

International Leave Policy and Research Seminar, Athens 29-30 June 2023

Parenting leaves in Greece from the perspective
of gender equality and inclusion

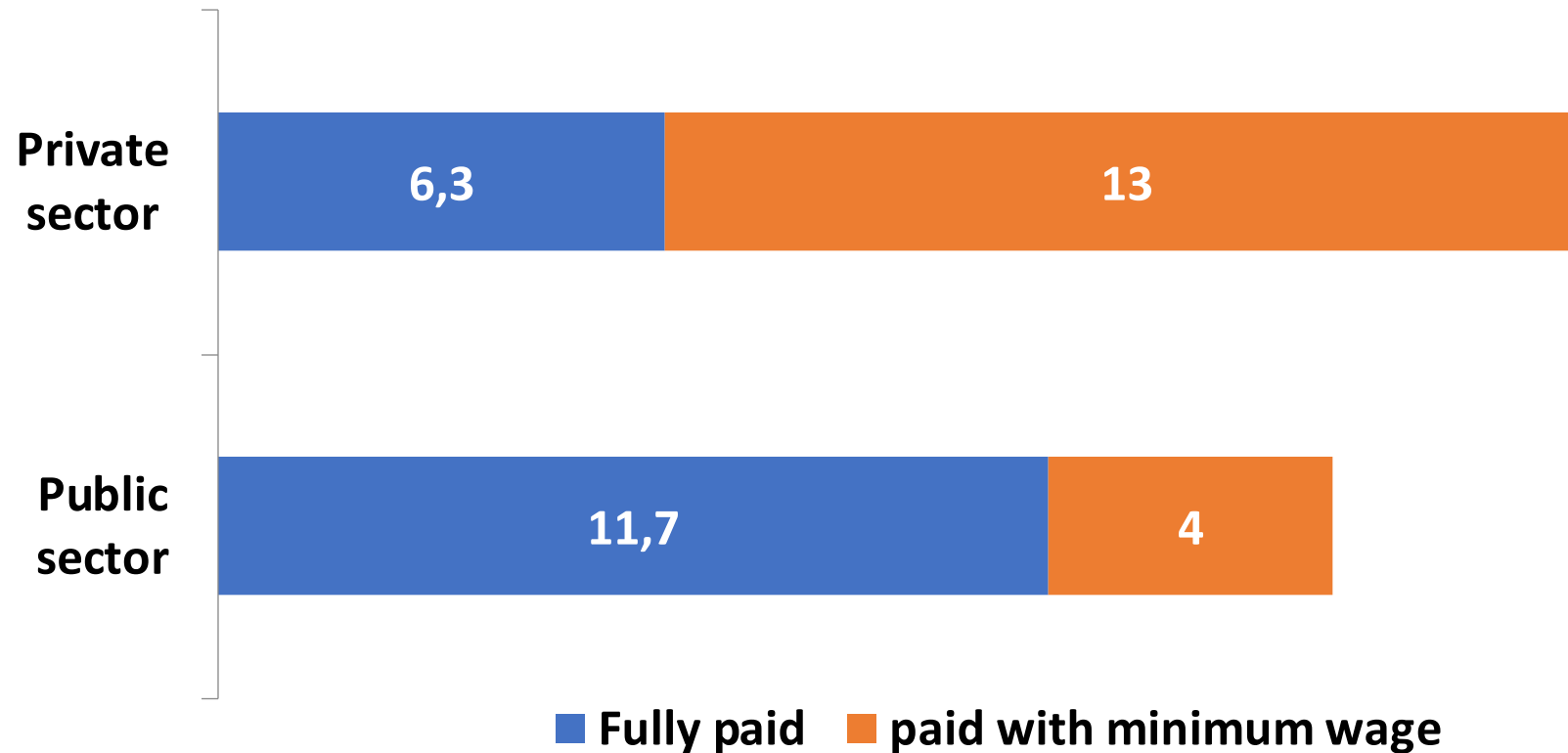
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Table 1

