

ΑΔΕΙΕΣ ΠΑΤΡΟΤΗΤΑΣ & ΓΟΝΕΪΚΟΤΗΤΑΣ

ΟΨΕΙΣ ΤΟΥ ΕΜΦΥΛΟΥ ΧΑΣΜΑΤΟΣ
ΣΤΗ [ΜΗ ΑΜΕΙΒΟΜΕΝΗ] ΦΡΟΝΤΙΔΑ



Gender gap in parental leave in Greece: Influencing factors & perceptions

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Positive changes introduced in the **National Law**, connected to the implementation of the **EU Directive 2019/1158** and related amendments to the **Labour Code**, and more specifically the new regulations around paternity leave and different kinds of parental leave

Research interest around work/life reconciliation and parental leave has spiked in recent years, not just in Greece but in the whole of Europe. This has resulted in new data put on the table -data that can inform both policy and practice.

All related data highlight the constant state of gender imbalance in the division of caring responsibilities within the home/family context, with women being the main providers of care. This has grave consequences in a country like Greece, where family is still the main provider of welfare, especially to children, in the absence of sufficient support by the state.

- a) A review of the literature data
- b) Research from abroad, aiming specifically to highlight the multiple benefits of the uptake of paternity leave, while attempting to redefine the role of the «new – involved father»
- c) A review of parental leave systems in different EU Member States, which reveals wide-ranging differences both in the duration of those kinds of leave as well as parents' remuneration for the time of their absence from work

- Conditions (challenges, needs) encouraging or discouraging the uptake of the 4 different kinds of leave which we selected as the focus of our research.
- Perceptions and attitudes of parents and prospective parents about the division of family labour and gender roles in general.
- Degree of knowledge & use of the kinds of leave in question by working parents.
- Consequences of the choices that parents make about the uptake of family-related leave.

Although the existing family leave system design still includes provisions that do not challenge gender stereotypes and roles, we chose to look into whether these kinds of provisions could function as tools for the promotion of a more equal leave uptake and a more equal participation of men and women in family care responsibilities.

Quantitative component: Closed-type questionnaire, with online participation, and a sample of 504 individuals (297 women and 207 men), working in the private sector, either having or intending to have one or more children in the near future.

Qualitative component: Semi-structured interviews, with dual-income heterosexual couples working in the private sector, either having or intending to have one or more children in the near future.

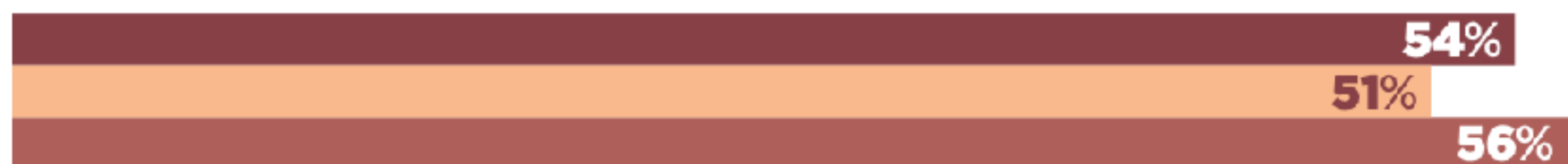
The background of the slide is a blurred photograph of a desk. In the foreground, there is an open notebook with lined pages. To the right, a pen lies on the desk. In the upper center, a pair of black-rimmed glasses is visible. The overall scene is a study or work environment.

Issues that seem to concern men and women more in relation to reconciling work and family obligations

ΔΙΑΓΡΑΜΜΑ 1**ΘΕΜΑΤΑ ΠΟΥ ΑΠΑΣΧΟΛΟΥΝ ΑΤΟΜΑ ΜΕ Ή ΧΩΡΙΣ ΠΑΙΔΙ/Α ΣΕ ΣΧΕΣΗ ΜΕ ΤΗ ΣΥΜΦΙΛΙΩΣΗ ΕΡΓΑΣΙΑΣ ΚΑΙ ΟΙΚΟΓΕΝΕΙΑΚΗΣ/ ΙΔΙΩΤΙΚΗΣ ΖΩΗΣ**

■ Σύνολο ■ Άνδρας ■ Γυναίκα

Οικονομική δυσκολία για τη χρήση υπηρεσιών φροντίδας ή φύλαξης παιδιών με πληρωμή



Πολλές ώρες ή/και ανελαστικό ωράριο εργασίας



Πολλές οικογενειακές υποχρεώσεις



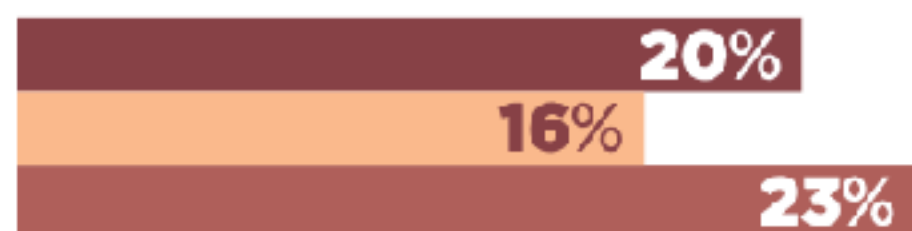
Έλλειψη δημόσιων υπηρεσιών φροντίδας παιδιών που να καλύπτουν το ωράριο εργασίας των γονέων



Ανεπαρκείς ποιοτικά δημόσιες υπηρεσίες φροντίδας παιδιών



Έλλειψη βοήθειας από τον/την σύζυγο/σύντροφό μου ή από άλλο άτομο του οικογενειακού περιβάλλοντος



A pair of black-rimmed glasses is positioned at the top of the frame, resting on a wooden surface. Below them, an open notebook with lined pages is visible, its pages slightly blurred. The background is a warm, light brown wood grain. A large, solid teal rectangle is overlaid on the center of the image, containing white text.

«It's not just a matter of securing childcare; you also need to be present yourself.» (Female, 31)

