

PAID LEAVE FOLLOWING CHILDBIRTH IN GREECE

DURATION OF PAID LEAVE

Leave periods available	Months
Paid Maternity Leave	2-3
Paid Paternity Leave	2 days
Paid Parental/Childcare Leave	12

ELIGIBILITY

Group	Maternity Leave	Paternity Leave	Parental Leave
Employed	+	+	+
Self-employed	+	-	-
Student	-	-	-
Unemployed	-	-	-
Adoptive parent	+	+	+
Grandparent	-	-	-
Migrant	+ (if employment conditions are met)		

TAKE-UP RATES

Leave type	%
Maternity Leave (% of pregnant/young mothers)	NDA
Paternity Leave (% of fathers)	NDA
Parental Leave (% of mothers)	NDA
Parental Leave (% of fathers)	NDA

RESPONSIBILITIES

Maternity Leave

Private sector: Covered by Social Insurance Fund and Manpower Employment Organisation

Public sector: Covered by the employer (state budget)

Paternity Leave

Covered by the employer

Parental/Childcare Leave

Covered by the employer



History of leave policy and recent changes

- Started mainly in the 1980's
- Over the years: new types of leave; improved conditions for the recipients; more flexibility and options; special provisions for specific categories of parents (with many children, single parents); fathers and adoptive parents getting access to parental leaves; self-employed receiving maternity leave
- Recent developments: Leave rights for parents obtaining a child through surrogate motherhood; Leave rights for foster parents -same-sex couples can foster a child and thus can access leave rights as other foster parents; extension of leave days for parents whose child is ill.

DEFINITIONS

MATERNITY LEAVE

Leave generally available to mothers only. It is usually understood to be a health and welfare measure, intended to protect the health of the mother and newborn child, to be taken just before, during and immediately after childbirth.

PATERNITY LEAVE

Leave generally available to fathers only, usually to be taken soon after the birth of a child and intended to enable the father to spend time with his partner, new child and older children.

PARENTAL LEAVE

Leave available equally to mothers and fathers, either as a non-transferable individual right, an individual right that can be transferred to the other parent, or a family right that parents can divide between themselves as they choose.

INTRODUCING THE NETWORK ON LEAVE POLICIES AND RESEARCH

The international network on leave policies and research, consists of over 60 members, all of whom are experts on leave issues and who come from 43 countries across the world. Members bring not only expertise to the network, but great commitment and enthusiasm, enabling the group to grow and flourish without any regular source of external funding and to provide a unique forum for exchange, dialogue and collaboration on issues of care, employment and gender.

Detailed Country Notes, Cross-country tables and definitions of leave policies are available at

www.leavenetwork.org/leave-policies-research/

RECENT PUBLICATIONS

HATZIVARNAVA E., (2019), PARENTAL AND OTHER CARE LEAVES: SIGNIFICANT PROGRESS, FRAGMENTATION AND INEQUALITIES, IN KARAMESSINI, M. AND SYMEONAKI, M.(EDS) (FORTHCOMING), *RECONCILIATION BETWEEN WORK AND FAMILY IN GREECE: THE BIRTH, DEVELOPMENT AND ASSESSMENT OF A POLICY*, ATHENS: NISSOS (IN GREEK).

HATZIVARNAVA-KAZASSI, E. AND KARAMESSINI, M. (2018), ECONOMIC CRISIS AND AUSTERITY, WORK- LIFE BALANCE POLICY FOR WORKING PARENTS AND PARENTAL BEHAVIOR IN GREECE, *REVISTA DEL MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL*, 136, PP 79-106.

LEGEND:

NDA = No data available

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