MAIN LEAVES FOR PARENTS (AFTER THE BIRTH OF THE CHILD)						
Type of leave	Employees-public sector		Employees- private sector		Self-employed	
	Length in months	Level of payment – Who pays	Length in months	Level of payment – Who pays	Length in months	Level of payment - Who pays
Maternity leave	2	fully paid by the employer	2	fully paid by Social Insurance	2	fixed payment below minimum wage, paid by Social Insurance
Paternity leave	0,7	fully paid by the employer	0,7	fully paid by the employer		
Childcare leave	9	fully paid by the employer (family right)	3,6	fully paid by the employer (family right)		
Special leave for the protection of maternity	-		9	paid by Social Insurance (OAED), with minimum wage (mothers only, with possibility of transfer seven months to fathers)		
Parental leave	60 x 2	2 months for each parent, paid by the employer at minimum workers' wage	4 x 2	2 months for each parent paid by the Social Insurance (OAED), with minimum wage		
Total time	131,7	11,7 months are fully paid and 4 months are paid with minimum wage	23,3	6,3 months are fully paid and 13 months are paid with minimum wage	2	fixed payment below minimum wage, paid by Social Insurance

Figure 1

Paid leaves, fully or with minimum wage, in months in the public and private sector



In addition, 4 months in the private sector and 116 months in the public sector of non-paid leave are provided.
Total for the private sector: 23,3 months, total for the public sector: 131,7 months

Table 2**OTHER TYPES OF LEAVES FOR PARENTS**

Type of leave	Employees-public sector		Employees- private sector	
	Length in days	Payment– Who pays	Length in months	Payment – Who pays
For visiting children’s school	Up to 4 days for each child (family right)	paid by the employer	Up to 4-days for one child and up to 5 for 2+ children (family right)	paid by the employer
For children’s sickness	6-10 days per parent	non-paid	4-10 days per parent; special provision for single parents	paid by the employer
For a disabled child	1 hour per day (family right)	non-paid	1 hour per day plus 6-10 days per parent (family right)	paid by the employer
For single parents	6 days	paid by the employer		
For reasons of force majeure	2 days per parent	paid by the employer		
For children that need regular treatment or have severe impairments	10 days per parent	paid by the employer	22-32 days (family right)	paid by the employer
For children’s hospitalization	30 days per parent	non-paid	30 days per parent	non-paid

Table 3

Do leave policies promote gender equality?

Type of leave	a Promoting gender equality	B (a) Neutral - strong	b (b) Neutral - weak	c Reinforcing gender inequality
Maternity leave	+			
Paternity leave	+			
Childcare leave		+		
Special leave for the protection of maternity (private sector)				+
Parental leave			+	

Criteria for a:
Individual right
High payment

Criteria for b (a):
Family right - no special
incentives for fathers
High payment

Criteria for b (b):
Individual right but no
special incentives for fathers
Low or no payment

Criteria for c:
Lengthy leave for mothers only
Low or no payment
While there is a possibility for
transfer part of the leave to
fathers, no special incentives

Table 4

Fathers and mothers using leaves that address both parents as a % of total number of working men and women in the private sector

	Fathers	Mothers	Mothers' use compared to fathers' use
2018	0,6	3,2	5x
2019	1,1	4,6	4x
2020	0,5	3,6	7x
2021	0,5	3	6x
2022	0,4	4,6	11x

Source: Elaboration of unpublished data provided by the Labour Inspectors' Office

Table 5**Leave system: Included and excluded parents**

Categories of parents	YES	Hardly	NO
Working parents - employees (officially recorded)	+		
Working parents -self employed		+	
Working parents – non-recorded			+
Students who are parents			+
Unemployed parents			+
Inactive parents			+
Non-biological parents in same-sex couples			+

Table 6

Conditions for leave eligibility for working parents

Type of leave	Conditions related to employment status and history			Conditions related to the parents' conjugal status
	Working parents (private sector)	Working parents (public sector)	Self-employed	
Maternity leave	Yes*	No	Yes**	Yes*****
Special leave for the protection of maternity (private sector)	Yes***	-	-	Yes*****
Paternity leave	No	No	-	Yes*****
Childcare leave		No	-	Yes*****
Parental leave	Yes****	No	-	Yes*****