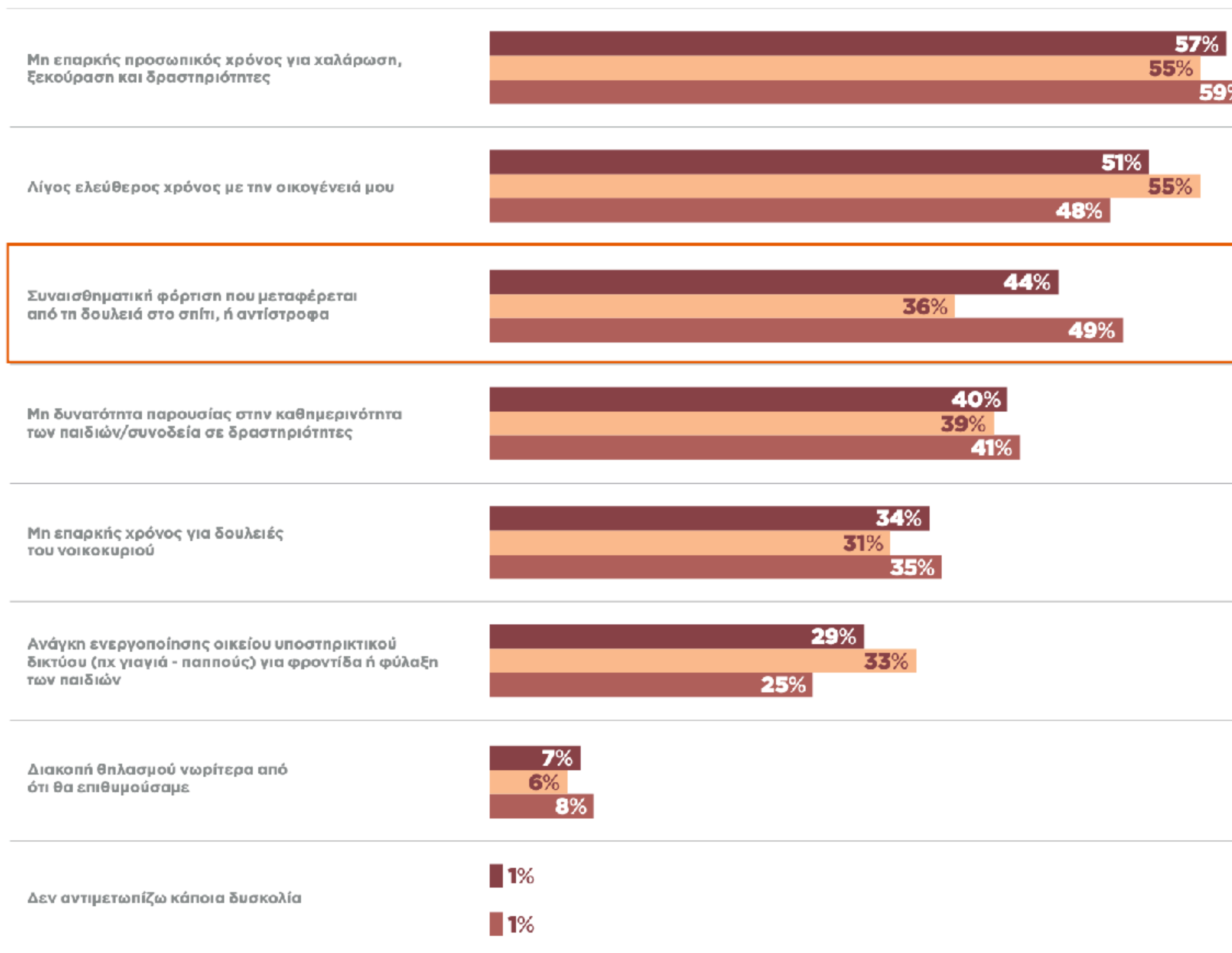
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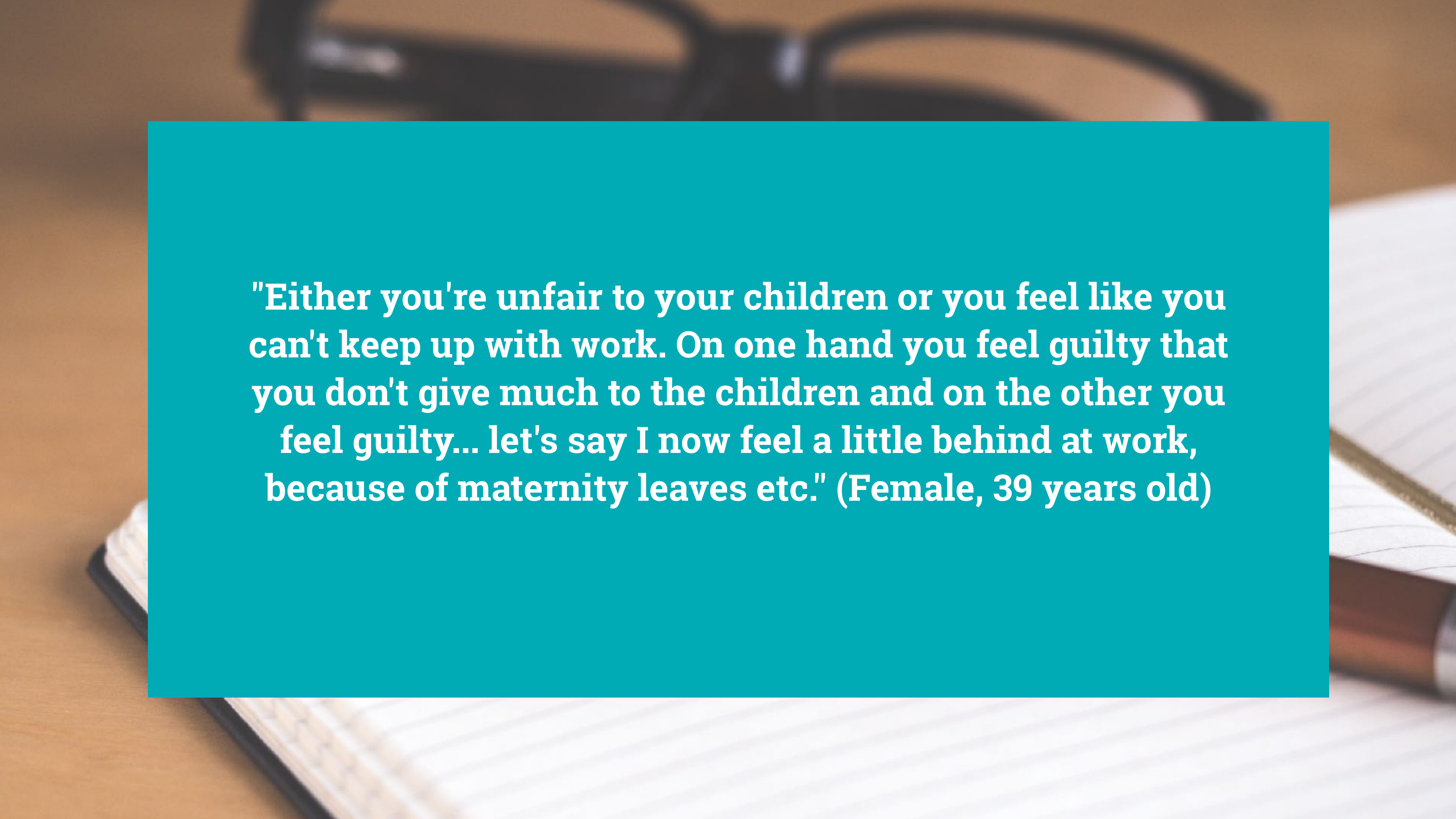
**Challenges arising from the difficulty of reconciling work
and family/private life, by gender**

