

Work-Life (Im)balance

A quantitative research in Greece during the crisis

Reconciliation of family and professional life is a matter of paramount importance to personal development, creation of growth conditions in economy, increase in employability, reduction in unemployment, promotion of gender equality in private life and, more generally, to addressing the current demographic challenges.

The objective of this study is to explore ways of effective reconciliation of work and family responsibilities in Greece during the crisis.

The study is based on the findings of quantitative research conducted in a sample of 1.000 working women in different parts of Greece (urban areas, suburban areas, rural areas). In the framework of the study, reconciliation conditions of working women are examined in the light of different economic, social, demographic and personal characteristics. At the same time, the difficulties working women encounter so as to achieve better work-life balance as well as the role of family environment are presented. Furthermore, on the basis of international bibliography and good practices implemented in other countries, changes are proposed not only in benefits and services but also within the existing institutional framework of our country.



The project has been implemented in the context of the «Academic Research Programme in the priority sector /GR07» managed by the General Secretariat for Research and Technology and co-financed by Greece and the EEA Financial Mechanism 2009-2014.



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INTRODUCTION

Increased participation of women in the labour market from the 60's onward has brought about changes not only in family models, but also at the intervention level of the public sector in the private life of families. Some of the issues formerly undertaken by the family, such as child minding, are gradually taken over by the State through the development of relevant infrastructures.

Reconciliation of work and family constitutes a daily challenge for working women and a target to be fulfilled, as they continually try to balance their work and family obligations. The conquest on the part of the women of the right for active participation in the labour market has reformed socially constructed roles, of men as "providers" and women as "caretakers/persons responsible for taking care of children and other persons in need", resulting in the model with two "providers" or "dual career" families, creating new balances and social dynamics.

In the context of analysis and implementation of European policies for the above-mentioned interventions during the 90's, the term Work-Life Balance appeared, which is translated into Greek as reconciliation or balancing of work, family and personal life. Initially, the term placed emphasis on family and reproduction, ignoring the needs and rights of employees with no dependent members in their household, who still needed to balance their working and personal life. For this reason, the duality of work life and family soon expanded to include personal life, too.

During the last decades in Europe, but also in our country, changes have been observed in a lesser or greater degree in family demographic data affecting gender relations, such as: reduction in births, increase in divorces and men who are absent from the upbringing of their children, increase in recomposed families (*e.g. second marriage with children from a previous marriage*), population ageing and extension of life expectancy, massive entrance of women in the labour

market. Through these changes new family models arise where the care of underage children or/and elderly parents usually falls on a member (*principally of female gender*) and in which reconciliation or balancing of work, family and personal life acquires particular importance. At the same time, these changes affect gender relations in the traditional family model (*larger participation of men in household chores and children's upbringing, the pursuit of life quality improvement etc.*), thus intensifying the need for political initiatives for the reconciliation or balancing of work, family and personal life.

The issue of work, family and personal life reconciliation acquires even greater importance in the context of the crisis affecting the Greek economy and society in the recent years. The deconstruction of the welfare state burdens the working population by increasing on the one hand the volume of the required family and home care work (*unpaid labour*) and on the other hand the unemployment of young people and women in principal, resulting in difficulties in the private area and gender inequalities. In addition, significant income cuts, stifling taxation, which has diminished savings and negative credit growth for households have significantly limited – if not eliminated – the capabilities of using paid services in the care tasks for dependent family members and household chores. At the same time, obligations and demands in the work environment multiply because of the financial crisis, while labour rights are under threat and insecurity in labour relations increases. All the above factors have a negative impact on the attempt to balance work, family and personal life in the Greek family.

In a period of a drawn out financial crisis with unemployment as its main characteristic, deterioration of gender inequalities in the employment sector is to be expected, similar to that observed in other countries of the European South. Despite reduction of the difference between the two genders in the employment sector, the equitable distribution of the responsibility of home and family care does not constitute an established right in Greek society, where stereotypes prevail and women continue to bear the heavier burden of managing family responsibilities. Moreover, policies for reconciling work, family and personal life in Greece are focused on measures making it easier for working women to carry out their dual role,

rather than attempt to balance burdens and obligations of unpaid labour. The matter of balancing work, family and personal life in the midst of changes brought about by the drawn out financial crisis in Greece, both in the family and in the labour market, is a subject that deserves to be studied and investigated thoroughly because of the above-mentioned particularities.

