



# **EKA- ATHENS**

**Reconciliation of work and family life**

**European Project**

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## A. Introduction

- Reconciliation of work and family life has become increasingly important in recent years across the EU, due to changes in the pattern and demands of work and changes in family structure.
- Specifically, globalization of the economy, the fast pace of technological development and an increasingly ageing population, combined with the increase in female employment and the renewed Lisbon targets for increased participation in the labor market, necessitate organizational changes and higher flexibility, fulfilling the needs of workforce and employees simultaneously.
- The above factors have an impact upon both individual workers and the success of companies.
- Thus, the issues of the balance between work and leisure, between career and family, have emerged as a core concern of EU policy, national governments and collective bargaining.



- The term “*reconciliation of work and family life*” has been in EU policy texts for a few decades. However, it was feminist researchers (and feminist movements) who talked about the gender division within families and the sharing of family responsibilities.
- Following much political debate (at various levels), the term “*reconciliation of work and family life*” has come to be used in relation to employment policies more so than equality issues (policies to reconcile family and work life at national or company level may not necessarily address gender segregation within the family).

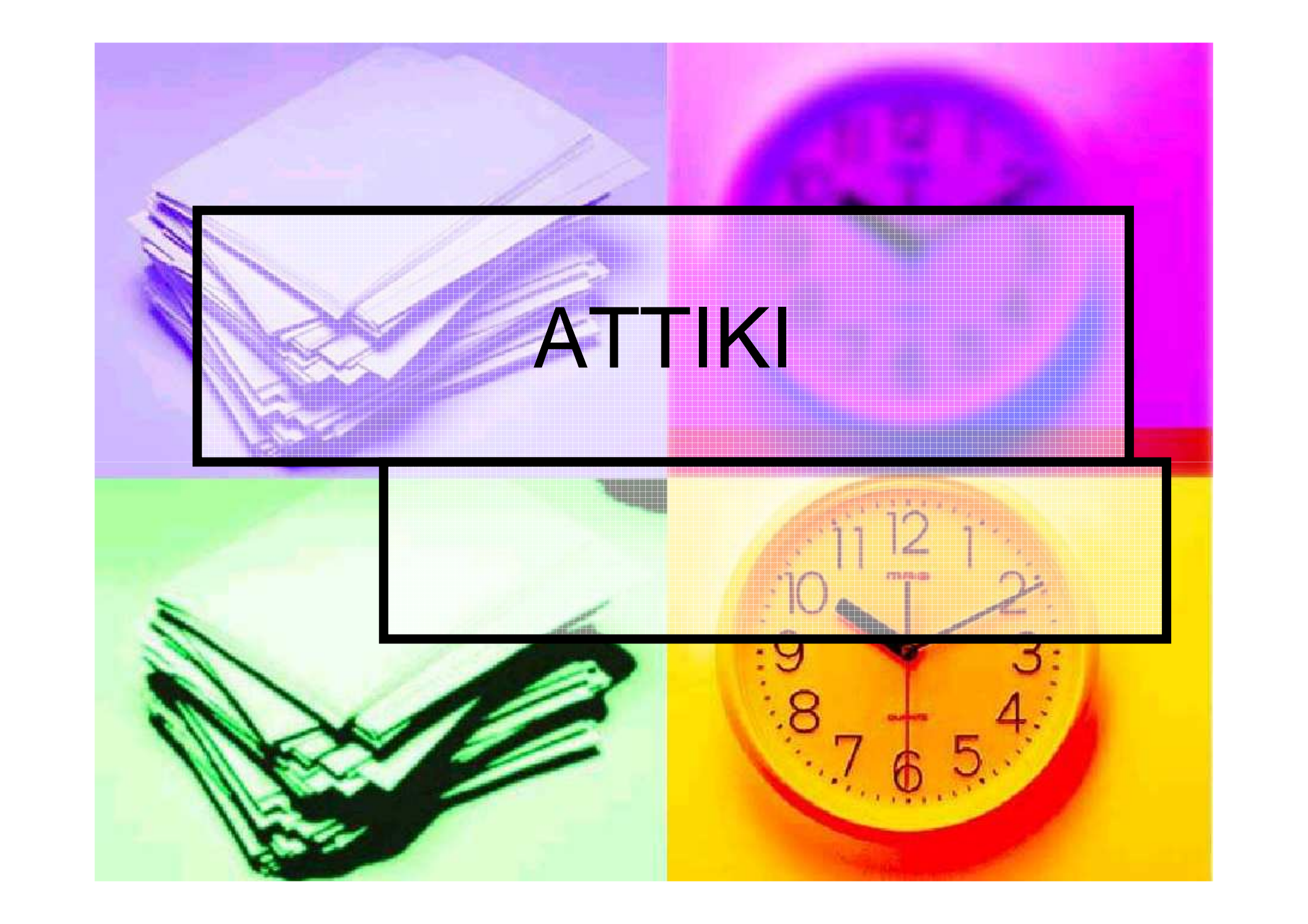


- Various measures to achieve reconciliation traditionally included parental leave, maternity leave, paternity leave, childcare, benefits, etc. As the term is closely linked to employment policy, it now also includes working time arrangements, flexible forms of employment, labor market flexibility, specific leave, etc.
- Various policy documents, directives (e.g. on parental leave and on working time), the European Employment Strategy and the Community Action program on equal opportunities for women and men refer to the subject.
- Similarly, the social partners' agenda includes the issue of reconciliation of family and work life.
- In particular, the issues of services for children and elderly people, leave, structure of work (part-time work, short-term contracts, job-sharing, time, etc), gender equality, lifelong learning and working conditions are interdependent, and they increasingly feature in the collective bargaining agenda.