ΔΙΑΓΡΑΜΜΑ 3

ΚΑΤΑ ΦΥΛΟ ΠΡΟΒΛΗΜΑΤΑ ΑΠΟ ΤΗ ΔΥΣΚΟΛΙΑ ΣΥΜΦΙΛΙΩΣΗΣ ΕΡΓΑΣΙΑΣ ΚΑΙ ΟΙΚΟΓΕΝΕΙΑΚΗΣ/ΙΔΙΩΤΙΚΗΣ ΖΩΗΣ

■ Σύνολο ■ Άνδρας ■ Γυναίκα



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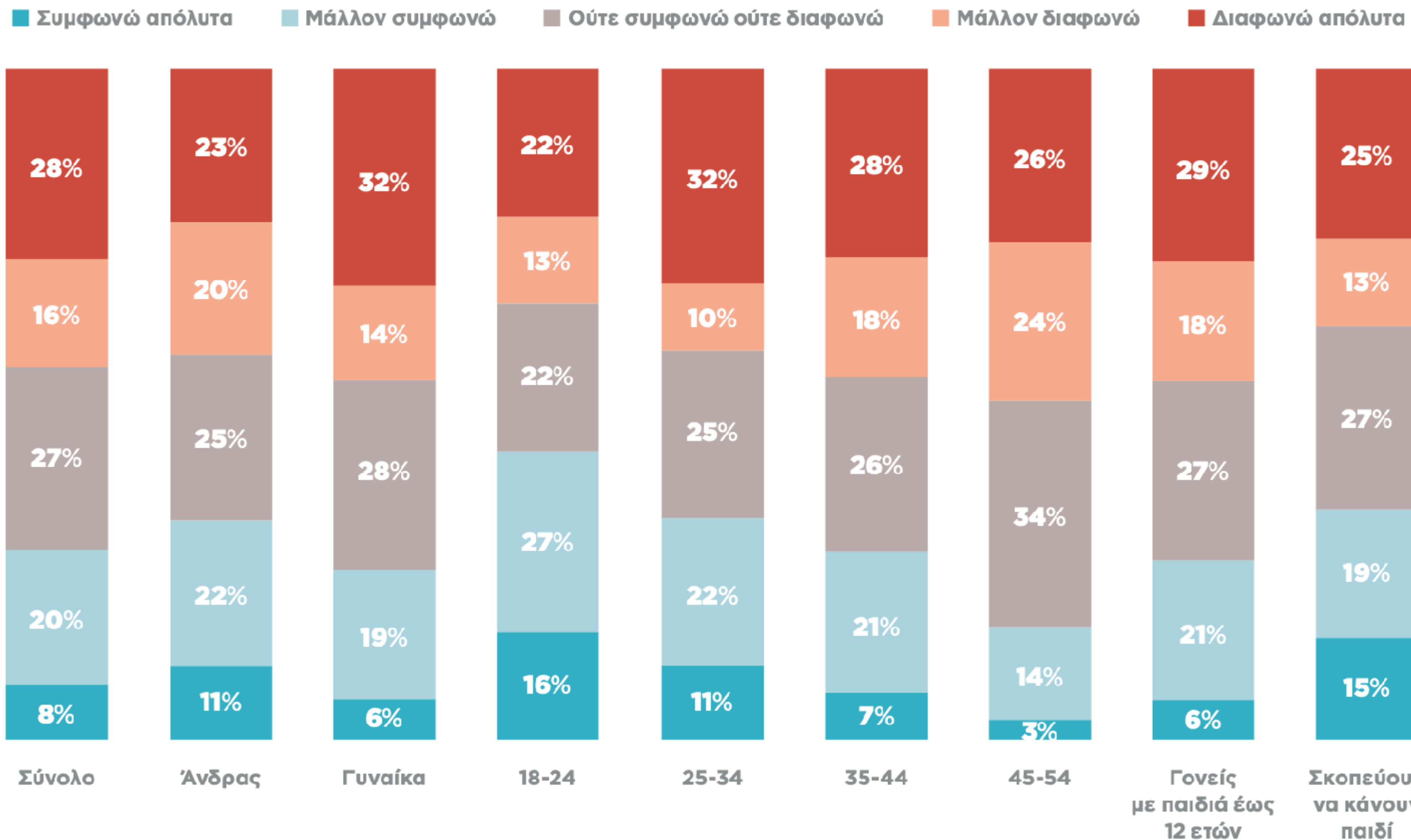
"Either you're unfair to your children or you feel like you can't keep up with work. On one hand you feel guilty that you don't give much to the children and on the other you feel guilty... let's say I now feel a little behind at work, because of maternity leaves etc." (Female, 39 years old)

The background of the slide is a photograph of a desk. In the foreground, there is an open notebook with lined pages. To the right, a pen lies on the desk. In the upper part of the image, a pair of black-rimmed glasses is visible, resting on the desk. The overall scene is softly lit, creating a professional and academic atmosphere.

Degree of agreement with the view that men should support the family and women should work to supplement the family income, by gender, age group and family status

ΔΙΑΓΡΑΜΜΑ 12

ΚΑΤΑ ΦΥΛΟ, ΗΛΙΚΙΑΚΗ ΟΜΑΔΑ ΚΑΙ ΚΑΤΑΣΤΑΣΗ ΓΟΝΕΪΚΟΤΗΤΑΣ ΒΑΘΜΟΣ ΣΥΜΦΩΝΙΑΣ/ΔΙΑΦΩΝΙΑΣ ΣΤΗ ΔΗΛΩΣΗ: ΟΙ ΑΝΔΡΕΣ ΠΡΕΠΕΙ ΝΑ ΣΥΝΤΗΡΟΥΝ ΤΗΝ ΟΙΚΟΓΕΝΕΙΑ ΚΑΙ ΟΙ ΓΥΝΑΙΚΕΣ ΝΑ ΔΟΥΛΕΥΟΥΝ ΓΙΑ ΝΑ ΣΥΜΠΛΗΡΩΝΟΥΝ ΤΟ ΟΙΚΟΓΕΝΕΙΑΚΟ ΕΙΣΟΔΗΜΑ



The background of the slide is a blurred photograph of a desk. In the foreground, there is an open notebook with lined pages. Above the notebook, a pair of black-rimmed glasses is resting on the desk. The overall scene is softly lit, creating a professional and studious atmosphere.

