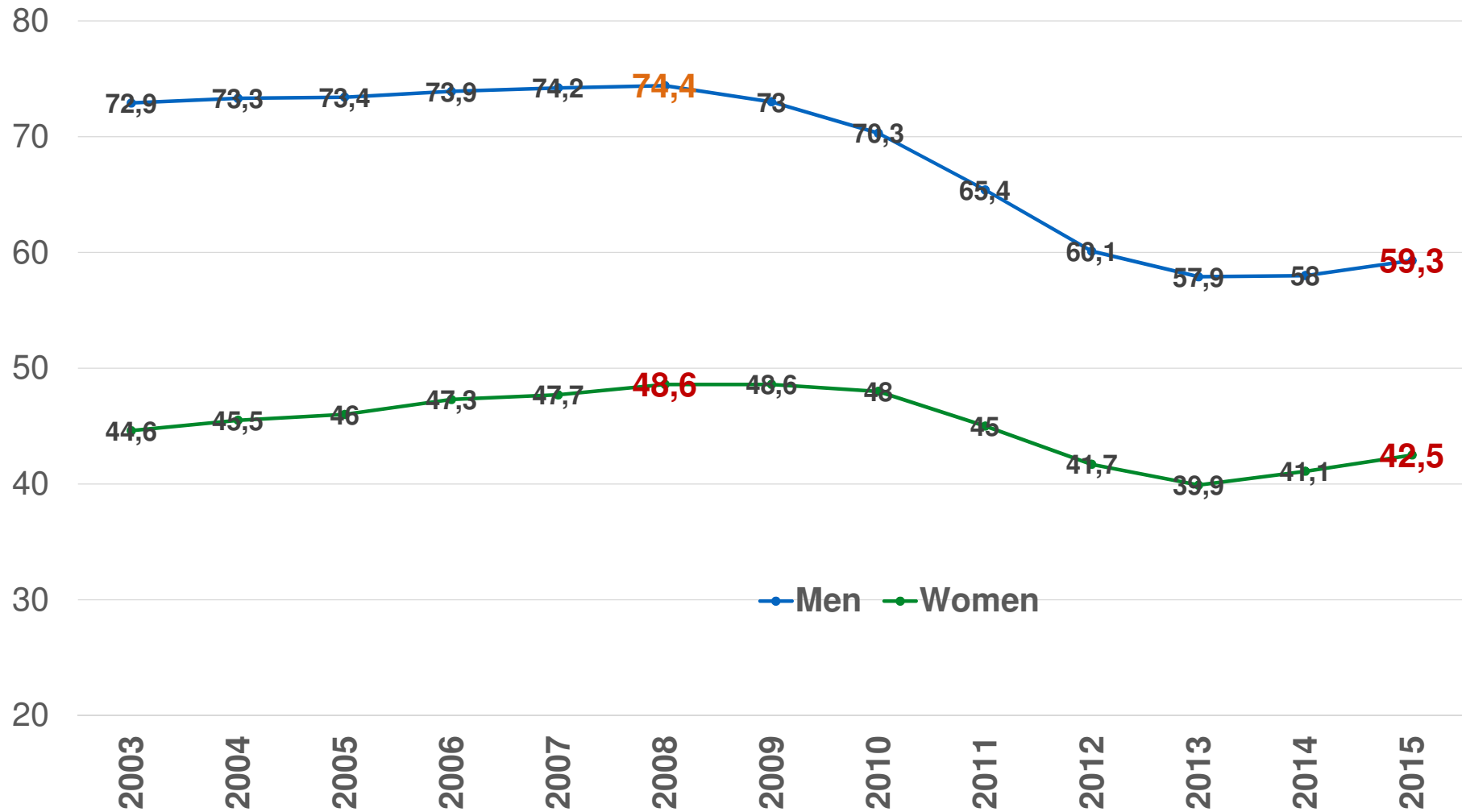# Leave and childcare policies in Greece: The impact of crisis

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Employment rate

Men: 72,9 · 73,3 · 73,4 · 73,9 · 74,2 · **74,4** · 73 · 70,3 · 65,4 · 60,1 · 57,9 · 58 · **59,3**

Women: 44,6 · 45,5 · 46 · 47,3 · 47,7 · **48,6** · 48,6 · 48 · 45 · 41,7 · 39,9 · 41,1 · **42,5**

2003 · 2004 · 2005 · 2006 · 2007 · 2008 · 2009 · 2010 · 2011 · 2012 · 2013 · 2014 · 2015

