




Participation of women in the labour market and reconciliation policy in Greece

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- I. Female employment: structural characteristics
- II. Parenting policies in Greece
- III. Reconciliation of work and family life and gender equality



Work & family are two realms of our lives that constantly interact with each other at both the family & society level.

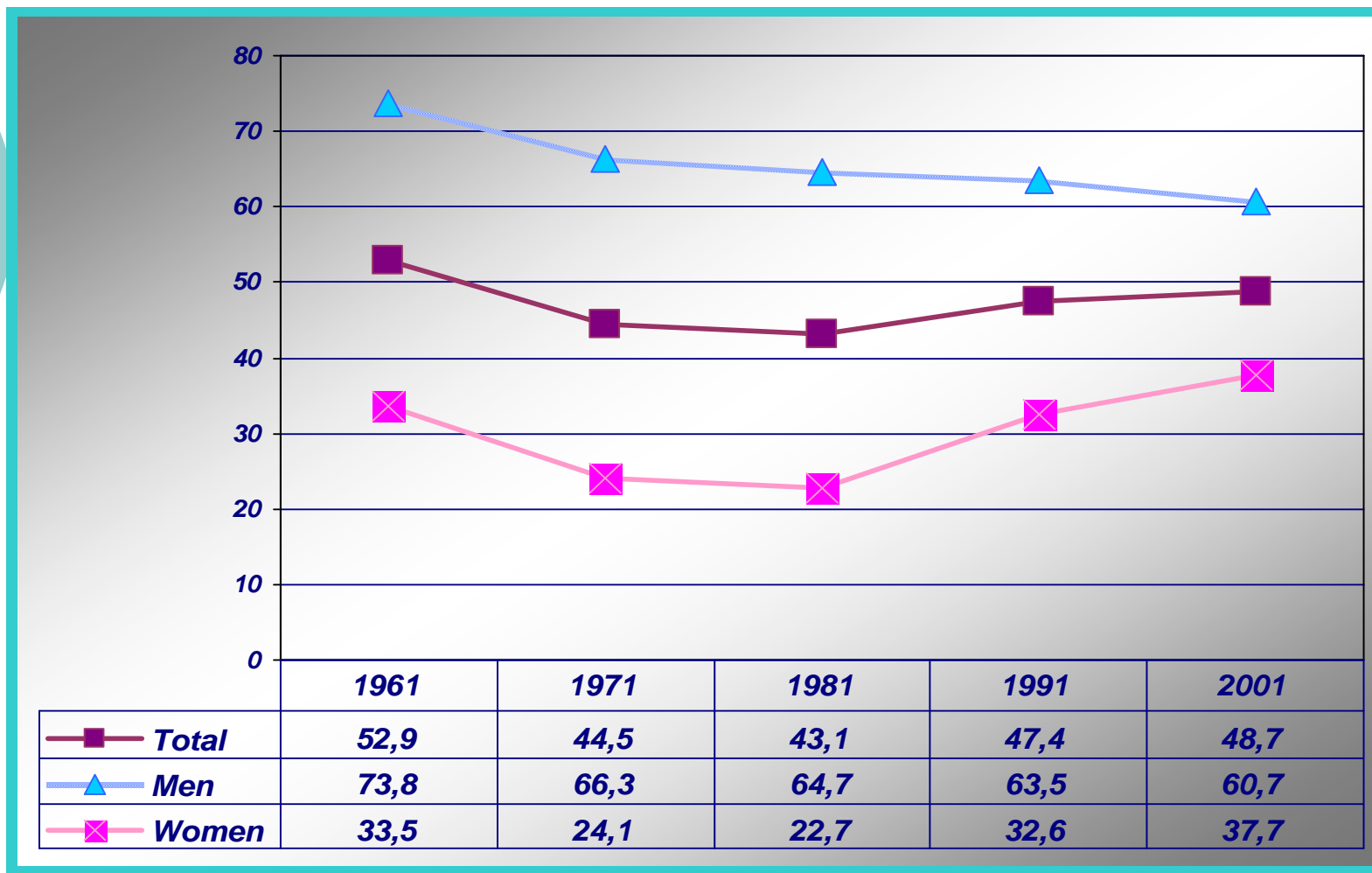
- The different factors which contributed to changes in male and female roles in the context of the contemporary family are shaped to:
 - the overall process of the development of societies &
 - the shift to an industrial-consumer economy with the considerable increase of women in the paid work.