Use of parental leave by fathers

ΔΙΑΓΡΑΜΜΑ 18

ΧΡΗΣΗ ΑΔΕΙΩΝ ΓΟΝΕΪΚΟΤΗΤΑΣ ΑΠΟ ΠΑΤΕΡΕΣ

Πατρότητας

34%

Φροντίδας Τέκνου

11%

Γονική

29%

Καμία Άδεια

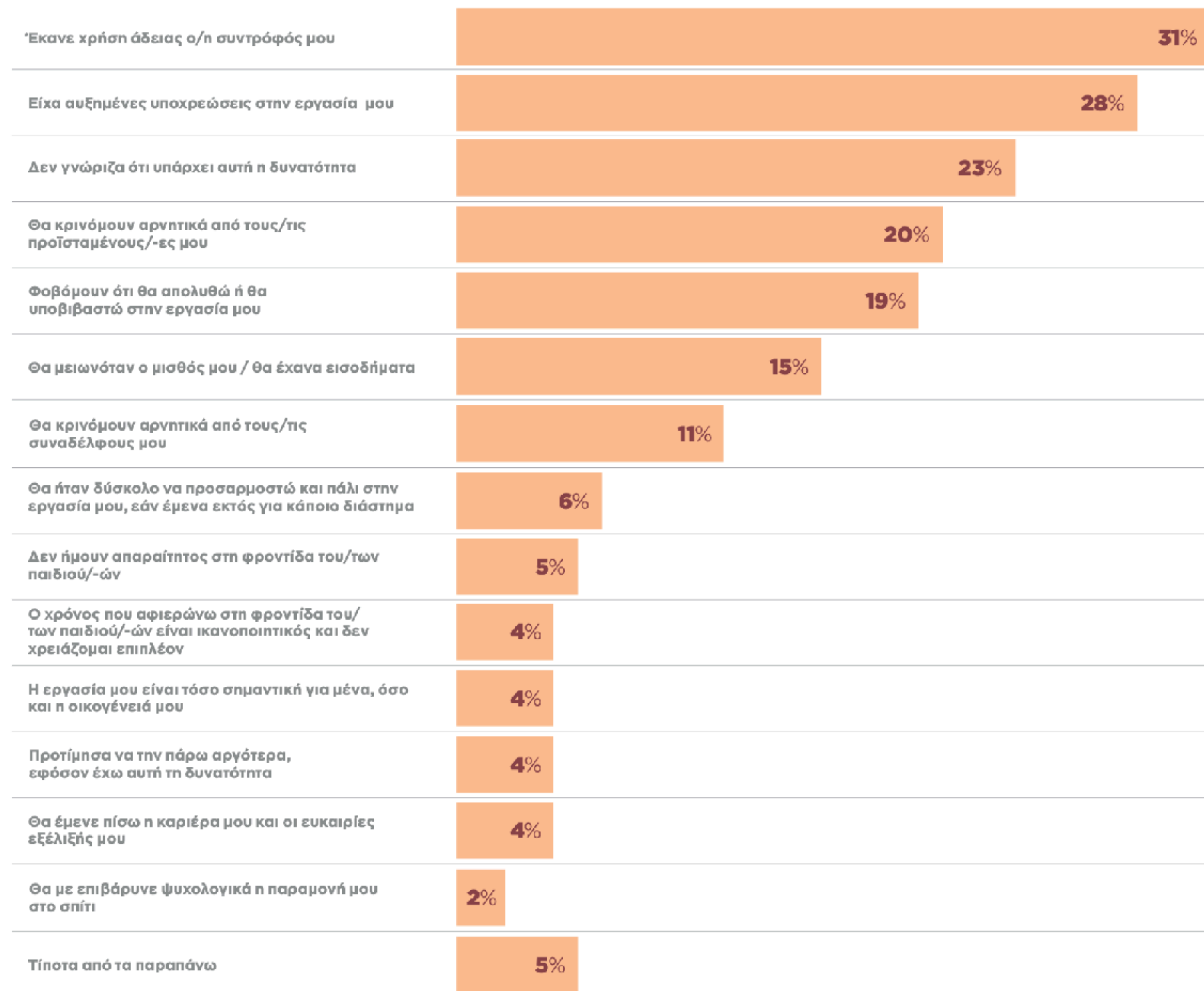
47%

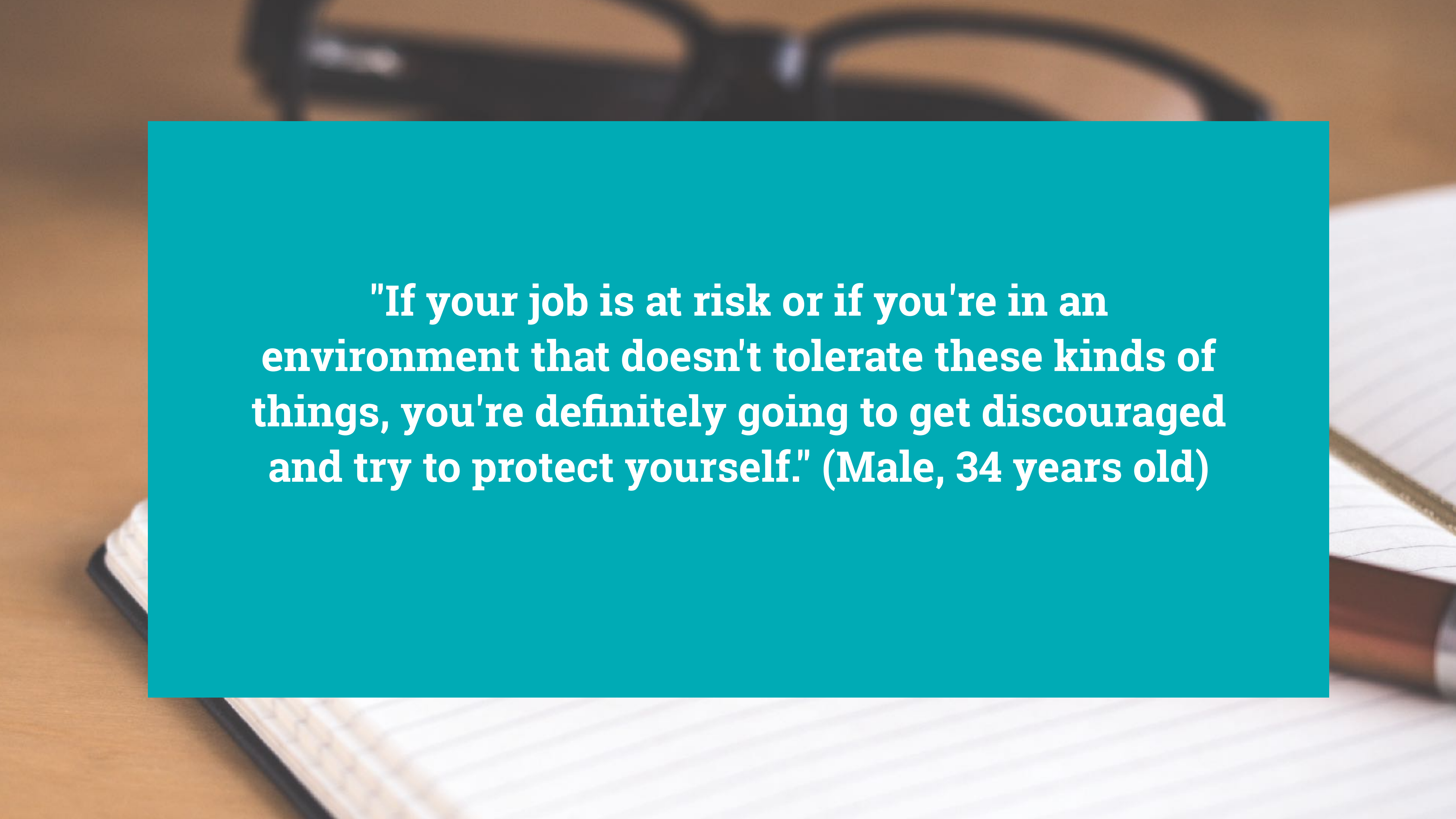


"For my first child, I took a very short leave. How could 4 days be enough? It can not be done. I also topped paternity leave with my regular annual leave so that I could stay at home more." (Male, 41 years old).