— Men — Women

Source: Eurostat data base

Employment status

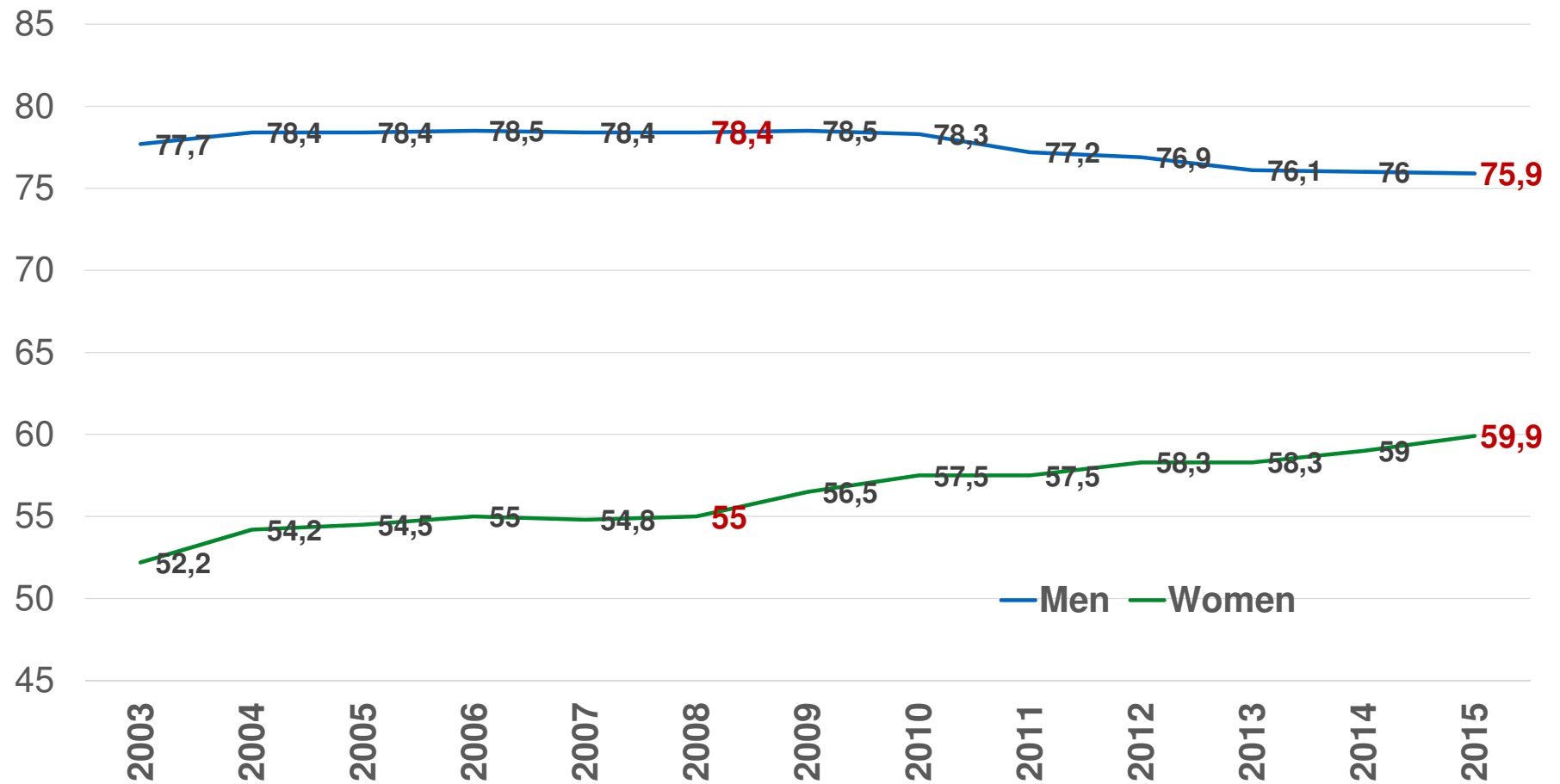|	2008	2013	2015	Difference between 2008-2015
employees	65	64	66	
self-employed	29	31	30	
contributing family workers	6	5	4	
Total (%)	100	100	100	
Total (numbers)	4,552.9	3,459,0	3,548,0	1,004,9

Source: Eurostat data base
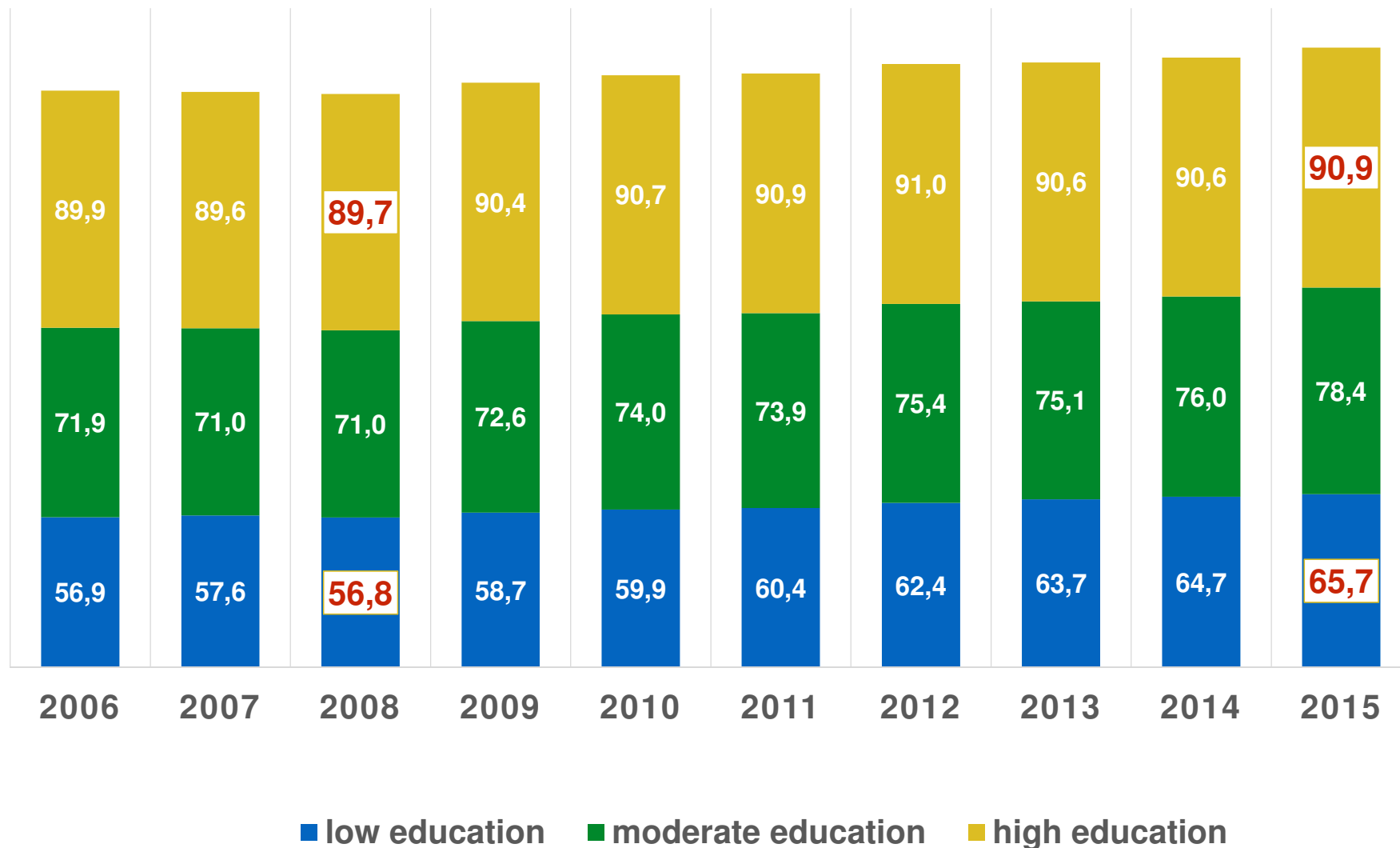
Unemployment rate