GREECE





ATTIKI





# Attiki

- Population 3.894.573 inhabitants
- 0-4 178.481
- Over 75 212.240

- National Statistical Service of Greece





# Project data

- It is recognized with unmarried partners the same rights as marriage.
- It is not legalized gay marriage.
- Labour legislation includes in conciliation matters lone parents.

# School Timetable

- Age at which public schooling is guaranteed: 23
- Age at which compulsory schooling: 5
- School timetable (student of 7 years in public education)  
08.00-12.30
- School timetable (student of 12 years in public education)  
08.00-14.15
- School timetable: Summer 90 days
- Christmas: 15 days
- Others: 15 days (Easter holidays)



# Opening hours

- Zara opening hours not located in shopping centre
- Monday to Friday 09.00-21.00
- Saturday 09.00-15.00
- Number of holidays that open NONE
- Hour of the festive opening NONE



# Administration Timetable

Opening in tax office of the central administration

- Monday to Thursday 07.30-15.00
- Friday 07.30-15.00
- Saturday CLOSED



# The National General Collective Agreement

- As has traditionally been the case with Greece, collective bargaining remains centralized, and the National General Collective Agreement (EGSSE), which has one or a two year cycle, as well as the sectoral agreements play a major role in terms of industrial relations.
- Regarding the working day as per 1/1/84 the National General Collective Labor Agreement establishes the 40 working hours weekly for the private sector, and a daily work of 8 hours.
- To adapt the duration and distribution of the working day in order to implement his/her right to conciliate, arrival and departure time can be settled according to the provisions set out in the regulation of the enterprise.





- The computation of time weekly / monthly / yearly is: 40 hours weekly /160 hours monthly/1984 hours yearly.
- **Days of enforced holiday**
  - The 25th of March
  - Monday after Easter Sunday
  - The holiday of Dormition of the Virgin (August 15th)
  - The Christmas Day (December 25th)
- **Days of provisional holiday**
  - The 28th of October (It is one of the exceptionable holidays of the year, but has the character of provisional holiday)
  - The 1st of May



- According to Compulsory Law 380/68 it can be defined as an enforced holiday upon decision of the Minister of Labor and this is the case until today.
- The only difference between the said two holidays is that during the enforced holidays the engagement of the employee is prohibited, whilst during provisional holiday it depends upon the will of the employer if the enterprise will work.





## ■ Custom holidays

- Beyond the above holidays (enforced) various organizations or big enterprises have established other days of the year as celebratory or non, as holidays.
- These days as considered as holidays, either whether they have been defined by the Labor Regulation of the enterprise or by custom, either by Collective Agreement, arbitration, decree, inner regulation or due to the customs of the enterprises.

## ■ Such holidays are:

- New Year's Day
- Epiphany
- First Monday in Lent
- Good Friday
- Holy Spirit day
- Second day after Christmas day
- Big local holidays

# Reduction of working hours

- Regarding the reduction of working hours to care for children under 8 years, The absence leave for children care can be alternatively asked by the father as well, since the working mother is not making use of it.
- Reduced working hours for the children care leave is considered and paid as working time (NGCLA 1993, article 9) and must not create unfavorable conditions in employment and working relations.
- Parents who have children, no matter how old, with intellectual, corporal and psychical invalidity are entitled to reduced working hours by 1 hour a day, in order to spend more time for the special needs of such children (L. 1483/84).
- Reduction of working hours for disabled family, according to the National General Collective Agreement (2006-2007).
- With article 11 of the National General Collective Labor Agreement 2000-2001 the leave days of article 7 of Law 1483/84, in case of disease of dependent children are increased by 12 working days per year, since the employee has over than three children.
- For reasons of social sensitivity the support of employees with 50% invalidity, who are able to work, but face increasing problems due to their invalidity, is an imposing need.
- Request of the General Confederation of Greek Workers is that employees with an invalidity percentage of 50% and up must be entitled every calendar year of a paid leave of six (6) working days in addition to their ordinary leave.



# Arrival and departure from work

- According to the case it is defined by a collective labor agreement or prefecture decisions, when it is about trade.
- Arrival and departure time can be settled according to the provisions set out in the regulation of the enterprise.