I. Female employment: structural characteristics

- In Greece, women's participation in the labour force has progressed at a slower pace than in most other European countries.
- Female participation has increased from 27% in 1981 to 32% in 1991, to 36.2% in 1997 and to 41,9% in 2001.

**Graph 1. Economic activity rates by sex,
Greece, 1961-2001(%)**



Sources: NSSG, Census Results, 1961-81; Eurostat, Labour Force Survey, 1992-2001.



The explanatory factors point to:

- the limited industrial development of the country;
- the high emigration during the period 1953–72,
- the high internal migration to urban centres, especially in the period 1961–81,
- the relatively low educational levels of older women resulting in high unemployment rates,
- the local labour market rigidities.



Recent increase in the employment rates can be attributed:

- To new employment opportunities which are now open to women,
- to changing societal attitudes towards gender roles,
- to the increase of employment opportunities among younger women (20–39 years old) often married with children

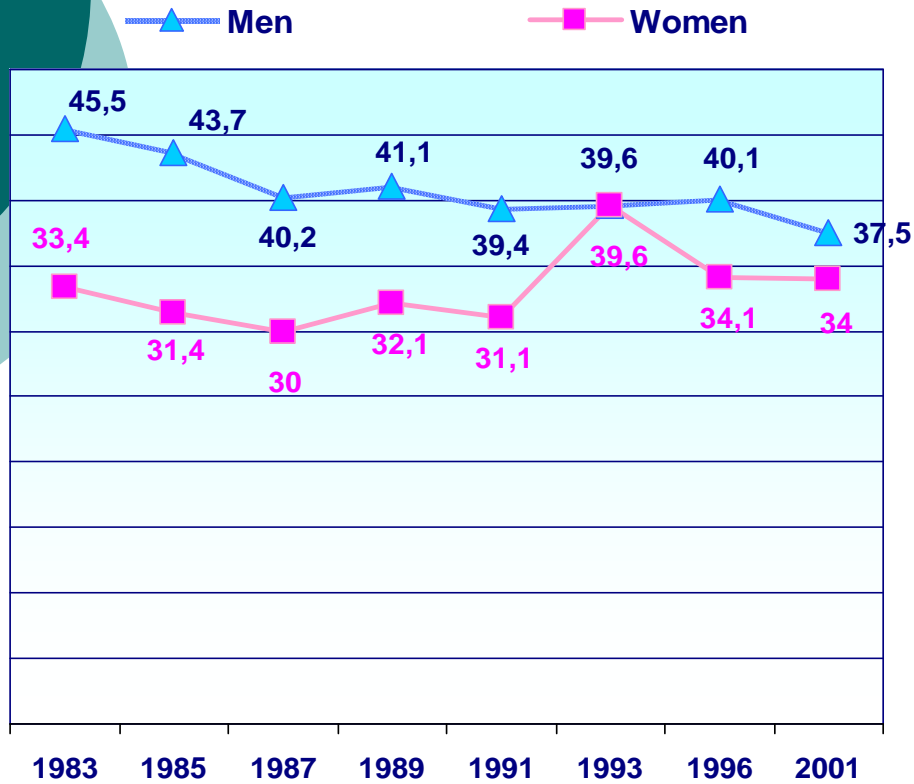


Female employment by age-groups

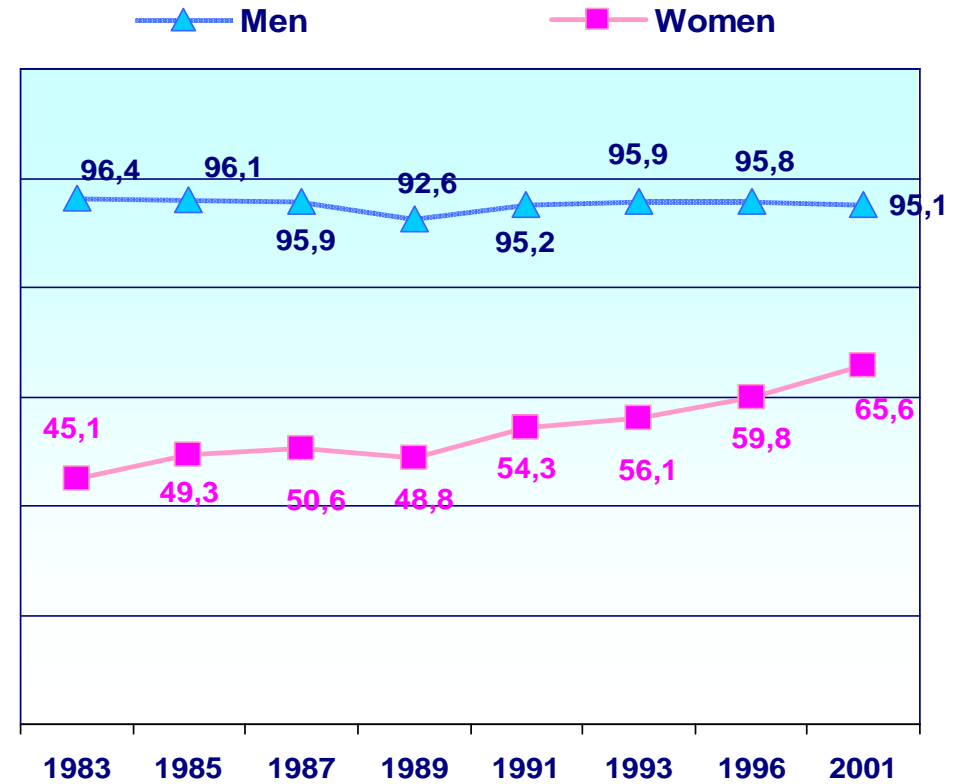
- the highest proportion of working women (and men as well) are between 25–49 years old.
- the slight decrease in the age group 15–24 years, is probably caused by the increased enrolment in education,
- a decrease in the age group 50–65+ years is observed

Graph 2. Economic activity rates by sex and age group, Greece, 1983-2001(%)