* 200 working days in the previous two years

** Directly insured in the respective Insurance Agencies and fully covered for medical and pharmaceutical care.

*** Insured in e-EFKA

**** One year continuous or consecutive fixed-term contracts with the same employer

***** No parental rights to non-biological parent in same-sex couples

Figure 2

The pyramid of the included and the excluded

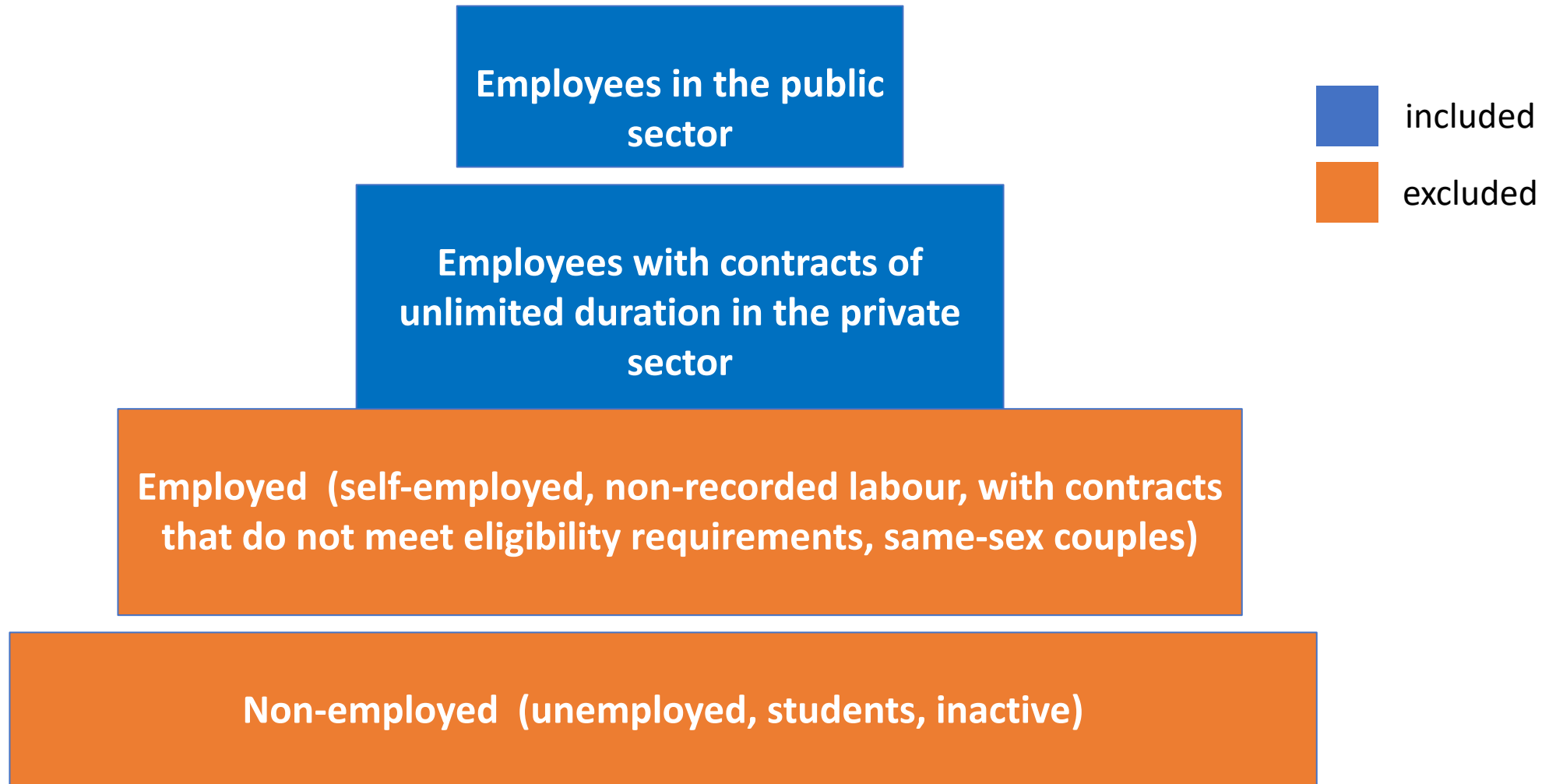
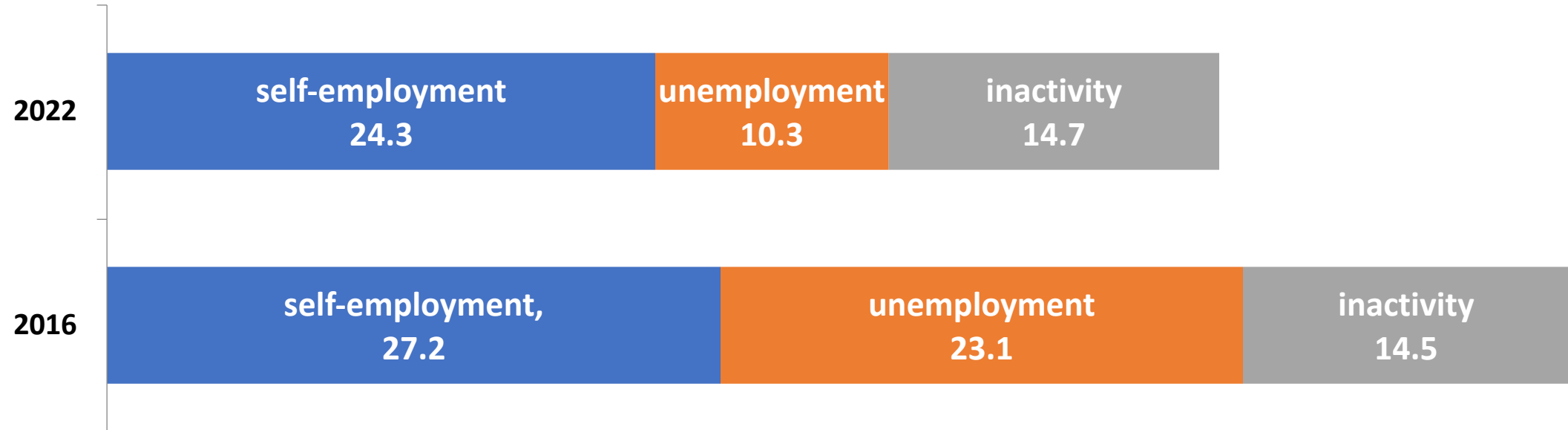