# Maternity and Paternity leave

- The employed mothers are entitled to a maternity leave of 17 weeks in total. The 8 weeks are granted obligatorily before the likely birth date and the remaining 9 after the birth. In case the birth takes place before the likely date, the remaining of the leave is approved after the birth, in order to complete the 17 weeks (National General Collective Labor Agreement 2000-2001, article 7).
- Such leave can be alternatively asked by the husband as well. In this case he must submit to the enterprise a certificate by the employer of his wife, that she makes no use of such leave herself.
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- Law 1483/84, as amended by article 25 of Law 2639/98 the parental breeding leave has been settled by legislation (3 ½ months until the child will reach the age of 3 ½ for every parent)



# Children suckling and care leave (reduced working hours)

Employed mothers are entitled:

- For the time period of 30 months after the expiry of the confinement leave, that is 9 weeks after the birth (National General Collective Labor Agreement 2004, article 8), either to arrive later or depart earlier by one hour every day from their work.
- Alternatively, in accordance with the employer, the daily program of the mothers can be defined as reduced by two (2) working hours daily, for the first twelve (12) months and by one (1) hour daily for six (6) additional months (National General Collective Labor Agreement 2002-2003, article 6).



# Alternative use of the reduced working hours as child care leave

- The reduced working hours of the “child suckling and leave care” of article 9 of the National General Collective Labor Agreement of the year 1993, as amended and in force can be asked by the employed upon his application alternatively as a continuous equal-time leave with payment, within a time period, during which he is entitled to reduced working hours for the care of the child.
- Employees who have children until 16 years old, who attend a primary or secondary education school, can be excused absent for some hours or a day from their work, in order to visit the school of their children. Such leave is paid and can reach up to 4 days a year for each child (National General Collective Labor Agreement, article 4)
- Parents with children who attend the kindergarten are entitled to such leave as well. If both parents are employed, they can decide, upon common agreement each time, which one of them will make use of such right and for how long. It is understood of course that it must be always given partially and never for more than 1 working day each time. The certain leave is not compensated with the other leaves of which the employees are entitled.





# Leave due to disease of family members

- In case of disease of dependent or other members of the family, leave is given under the following circumstances:
  - The employee must be engaged with an open-ended employment contract of private law in an enterprise or exploitation, independent if he has service of one year at the same employer and
  - in case of disease of family members depending from him.
  - Depending persons are children until 16 years old – natural or adopted- and over than 16 years since they suffer of a severe disease or invalidity, the husband who cannot be self-served, parents or single brothers and sisters who cannot be self-served. Such leave is not paid, it can be granted once or partially and cannot be over than 6 working days in each calendar year if the beneficiary protects one children and can be increased to 8 working days if the beneficiary protects two children and to 14 days if the beneficiary protects three or more children (National General Collective Agreement 2009-2009, article 5).

# Adaptation of job

## Teleworking - LAW 2639/98

- A frame agreement for tele-working: Within the frames of the European strategy for employment, the European Council has invited the social partners to negotiate agreements , with purpose the modernization of the organizing of the labor, including arrangements for flexible work, aiming the improvement of the productivity, competitiveness of enterprises and the realization of the necessary balance between flexibility and safety.
- This frame agreement includes the definition and the field of application of tele-working. It is quoted as a fact , which is a free choice of the employee, there are described the employment conditions, the measures for the data protection, the respect of private life of partners, the equipment, Health and Safety in Work, organization of the company, further education and finally the collective rights.







## **Leave for blood transfusions and renal dialysis products**

- Employees with open-ended employment contract, who are in service up to four (4) years by the same employer, who suffer of a disease which requires transfusions or of its products or renal dialysis and which was acknowledged to the employer, are entitled until 22 working days a year additional paid leave (National General Collective Labor Agreement 2002-2003, article 8)



# Social benefits linked with the conciliation

## **NATIONAL GENERAL COLLECTIVE LABOR AGREEMENT 2006-2007**

- Request of the General Confederation of Greek Workers , is in the case the enterprises who are by the borders of the urban communications and do not transport with the same transport means the employees up and to the place of work, to undertake the cost of transport of their employees by granting monthly cards of unlimited fairs. The materialization and application of the measure is up to each enterprise.



# Training

## Exam leave for post-graduate students

- Students who participate in a program for the acquisition of a post-graduate diploma of at least annual duration or the acquisition of a doctor diploma by Universities and Technological Education Institutions of the inland or overseas are entitled to a leave of 10 working days. This leave is without payment by the employer, and is given in continuous days or partially and independent of the age of the beneficiary and is valid until two years (National General Collective Labor Agreement 2004-05, article 10).

## Education leave of trade unionists

- In order to facilitate the education and further education of trade unionist staff, as well as the showing up of new staff among the employees, it is foreseen, the enterprises, the exploitations and jobs which engage over than 50 employees, to grant an additional ordinary paid leave of up to weeks yearly, to employees who are chosen for this reason by the General Confederation of Greek Workers and in proportion of 1% on the engaged personnel.





# Conclusions

- Above all, there is a need for cultural change. Nonetheless, there is encouraging evidence of increased negotiating activity on the reconciliation agenda and the work.
- It appears that globalization and technological change have contributed to the development of more friendly provisions regarding reconciliation of work and family life.
- There is still place for improvements.
- Trade unions have to defend the conquests in the area of reconciliation of work and family life, in times when the European welfare state is under attack and crucial working rights are dismantling.



Muchas gracias !