Age Group 14-24



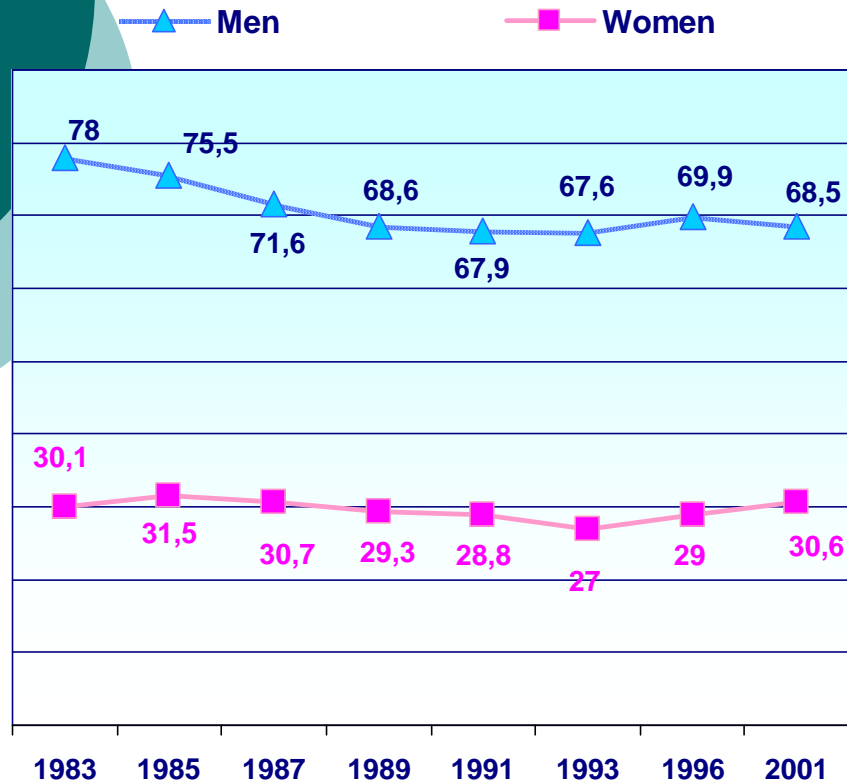
Age Group 25-49



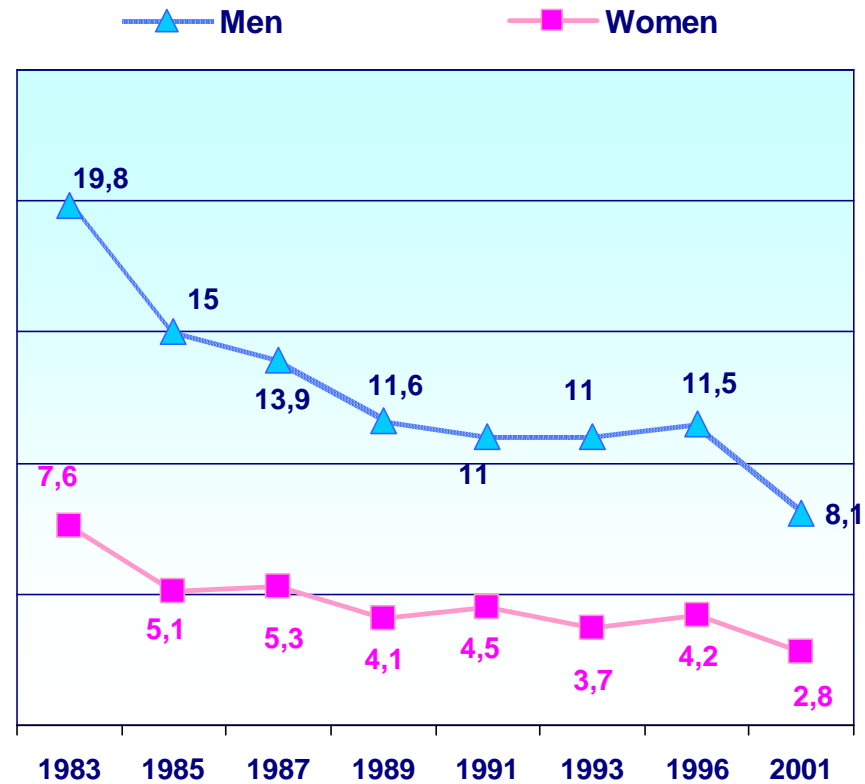
Source: Eurostat, Labour Force Survey, various years.