Men — Women

Source: Eurostat data base

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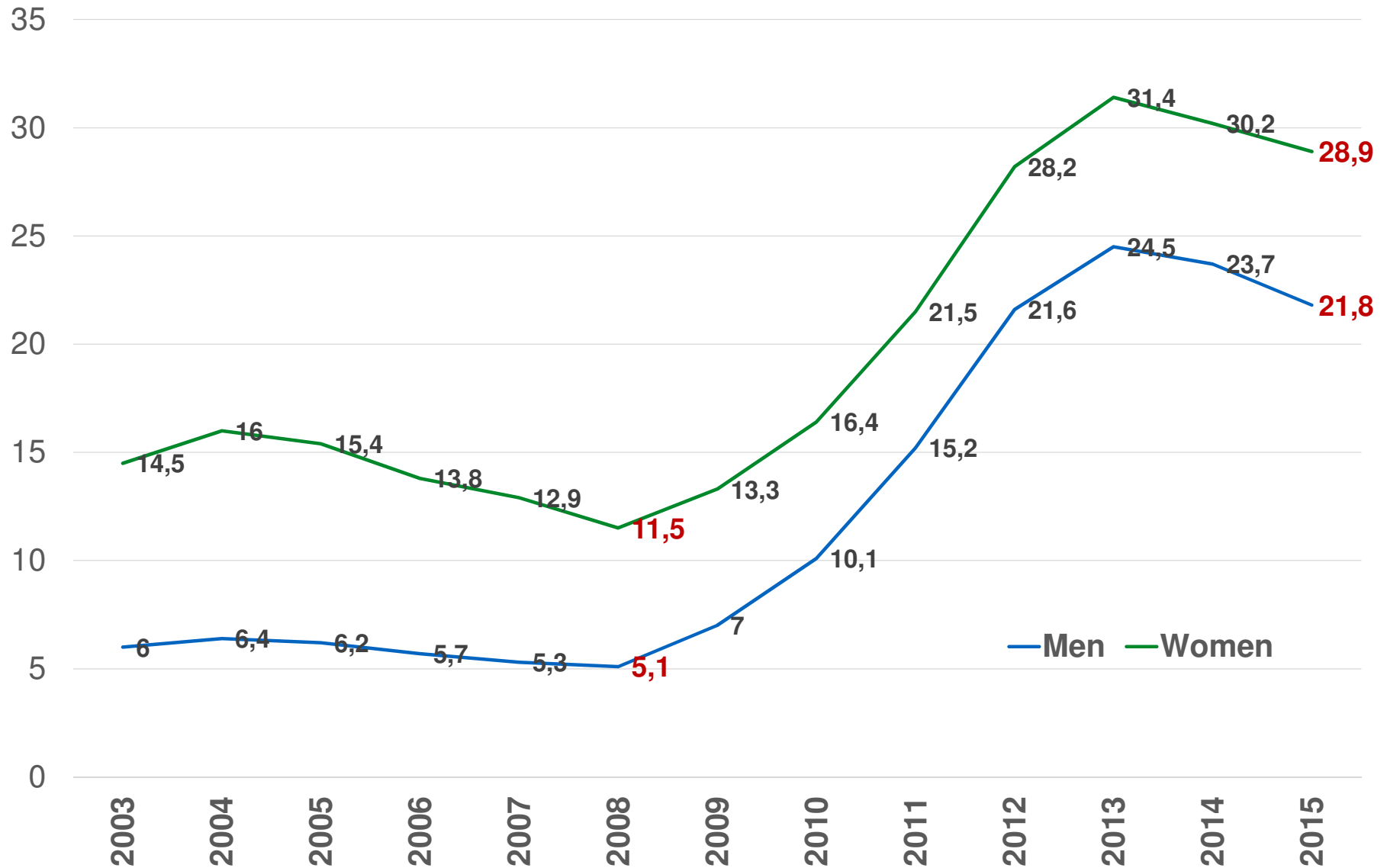
Activity rate

Source: Eurostat data base

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ACTIVITY RATE OF WOMEN 25-49 YEARS OF AGE ACCORDING TO LEVEL OF EDUCATION

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
high education	89,9	89,6	**89,7**	90,4	90,7	90,9	91,0	90,6	90,6	**90,9**
moderate education	71,9	71,0	71,0	72,6	74,0	73,9	75,4	75,1	76,0	78,4
low education	56,9	57,6	**56,8**	58,7	59,9	60,4	62,4	63,7	64,7	**65,7**