The background of the slide shows a wooden desk with a pair of black-rimmed glasses at the top and an open notebook with lined pages at the bottom. A large teal rectangle is overlaid on the center of the image.

Main reasons for not using paternity leave

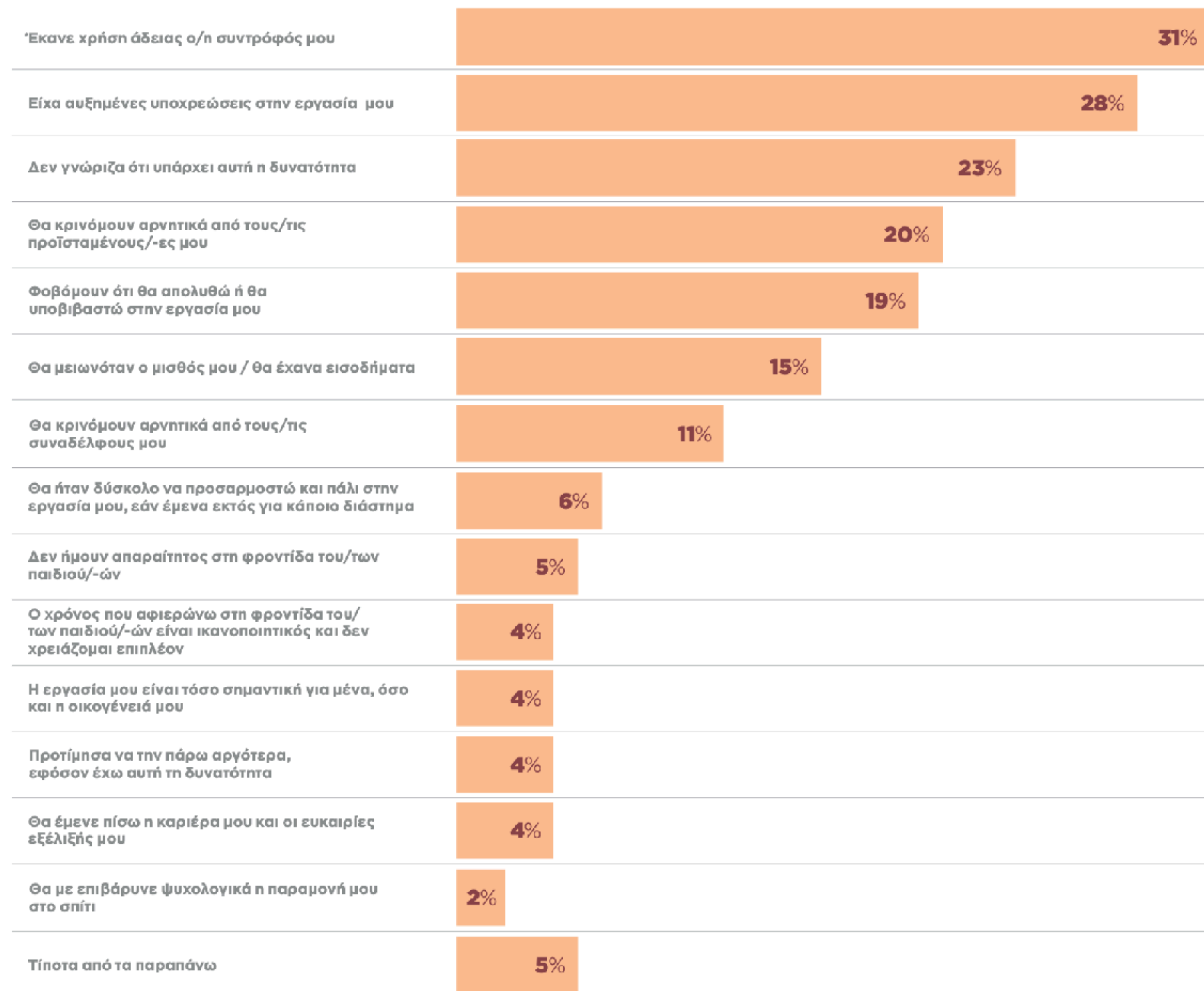
ΔΙΑΓΡΑΜΜΑ 25**ΚΥΡΙΟΤΕΡΟΙ ΛΟΓΟΙ ΜΗ ΧΡΗΣΗΣ ΑΔΕΙΑΣ ΠΑΤΡΟΤΗΤΑΣ**

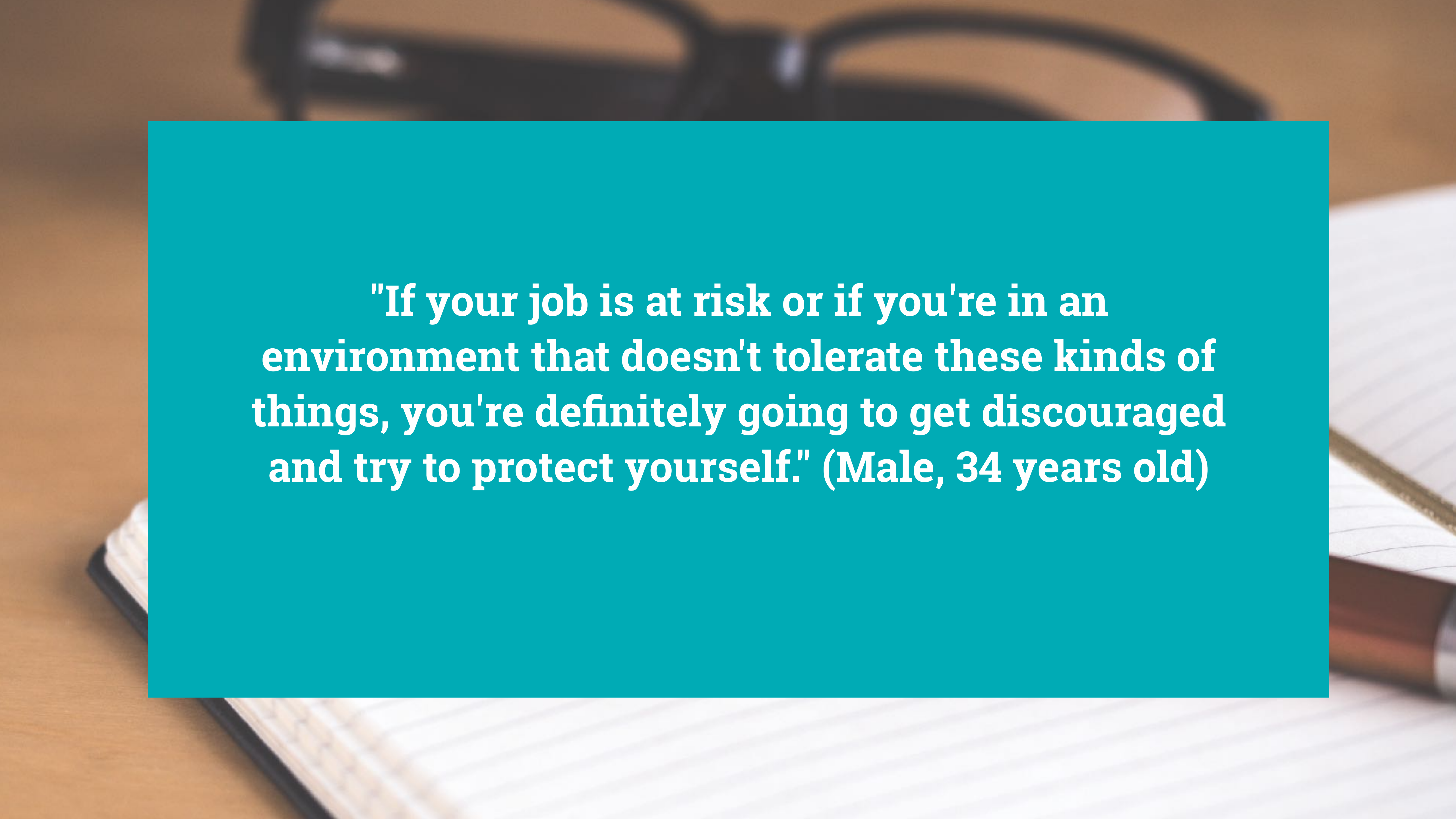
A pair of black-rimmed glasses is positioned at the top of the frame, resting on a wooden surface. Below the glasses, an open notebook with lined pages is visible, partially obscured by a large teal rectangular overlay. The background is a warm, brownish wood grain.