Graph 2. Economic activity rates by sex and age group, Greece, 1983-2001(%)

Age Group 50-64



Age Group 65 +



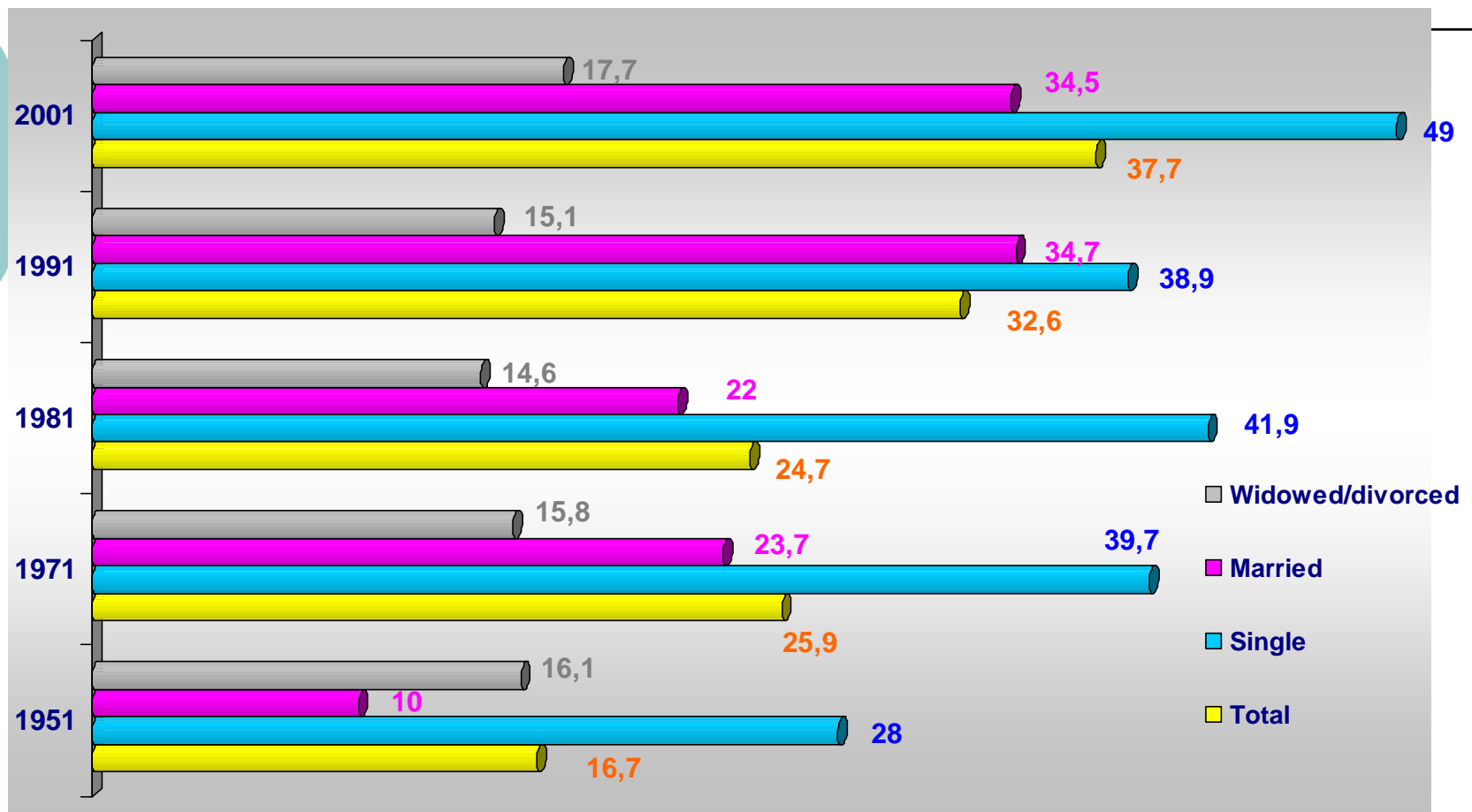
Source: Eurostat, Labour Force Survey, various years.