■ low education ■ moderate education ■ high education

Employment rate of women 25-54 with or without children 0-14

Legend:
- – – – Without children 0-14
- ——— With children 0-14

Source: OECD family data base
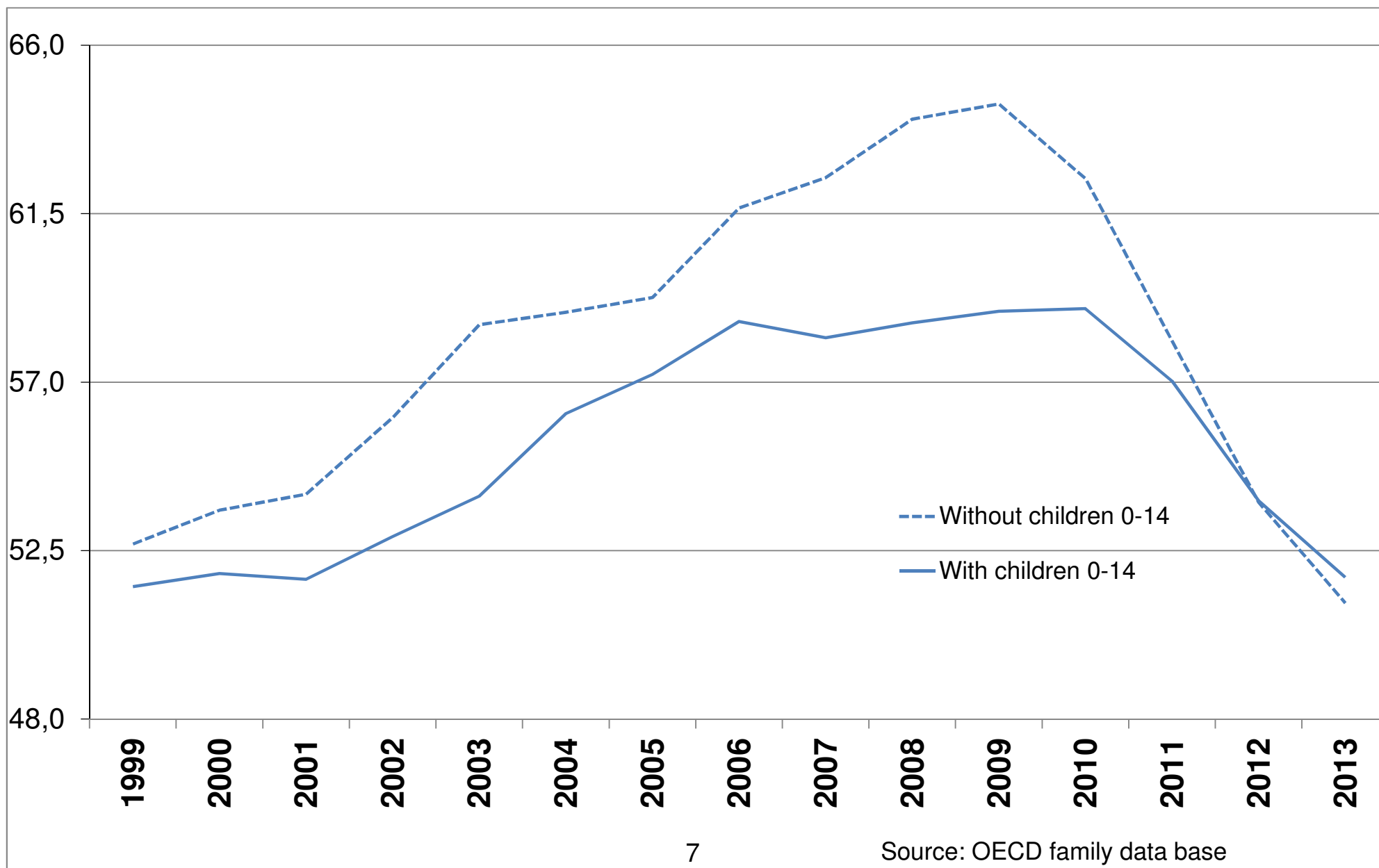
Employment rate of women aged 25-49 without children or with a child below 6

	2008	2010	2014	2015
Women without children	70,2	67,5	55,8	58
Women with 1 child younger than 6	57,1	59,1	54,9	57,8
Women with 2 children, the one younger than 6	55,7	57,9	50,7	53
Women with 3 or nore children, the one younger than 6	51,5	45	45,6	49,6