"If your job is at risk or if you're in an environment that doesn't tolerate these kinds of things, you're definitely going to get discouraged and try to protect yourself." (Male, 34 years old)

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Main reasons for not using paternity leave

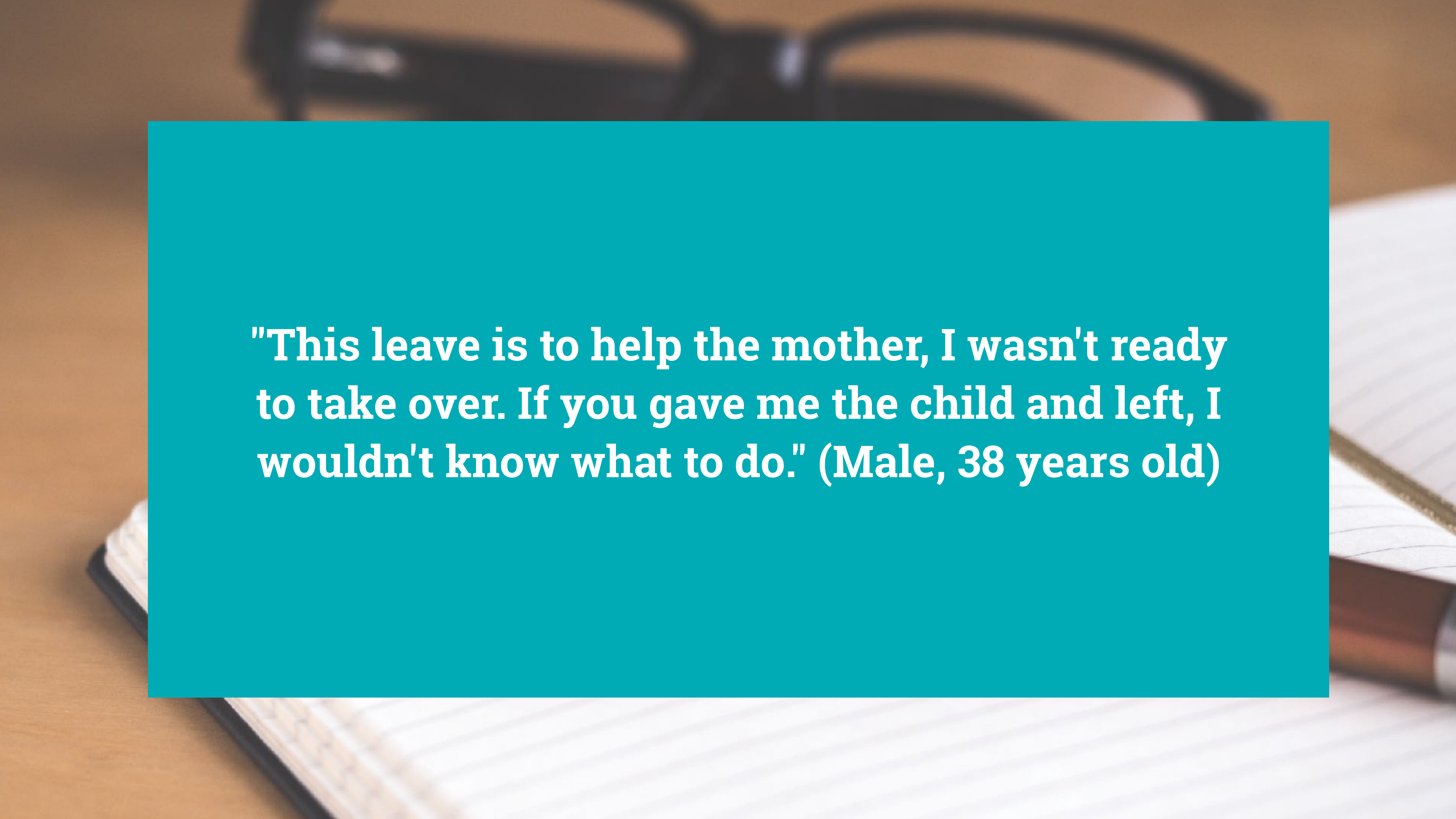
ΔΙΑΓΡΑΜΜΑ 25**ΚΥΡΙΟΤΕΡΟΙ ΛΟΓΟΙ ΜΗ ΧΡΗΣΗΣ ΑΔΕΙΑΣ ΠΑΤΡΟΤΗΤΑΣ**

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"If your job is at risk or if you're in an environment that doesn't tolerate these kinds of things, you're definitely going to get discouraged and try to protect yourself." (Male, 34 years old)

"They wouldn't give it to me with joy, they would give it to me with grumbling and grumbling and I would be the black sheep." (Male, 38 years old)

"I don't feel comfortable doing that because it would annoy them [the employers]." (Male, 41 years old)

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"This leave is to help the mother, I wasn't ready to take over. If you gave me the child and left, I wouldn't know what to do." (Male, 38 years old)

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Main reasons for using paternity leave