Economic activity & life cycle events

- ✓ Life-cycle events are considered particularly significant in the study of women's economic activity.
- single women's activity rates rise for those aged 25–49 years,
- activity rates for married women in the same age group are considerably lower.

Graph 3. Economic activity rates of women by marital status, 1951-2001 (%)



Sources: NSSG, Population Census, 1951, 1971, 1981; Labour Force Survey, various years



Women in the labour market play a significant role in various types of employment

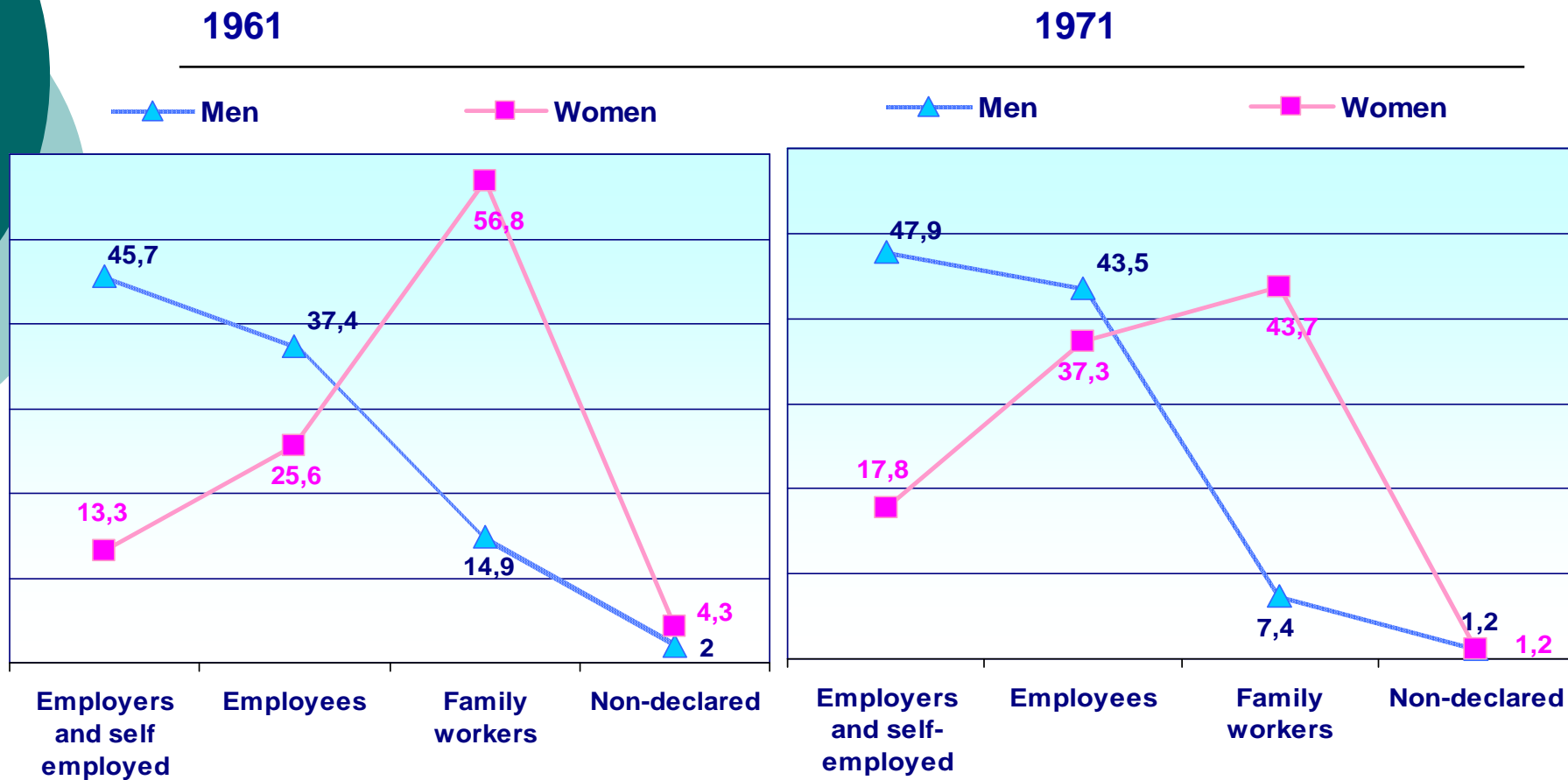
- Proportions of salaried remain very low (the lowest among the EU countries), for both men and women.
- Proportions of self-employed and employers appear very high compared to other EU countries, especially for men.
- For women, the respective proportions are less than 50% of those for men.