Source: Eurostat data base
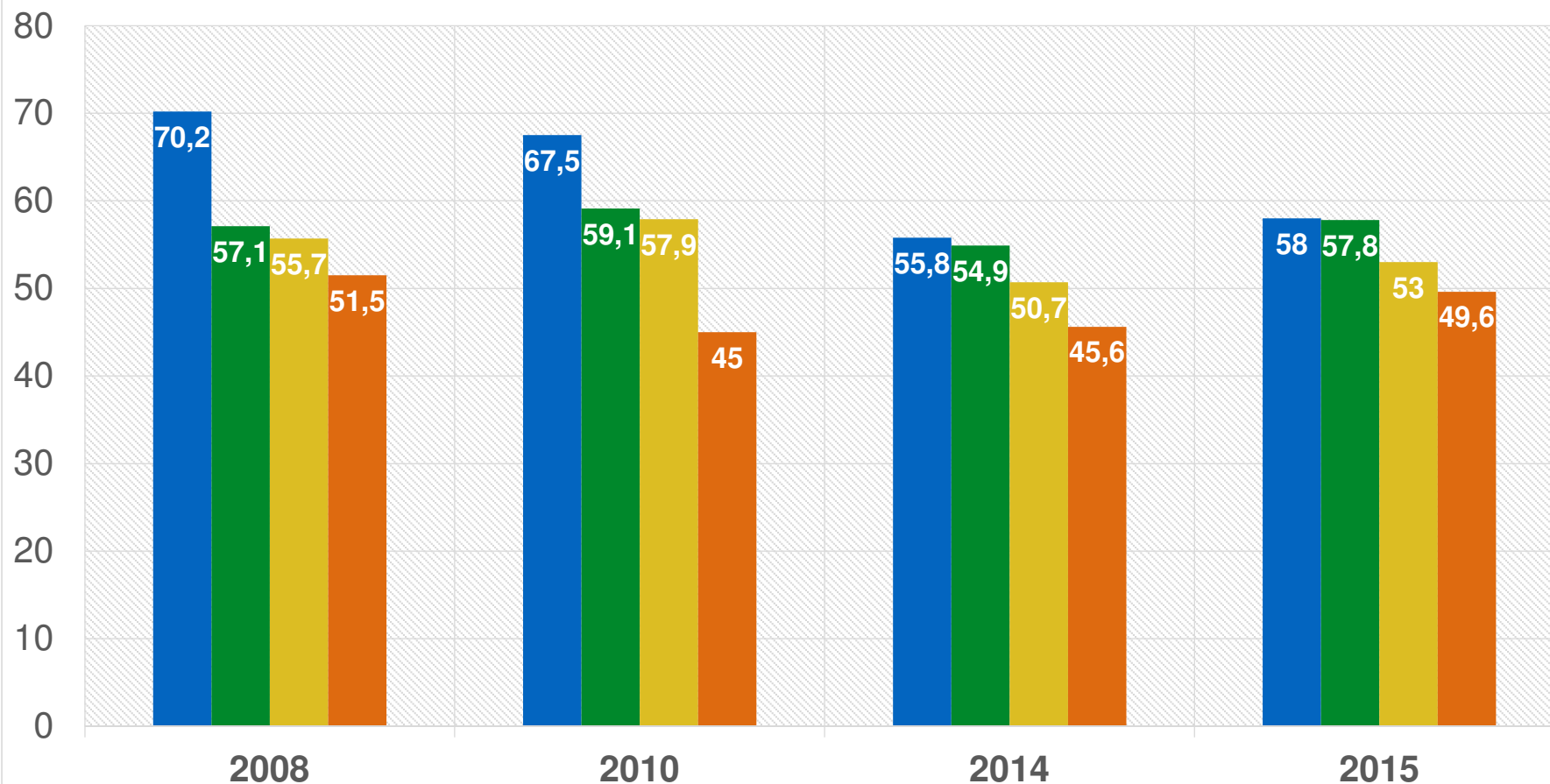
■ Women without children
■ Women with 1 child younger than 6
■ Women with 2 children, the one younger than 6
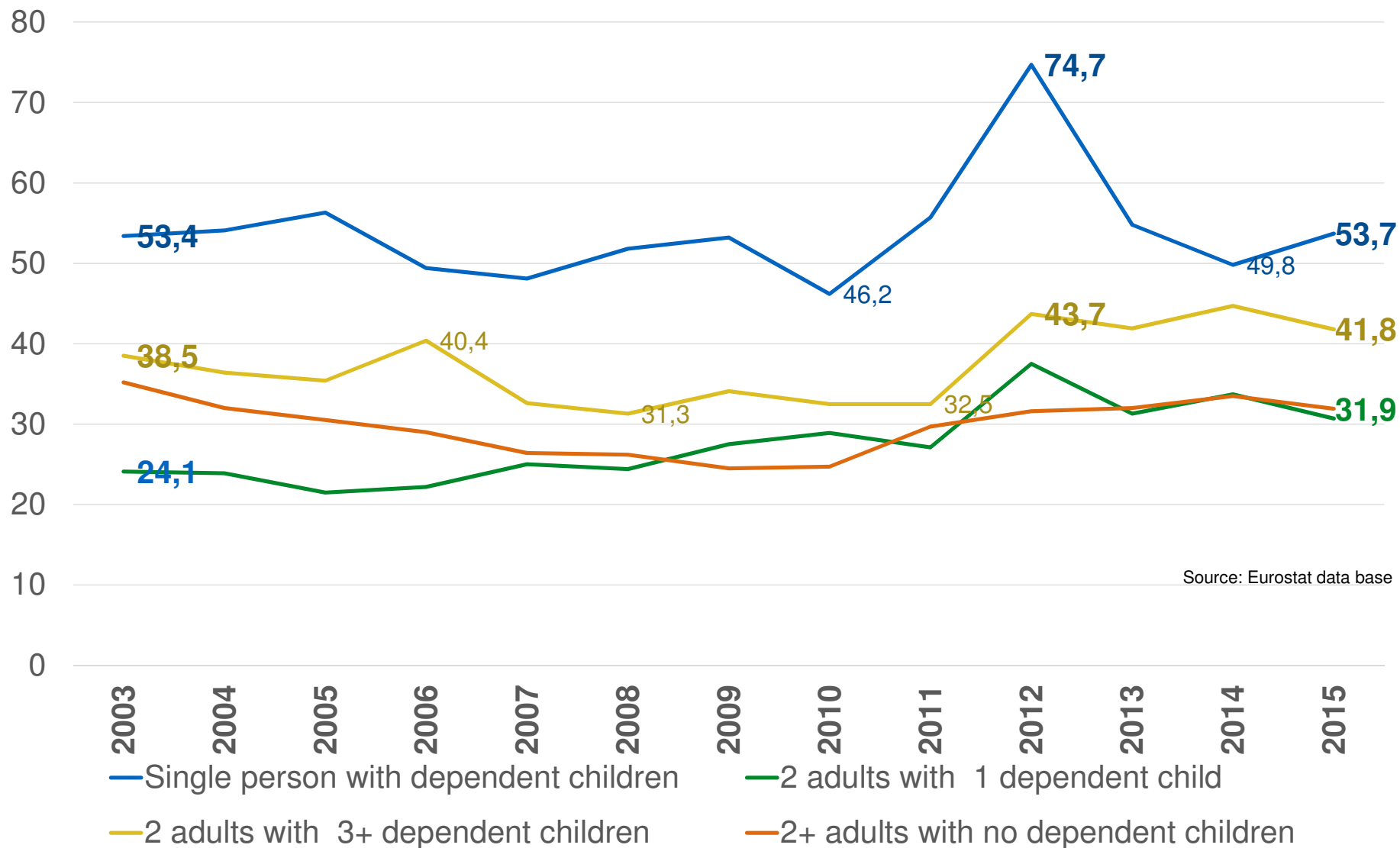■ Women with 3 or nore children, the one younger than 6