ΔΙΑΓΡΑΜΜΑ 18

ΚΥΡΙΟΤΕΡΟΙ ΛΟΓΟΙ ΛΗΨΗΣ ΤΗΣ ΑΔΕΙΑΣ ΠΑΤΡΟΤΗΤΑΣ

Υποστήριξη του/της συντρόφου

58%

Η προσωπική μου ανάγκη να παραμείνω σπίτι ως γονέας

54%

Περισσότερος χρόνος με το παιδί

50%

Το ότι είχα δικαίωμα να την πάρω

44%

Δεν υπήρχε η οικονομική δυνατότητα για άτομο που θα φυλάει το παιδί

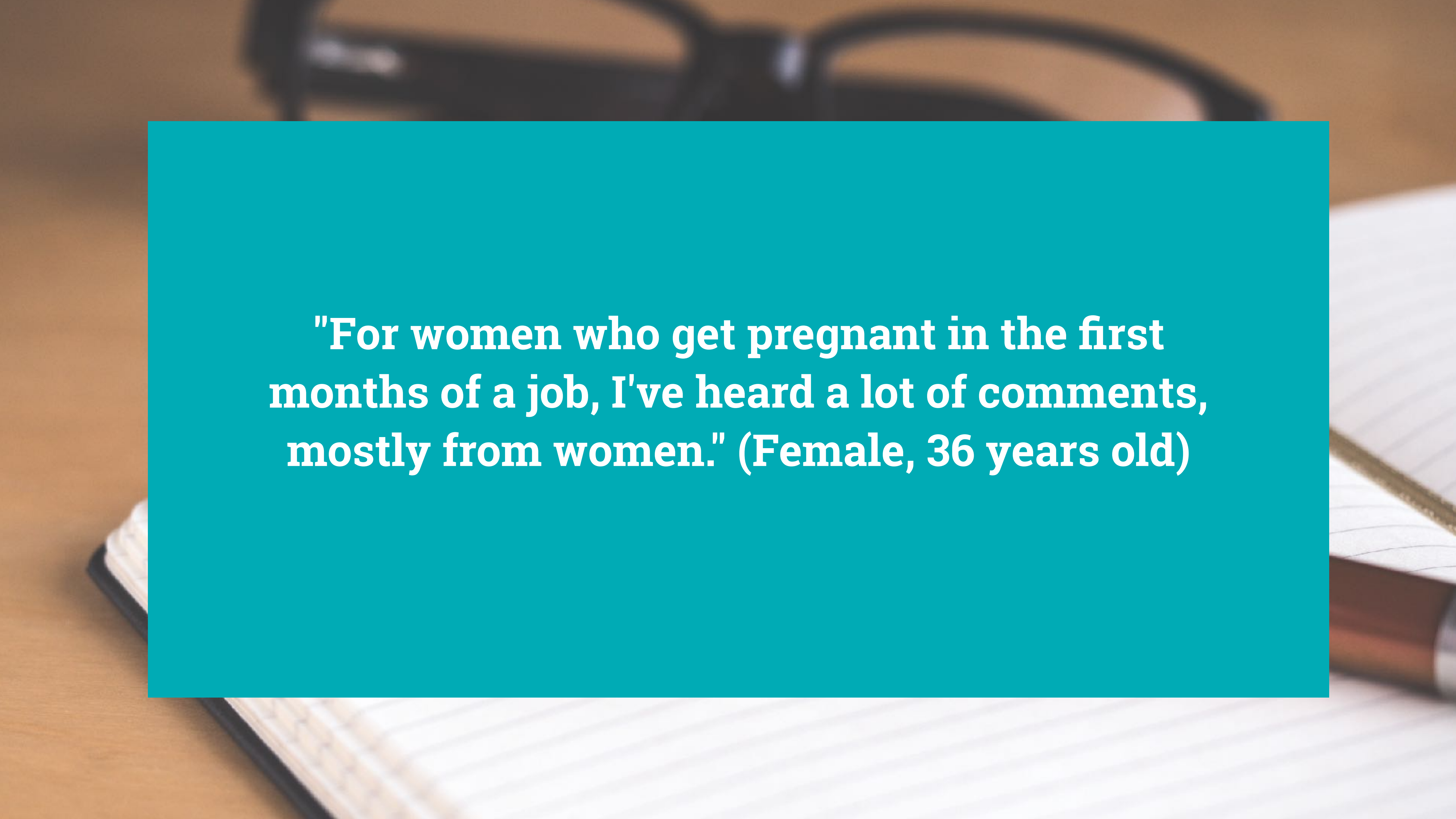
26%

Μου το ζήτησε ο/η σύντροφός μου

14%

Άλλο

2%

A pair of black-rimmed glasses is positioned at the top of the frame, resting on a wooden surface. Below them, an open notebook with lined pages is visible, its pages slightly blurred. The background is a warm, light brown wood grain. A large, solid teal rectangle is overlaid on the center of the image, containing white text.

"For women who get pregnant in the first months of a job, I've heard a lot of comments, mostly from women." (Female, 36 years old)

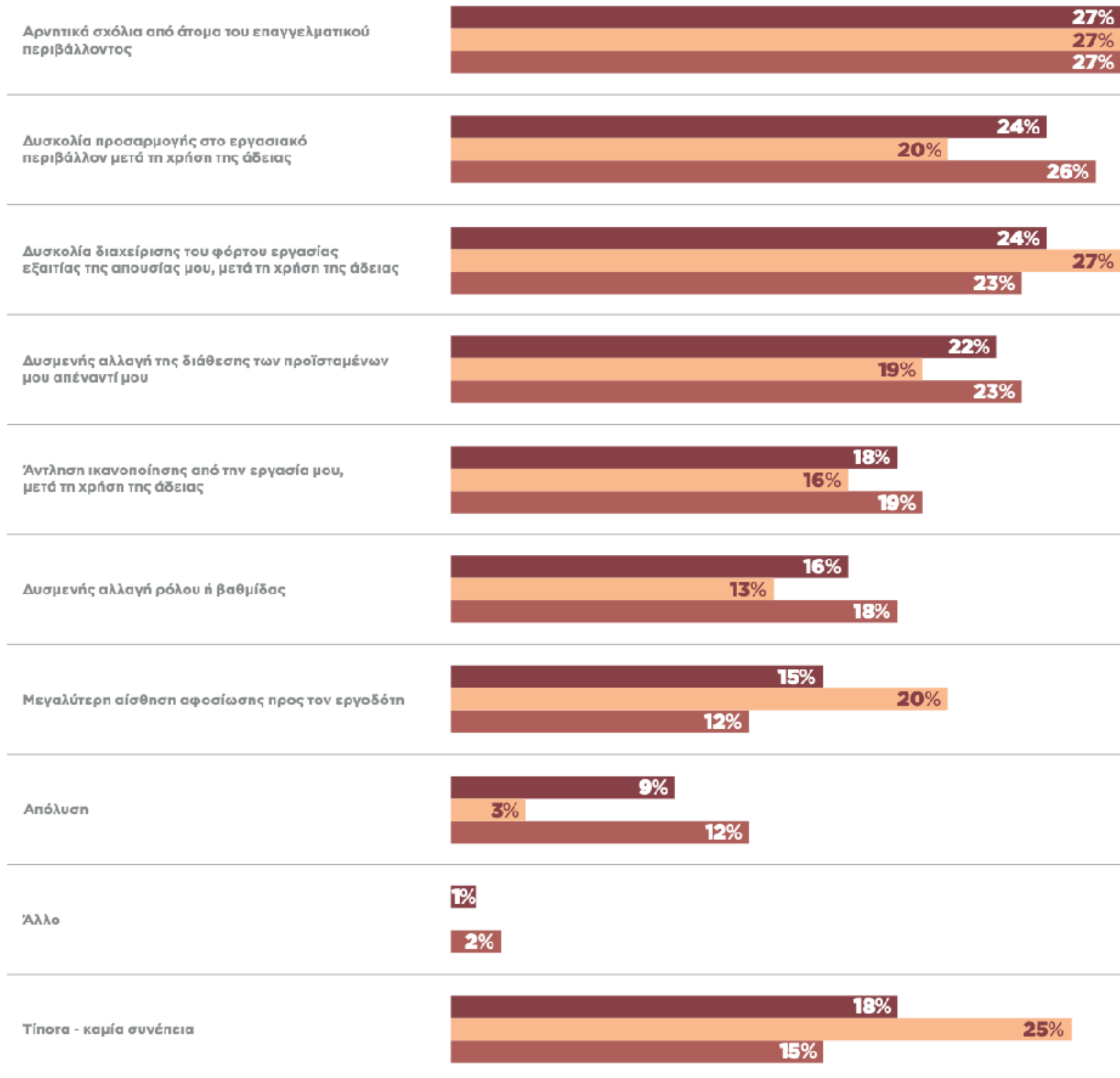
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**Positive and negative consequences of
parental leave use in working life, by gender**