Occupational Status

- significant rise in the proportion of salaried workers for women from 1961 to 2001: 25.6% in 1961 & 61% in 2001.
- high proportions of self-employed and employers, especially for men.
- for women, the respective proportions are less than 50% of those for men in 2001 (20% and 10% women).

Graph 4. Employed by professional status and gender, Greece, 1961-2001 (%)



Source: NSSG, Population Censuses, 1961, 1971, 2001

Graph 4 A. Employed persons by sex and professional status, Greece, 1961-2001(%)

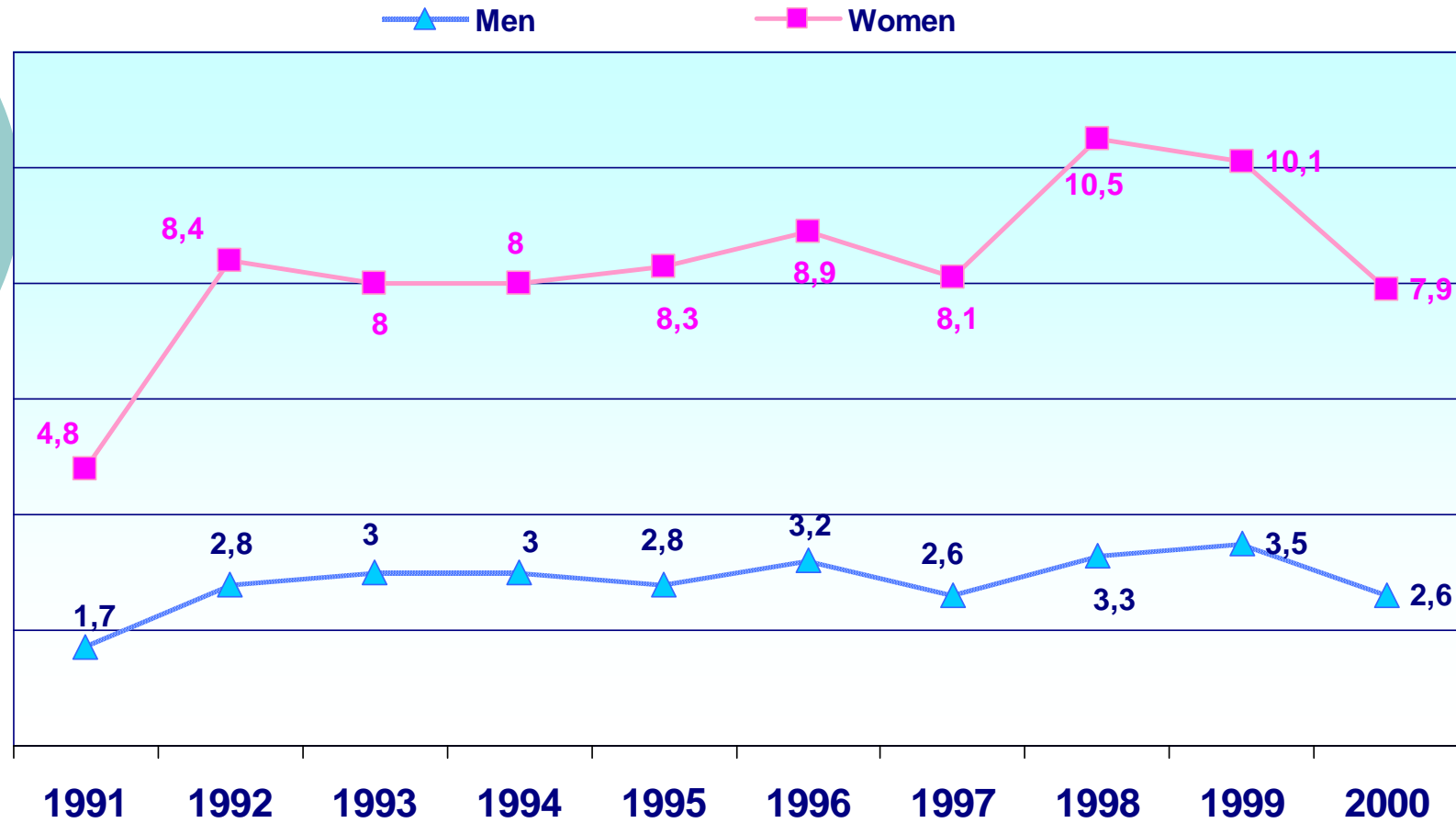




Women in various types of family business.

- family farms, family-run craft shops, self-employed professionals
- family business (non paid personnel)
- ✓ **limited part-time work:**
 - extensive unpaid family work characterized as seasonal and not as part-time work.

Graph 6. Part-time workers, Greece, 1983-2000(%)



Source: Eurostat, 1993a *Labour Force Survey*, 1983-1991; NSSG, *Labour Force Survey*, 1992-2000



II. Parenting policies

- Social protection in Greece is mainly restricted to income allowances, while welfare provisions and services are lacking.
- The provision of care to children and the elderly is a responsibility that burdens the family and particularly women.
- Married women had and still have to fulfil roles that in other societies are undertaken by the state.



A. Flexible, reduced working time

1. Breastfeeding and child care (in both public and private sectors)

- **In the public sector**, mothers are entitled to a two-hour reduction daily for children up to the age of two and a one-hour reduction for children aged two to four. Mothers if not choose reduced working hours eligible for nine(9) months paid leave (Law 2683/1999).