The labour market

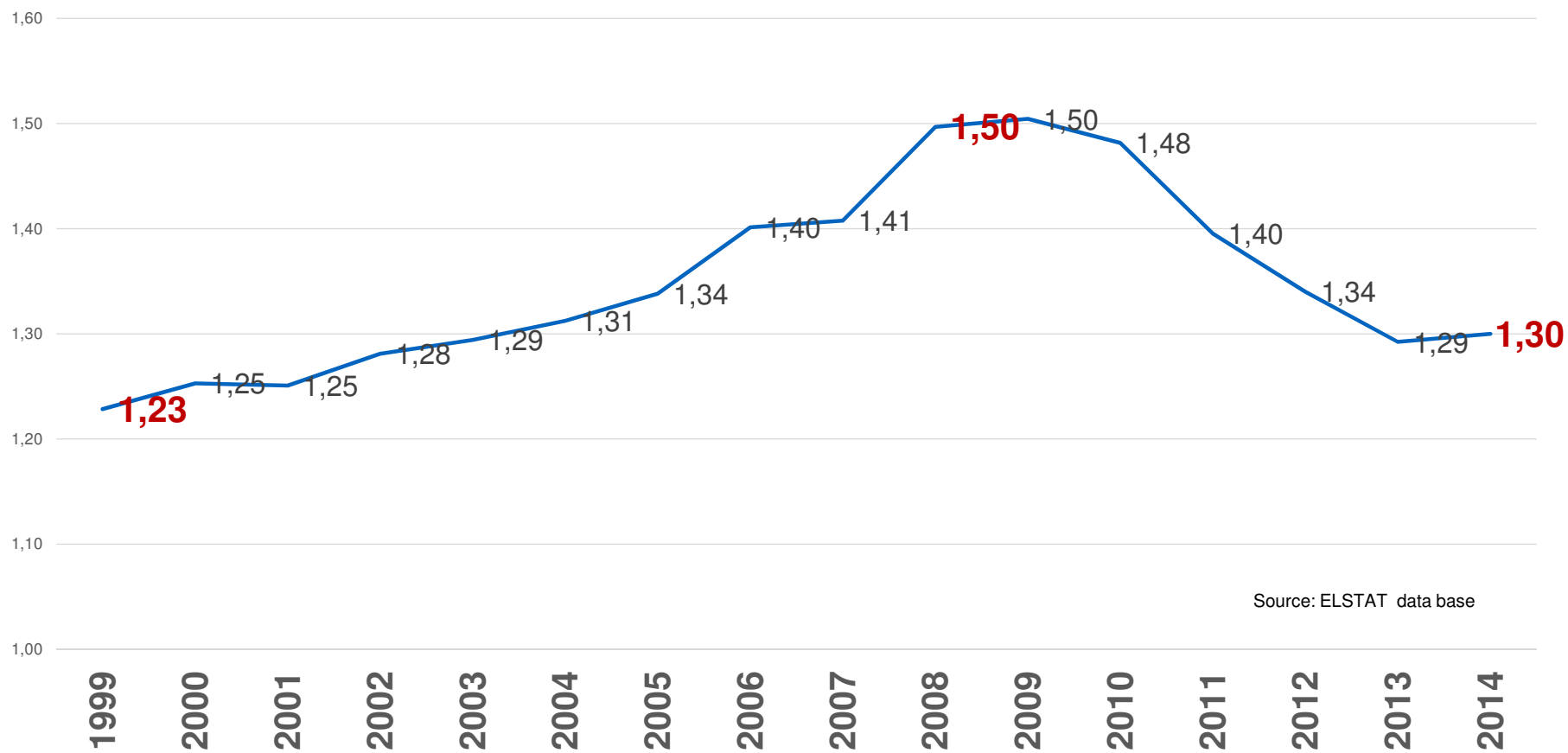| Enterprises and employees with private law contracts		
	2015	**% of difference between 2014-15**
Job positions	1,6 million	**6 +**
Enterprises according to number of employees: 1-10 11-50 > 51	89% 9% 4%	
Working hours: > 35 hours **21-34 hours** **< 20 hours**	70% 11% 19%	6 + 9 + **19 +**
Earning (if full time) 501-600 € **601-700 €** **701-800 €** **> 801 €**	10% 9% 7% **52%**	**13 +** 11 + 8 + 0-5 +
Earnings (if part time) ?	22%	

Labour relations during the crisis years

- Significant restictions in workers' rights

- Changes in the system of wage determination leading to lowering of wages

People at risk of poverty or social exclusion according to type of household


Source: Eurostat data base

Single person with dependent children
2 adults with 1 dependent child
2 adults with 3+ dependent children
2+ adults with no dependent children

Total fertility rate

Source: ELSTAT data base

1,23 1,25 1,25 1,28 1,29 1,31 1,34 1,40 1,41 **1,50** 1,50 1,48 1,40 1,34 1,29 **1,30**

1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 2012 2013 2014

Immigration

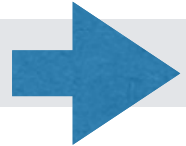| Estimated immigration to other countries	
2008	43.044
2009	43.686
2010	62.041
2011	92.404
2012	124.694
2013	117.094
2014	106.804

Source: ELSTAT data base
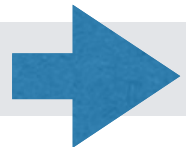
Reconciliation policies 1980-2016
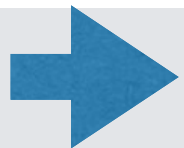
Key emphases
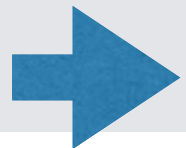
➡ **Emphasis on leave system**

➡ **Emphasis on child care (particularly in the crisis years)**

➡ **Less emphasis on elderly care and care for the disabled**

➡ **Non-recognition of flexible employment and other
working time measures as key axis of reconciliation policies**

Leave policies:
Broad developments: 1980-2008

➢ Significant development since 1980's

➢ Increasing number of (paid) leaves

➢ Increasing length of leaves

➢ More flexibility in their use

➢ Special provisions for various categories of parents with special needs

➢ More attention to the principle of gender equality

➢ But still many categories of working parents remain uncovered by law and there is much inequality between the different sectors of employment

Leave policies in 2008: Length /payment of leaves after birth

Public sector	Private sector
Length of paid leave after birth	
12 months, fully paid - Basic maternity leave: 3 months - Care leave: 9 months	**almost 12 months, fully or partly paid** - Basic maternity leave: 2 fully paid months up to highest insurance class - Special maternity leave: 6 months, paid at level of minimum wage - Care leave: almost 4 months, fully paid but …….
Length of non-paid leave after birth	
24 months	**3½ months**

Leave policies in 2016: Length/payent of leaves after birth	
Public sector employees	**Private sector employees**
Length of paid leave after birth	
12 months, fully paid - Basic maternity leave: 3 months - Care leave: 9 months	**almost 12 months, fully or partly paid** - Basic maternity leave: 2 fully paid months up to highest insurance class - Special maternity leave: 6 months, paid at level of minimum wage - Care leave: almost 4 months, fully paid but ……. - Maternity leave for self-employed: 2 months, very low payment
Length of non-paid leave after birth	
60 months (from 24)	**4 months** (from 3½)