The Project “Work-life balance in the context of changing families and labour market in Greece”, carried out with funding by the Academic Research Programme in the priority sectors “Diversity, Inequalities and Social Inclusion” of the European Economic Area Financial Mechanism (EEA FM) for the period 2009-2014, aimed at mapping the needs and expectations of women, but also at determining how they experience the reconciliation of work, family and personal life in Greece in a period of crisis. The Project “Work-life balance in the context of changing families and labour market in Greece” was implemented by the Family and Childcare Centre (KMOP) as coordination body, with the collaboration of the National Centre of Social Research (EKKE), the Greek League for Women’s Rights, and the Social Science Research Institute of the University of Iceland.

Generally speaking, the project had three individual targets:

- A descriptive one: To highlight the changes that have come about in women’s lives and in the family structure because of the financial crisis, to describe the factors which have affected employment and family life and to present effective policies of reconciliation of work, family and personal life implemented in other European countries.
- An explanatory one: To provide empirical data about women’s needs and expectations, examining their personal experience and describing their needs and strategies, in order to be able to balance their work, family and personal life.
- A practical one: To map out the nature of existing policies in Greece and to promote aiming at better meeting parents’ family and professional obligations to the component authorities.

In this volume, part of the research work is presented in the context of the project implementation is presented.

Part A of the volume, entitled “*Reconciliation of Work and Family Life: a Bibliographic Review*”, contains a detailed presentation of research results regarding changes in the family structure and in employment conditions. Special emphasis is laid in particular on the study of the impact of the financial crisis in men/women employment and in reconciling work with personal and family life. More specifically:

- The first chapter contains the conceptual and theoretical framework related to the reconciliation of work, family and personal life, in Greece and in Europe. The clarification of the term of reconciliation itself constitutes a significant approach for the achievement of gender equality.
- In the second chapter, important policy texts and statistical data are presented regarding the response to contemporary challenges in reconciling work, family and private life at international, but also at national level. Legislative arrangements and public policies concerning family and professional life reconciliation are mentioned too.
- In the third chapter, the impacts and the influence of the financial crisis in the employment of men and women, in gender equality and in the reconciliation of work, family and personal life are examined.
- The fourth chapter refers to changes caused during the last years in the family structure and models, both at national and international level.
- In the fifth chapter, the findings from other relevant surveys and studies on reconciliation of work and family life are summarized at both national and European/international level.

In Part B of the volume, under the title “Field research for the reconciliation of professional and family life in Greece during the crisis”, there is a detailed presentation of the methodological framework adopted in the empirical research and the main research findings are presented. Specifically:

- In the sixth chapter, the targets of the empirical research are presented and the research questions are analyzed. Moreover, the methodological approach followed regarding matters of

sampling, construction of the research instrument, analysis techniques, validity and reliability is presented.

- The seventh chapter contains a systematic recording of the main demographical and financial variables of the sample. In the beginning, the characteristics of the sample women and of their partners are presented, in order to facilitate their correlation with the reconciliation concept, while subsequently the concepts of reconciliation and professional development of women and their correlation with some of the demographic and financial variables take a dominant position.
- In the eighth chapter, the conditions of reconciling work and family life in the light of the different characteristics of the sample women are analysed. Finally, in the same chapter a statistical analysis model of the factors affecting the dependent variable of work employment is analysed and presented.
- In the ninth chapter, specific aspects of the reconciliation are presented, mainly related to the existing support infrastructures, women's perceptions, but also their variations depending on family status.

Part C of the volume, entitled "Policies for the reconciliation of work and family/private life" aims at the presentation of the reconciliation policies implemented in EU Member States, as well as in Iceland, as good practices and policy examples. In particular:

- The tenth chapter captures the key challenges to effective work-family reconciliation emphasizing the need for (re) shaping the current policy framework.
- In the eleventh chapter, the EU's reconciliation policies taken up are described, as they form a set of common "statutory and political points of reference".
- Despite the adoption of common points of reference, EU Member States adopt different approaches in matters of work-family reconciliation in their social policies, depending on perceptions and norms dominant in their societies. Some selected approaches (good practices) are presented in the twelfth chapter.
- Finally, in the thirteenth chapter, policy proposals, which could be adopted by public and local authorities as well as private

sector companies, are set out for responding to contemporary challenges both in the professional sector and in private life, because of the financial depression affecting our country, Greece.

PART A

RECONCILIATION OF WORK AND FAMILY LIFE: A BIBLIOGRAPHIC REVIEW

CHAPTER 1

THEORETICAL FRAMEWORK

1.1 Definitions and conceptualization

The term work-life balance which is internationally established, is translated into Greek as reconciliation or balancing of work, family/private life, while it is connected with employment levels, fertility, family relations and life quality (Arvanitis, Xydopoulou & Papagianopoulou, 2007: 9). It usually denotes the concepts of flexibility and viability required, in order to balance work and family/personal life demands (Mari, 2007).

