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“WORK-LIFE BALANCE IN THE CONTEXT OF CHANGES IN FAMILY AND IN LABOR MARKET IN GREECE”

EEA PROJECT GR07/3939

WORK-LIFE BALANCE POLICIES IN GREECE AND EUROPE

LESSONS LEARNED, CHALLENGES AHEAD

It is widely known that women’s participation to labor market is no longer a goal to achieve but a common fact, creating new social models and gender roles for both men and women. Consequently, work-life balance constitutes a great issue of concern for men and women as well as a top policy priority at national and European level.

In this context, the reports drafted for the Working Packages 4&5 of WORBAL project aim at providing a comprehensive insight of work-life balance policies in Greece and Europe, thus including: a “mapping” of policies and best practices in EU member-states and in Iceland, for reconciliation of working and family life, b) an overview of reconciliation policies implemented by Greece and their challenges imposed by crisis, c) an assessment of Greek reconciliation policies by experts and public administration officials and d) a series of policy proposals/recommendations for the reshaping of reconciliation policies in Greece, taking into consideration the European best practices examples and the existing deficiencies of the Greek reconciliation policy.

According to the research data collection and analysis, it is mentioned that the reconciliation policies for professional and family life of the EU-28 have contributed to facilitate women’s participation to the labor market and to improve the work-life balance. Nevertheless, the implemented reconciliation policies have not resulted in eliminating gender stereotypes and discrimination regarding the equal participation of both men and women in unpaid work at home, while they contributed more to women’s assuming their double responsibilities (family and professional ones).

The European reconciliation policies and the best practices constitute an important point of reference for the policy proposals/recommendations that could also be implemented in Greece.

Some of the policy proposals / recommendations are the following:

- Cooperation between all relevant organizations and stakeholders (National and Local Authorities, NGOs, enterprises) for a more efficient and targeted allocation of EU funds in social care, meeting the parents’, children’s and dependent persons’ special needs.
- Mainstream reconciliation policies in public and private sector internal regulations (e.g. flexible working arrangements, day rotation/split between days working at the office and days working at home, encourage both men and women to benefit from reconciliation policies etc.)
- Encourage men-fathers to take-up parental leave. Introduce a quota, in order that a part of parental leave is taken exclusively by the father for a specific time period.
- Balance and readjustment of the total parental/maternity leave period/duration and the total cost of care allowances. In other words, the total cost of care allowances should not exceed the total cost of social security contributions that would be paid if the mother returned earlier at her work. In parallel, the total duration of the parental leave should either discourage women to take up the parental leave or to return early at their work.
- A horizontal policy model for a better coordination of concerned parties, since reconciliation policies are cross-cutting policies and they do not concern one policy area.
- Same parental leave models for private and public sector.

PARTNERS



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