Hatzivarnava and Karamessini, Leave report for Greece, 2016

Leave policies in 2008: Other leaves

Public sector	Private sector
Paternity leave	
-	2 (paid)
Leave for school attendance	
4+ days per (paid)	4+ days per (paid)
Leave for parents of children (or spouces) with disablitiy or other illness	
1. Reduced working hours (paid) 2. Two other leaves of 22 days each for special cases (paid)	1. Reduced working hours (only in big companies, non-paid) 2. 10 days leave for special cases (paid)
Leave due to sickness of children and other dependent members	
-	6+ days (non-paid)

Leave policies in 2016: Other leaves

Public sector	Private sector
Paternity leave	
2 days (paid)	2 (paid)
Leave for school attendance	
4+ days per (paid)	4+ days per (paid)
Leave for parents of children (or spouces) with disablitiy or other illness	
1. Reduced working hours (paid) 2. Two other leaves of 22 days each for special cases (paid)	1. Reduced working hours (only in big companies, non-paid) 2. 10 days leave for special cases (paid)
Leave due to sickness of children and other dependent members	
up to 1 month (non-paid)	1. 6+ days (non-paid) **2. Up to 30 days when a child is hospitalised (non-paid)**

Child care services: Broad developments 1980-2008

- Significant development in preschool childcare since 1980's; introduction and expansion of care of school children since late1990's.

- Development was helped in late 1990's and 2000's by funding through EU structural funds

- But still no rights to child care are secured

- Child care places for children under 2,5 remained limited

- Budget for preschool child care: Local authorities' contribution plus parents' fees (according to level of income); budget for child care of school children: Ministry of Education, free for parents

- Key issues for parents: cost; operation hours; accessibility

Child care services in the crisis period (2009-16)

- Significant development (of subsitised places in both public and private facilities) since 2009 through funding by EU structural funds

- Some facilities in big municipalities were merged

- Budget: Local authorities contribution was restricted (due to their own budget cuts) and parents' fees (according to income) were also lowered

- Restrictive personnel policies

- Key issues for parents: cost; operation hours; accessibility; quality
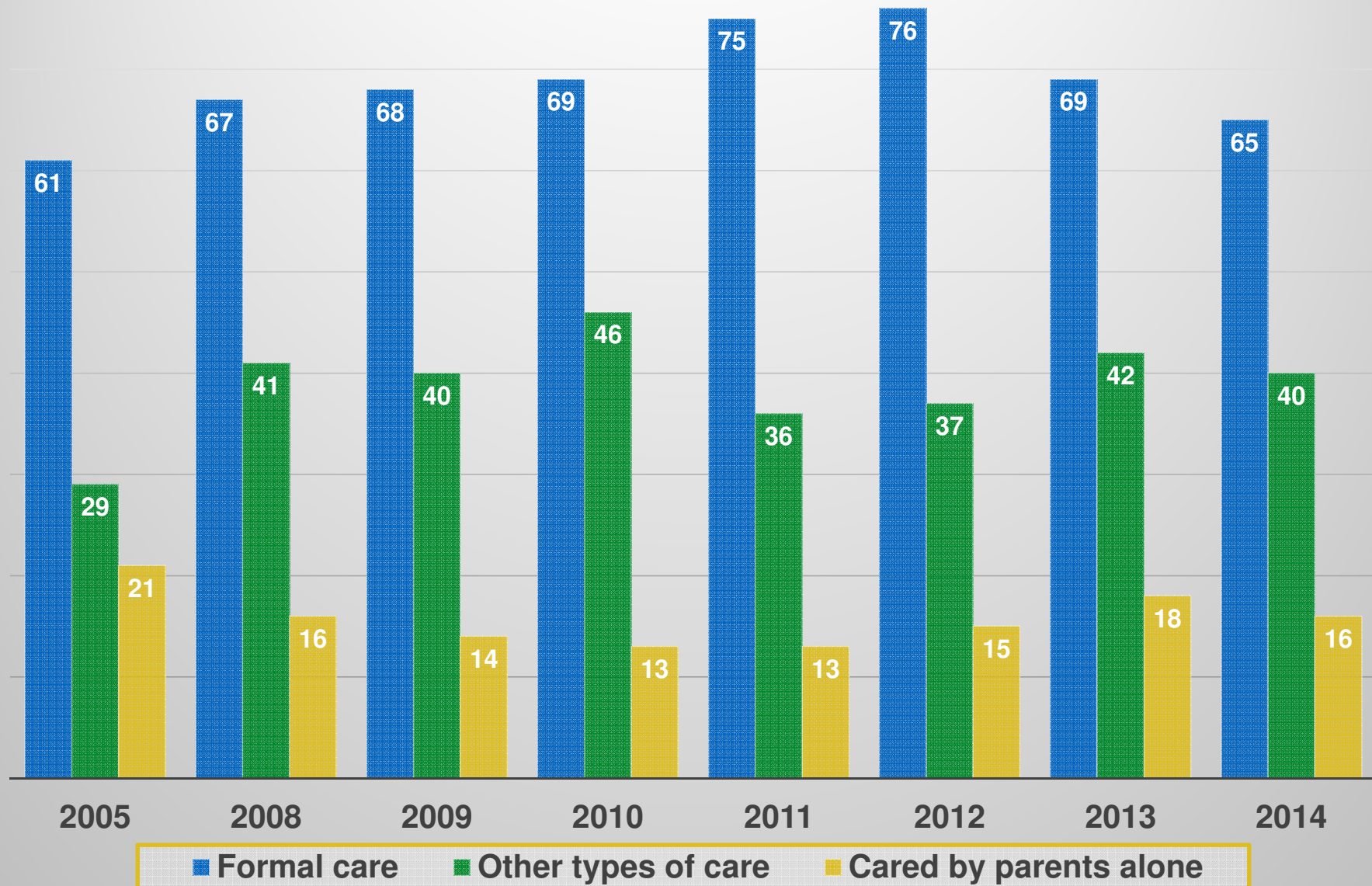
Subsidized child care places Programme

	Valid applications	Benefited mothers	% of coverage	Number of children placed
2008		11.167		
2009		18.507		17.785
2010		24.856		26.727
2011		40.125		48.360
2012	69.290	47.881	69%	57.534
2013	66.810	56.545	85%	68.526
2014	79.899	66.922	84%	80.326
2015		66.031		81.003

Source: EETAA

Parents: Behaviour and practices related to the care of children during crisis

- ***Use of childcare:*** Use of childcare that is free or has low cost; Significant increase in the use of childcare services in peak crisis years

- ***Leave take-up:*** Recorded self-restrictive behaviour in the use of parental leaves but also increased use of leave for children below 1; still very high level of gender inequality in the use of both paid and unpaid leave.