Figure 3

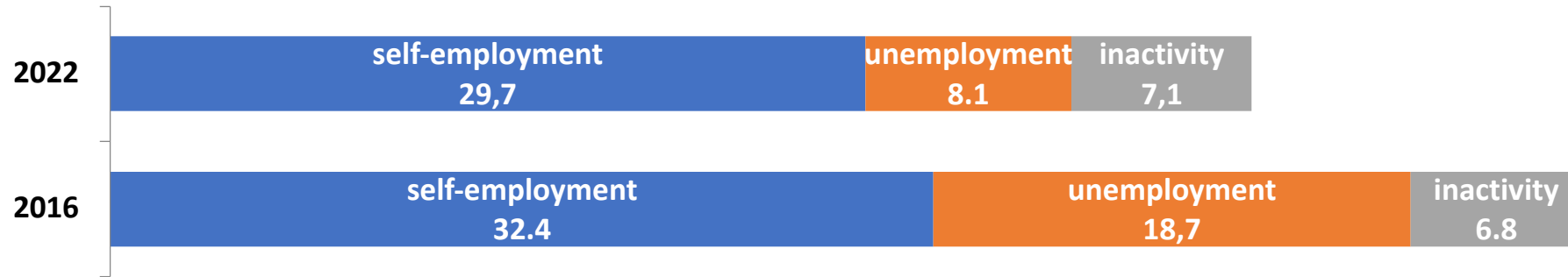
**People excluded from the leave system (% of total population 25-54)
due to**



Source: Elaboration of data from EU Labour Force database

Figure 4

Men excluded from the leave system (% of total population 25-54) due to



Women excluded from the leave system (% of total population 25-54) due to