ΔΙΑΓΡΑΜΜΑ 23

ΚΑΤΑ ΦΥΛΟ ΘΕΤΙΚΕΣ ΚΑΙ ΑΡΝΗΤΙΚΕΣ ΣΥΝΕΠΕΙΕΣ ΣΤΗΝ ΕΠΑΓΓΕΛΜΑΤΙΚΗ ΖΩΗ ΑΠΟ ΤΗ ΧΡΗΣΗ ΑΔΕΙΩΝ ΓΟΝΕΪΚΟΤΗΤΑΣ

■ Σύνολο ■ Άνδρας ■ Γυναίκα



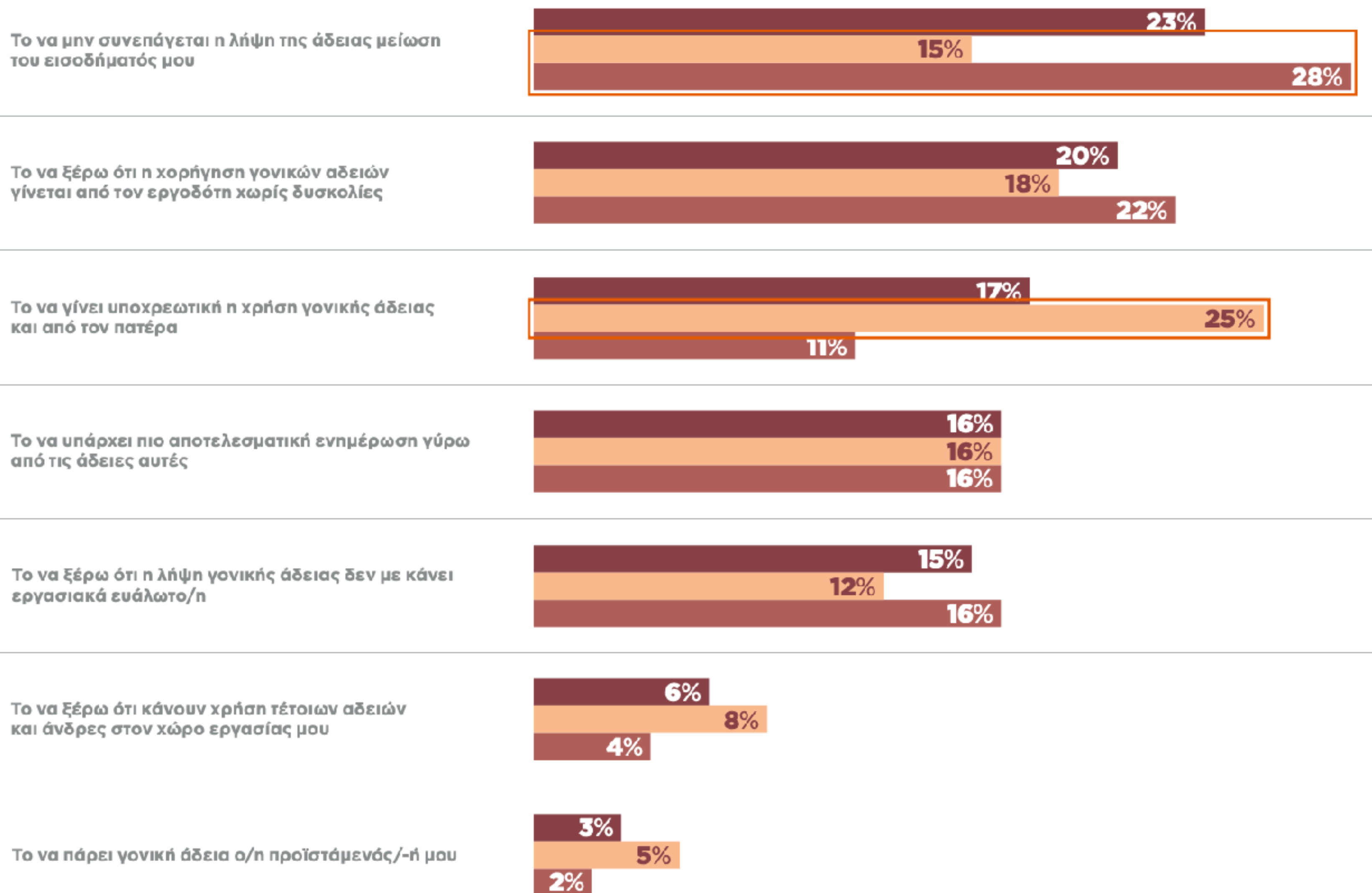
"If a leave affects our salary, it would be me who would take it. Mainly because A. is paid better, so if he took it, the reduction in our family income would be greater" (Woman, 31 years old)

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Measures to enhance the take-up of parental leave by gender

ΔΙΑΓΡΑΜΜΑ 34**ΜΕΤΡΑ ΓΙΑ ΤΗΝ ΕΝΙΣΧΥΣΗ ΤΗΣ ΛΗΨΗΣ ΑΔΕΙΩΝ ΓΟΝΕΪΚΟΤΗΤΑΣ ΚΑΤΑ ΦΥΛΟ**

■ Σύνολο ■ Άνδρας ■ Γυναίκα



Any effort to reduce the gender gap in parental care cannot fail to take into account wider inequalities and be accompanied by corresponding measures to reduce them.

Thank you!