- Less inequality in labour market behaviour, but what is happening in the family?

Child care practices for children of 3 years of age until compulsory school age

Year	Formal care	Other types of care	Cared by parents alone
2005	61	29	21
2008	67	41	16
2009	68	40	14
2010	69	46	13
2011	75	36	13
2012	76	37	15
2013	69	42	18
2014	65	40	16

Source; Eurostat data base

Care practices for children below 3 years of age

Legend: Formal care, Other types of care, Cared by parents alone

Year	Formal care	Other types of care	Cared by parents alone
2005	7	48	46
2008	12	55	37
2009	11	60	32
2010	8	59	35
2011	19	51	36
2012	20	52	35
2013	14	52	38
2014	13	56	37
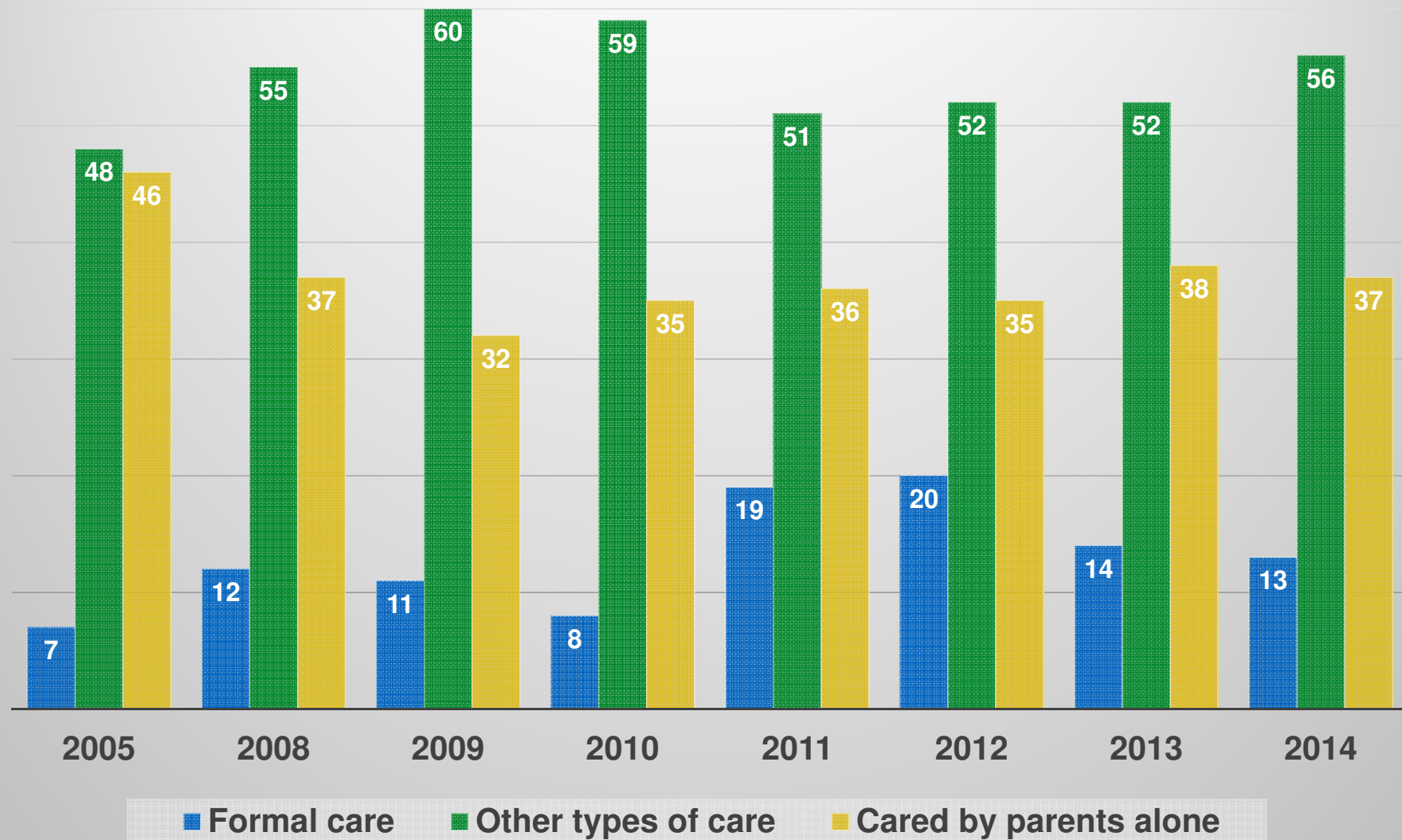
Source: Eurostat data base

Enterprises: Behaviour and practices related to the care of children during crisis

- Contradicting behaviour: Increased number of complaints on abuse of parental rights but also cases that employers encourage the take-up of leaves

Conclusions

- Reconciliation policies "survived" and even showed some improvement during the crisis but

- sustaining and developing the policies is a challenge

- Family (and community) support systems are still strong in Greece and fill in the gaps or shortcomings of formal policies

- Increasing pressure on women and mothers to cope with work demands and care of children and other dependent members

General Conclusions

- If the motive for   employment is very strong   (i.e. family survival) this seems to outweigh the shortcomings of reconciliation policies

- Reconciliation policies do matter if they respond to family needs and expectations. Listen to what families say!

- In crisis situations, investment in reconciliation policies has less value for the enterprises

Only in periods of socioeconomic stability, low unemployment and economic development that generate financial resources and provide a sense of certainty and a prospect about their future to employers and employees, reconciliation policies can be effectively implemented and best used.