- **In the private sector** mothers are entitled to a one-hour reduction until the child's first birthday.



Parental leaves ... unpaid...

- **Up to two years of “unpaid maternal leave for public-sector employees until the child turns six years”**. However few women take advantage of this leave, as the time spent on leave does not count towards promotion or pension.
- **Up to three months “unpaid leave” in private sector for each parent (or six months for a single parent)** and is given by the employer on a basis of the employed order of seniority. The leave is unpaid but it’s counted as service time (for pension purposes).



3. Parental Leaves to Attend School Performances

➤ **Up to four days of annual leave** with pay, to parents for attending the school performance of school-aged children up to 16 years old without losing any of their employment rights.

4. Establishment of Public Day-long Schools

➤ Operation of **public daylong schools** in primary education (Primary and Kindergarten).



✓ Family policy is of growing importance but the target is not *gender equality*

- dual earner families have increased but the idea of gender equality in the domestic sphere has not been recognised as an issue in Greek equality policy.
- the re-organisation of economic responsibilities was not accompanied by a redistribution of domestic responsibilities in the context of two-working parent families.
- women continue to be responsible for domestic work and taking care of small children



Reconciliation of work and family life as...

- ...a family policy measure mainly perceived as a combination of paid work and caring responsibilities
- ...a gender equality policy measure or greater participation of men in family duties – greater participation of women in employment