The term balancing of work and family/private life is used mainly to describe the balance between the responsibilities connected to paid labour and those regarding activities of unpaid labour (Visser & Williams, 2006). There is not one single definition representing all persons. For some, balancing means devoting more time to paid work and less time at home, while for others it means to ensure that paid work does not overshadow the time required for other responsibilities. Since the distinction between work and family is not clear for everyone and in addition, the “balance” and “imbalance” varies for different persons at different times in their lives, the development of a uniform definition becomes unrealistic.

In European texts, the term reconciliation of work and family life has been used for a few decades, since female researchers (with a feminist approach) and women’s movement representatives pointed out the unequal distribution of family obligations and the necessity for State interventions. Subsequently, this term was used more in the context of employment policies without denoting the gender differentiations in the framework of family life (Eurofound, 2006: 1).

It is worth pointing out that in a recent study by the European Parliament (2016) it is noted that the concept “work-life balance” refers to three spheres of a person’s time, i.e. paid work (public sphere), unpaid work regarding care for dependent family members (private sphere) and the free time available to the person (public and private sphere). Moreover, the separation of these three sectors is not clear and there is an interaction among them described as work-life conflict (European Parliament, 2016: 6).

The difficulty in the reconciliation of work and family/private life has a different impact on the two genders, as for the woman-mother it is directly connected to the work sector and signifies difficulty in her full participation in the work market, while for the man-father it is related to the family and it translates into difficulty in finding time for the family and household work. This results in gender inequalities which still exist in the contemporary society in the context of work and private life (Arvanitis and coll., 2007).

1.2 Reconciliation of family/private and work life: a key issue for social and financial development

It is often said that work and the public sphere are identified with the man, while the private family sphere is inextricably linked to the woman. Based on this duality, family and home care are female duties and are classified in the “non-financial and unpaid work” (Maratou-Alipranti, 1999, 2000, Mousourou, 2005a and Mousourou, 2005β). The need for harmonization of work and private life started to gradually acquire great importance in the last 20 years, because of the increased female labour participation in all European countries, but also because of radical changes in family models.

As is pointed out in various studies, marriage/cohabitation and parenthood diversify women’s behavior and contribute to the decreased women’s participation in the labour market, while the same factors contribute to the increase of men’s economic activity. Women more often work part-time and interrupt their work in order to take care of little children to a greater degree in comparison with men (EC, 2014, EIGE, 2013).

Also, women's age at the birth of the first child, the number of children and the age of the last child are some of the variables affecting women's decisions regarding their professional activity and their participation in the labour market. Marriage and children either delay or interrupt women's participation in the market, or guide women to atypical employment forms, part-time work, since even in developed societies it is still generally believed that the public work space and the private family space are two different and separate spaces (Alipranti & Nikolaou, 2008, EC, 2014, Scabini & Rossi eds., 2012).

Scientific studies point to the conclusion that family obligations are one of the main reasons why women either remain outside the labour market or give up their work (Maratou- Alipranti 1999; Lewis, 2001, 2006; Mouriki, 2006; Mousourou and Stratigaki (edit.), 2004; EIGE, 2013; EC, 2014; EP, 2016). As a result of the above, although an increase in female employment is observed over time, considerable obstacles are created for women's employment and the removal of inequalities (Gasouka, 2007: 35; EC, 2014). According to this rationale, the achievement of the equitable distribution of family obligations between men and women is pursued, since the most important deterrent to the equitable participation of women and men in the labour market is the burden of responsibility and guilt they have to carry for bringing up the children (Tsoukala, 2007).

Reconciliation policies as a means to promote gender equality in employment are vital for Greece, taking into account the very low rate of female employment and the dominant model of family care based on women's unpaid work (EWERC, 2005). The role of the contemporary husband and father is relatively differentiated and his participation in family obligations is clearly more visible. Each person's human capital (education level, professional status, position in the profession etc.), but also the objective family "burdens" (children's number and age) play an important part and affect the degree to which a matrimonial relationship approaches or is distant from full reciprocity and equality (Alipranti, 1999, Gasouka, 2008). In all European countries however, smaller or bigger changes are observed in the relations of the two genders. The reconciliation of work and family/private life is related to the changes in the family

as an institution at European, but also at national level (EC, 2014, European Parliament, 2016).

The family as an institution is very important in the Greek society (Alipranti & Nikolaou, 2008). The average Greek family presents primarily characteristics of a western-style nuclear family, where both spouses work and the woman has acquired greater prestige and a new role, that of the working mother (Alipranti, 1998).

According to the above, we may conclude that the average Greek family is favorable, “theoretically” up to a point, towards new pursuits for the reconciliation of family and work life. There are, however, practical obstacles, as the old-fashioned gender stereotypes have not been overcome. Traditional gender representations are deeply etched on the mind of the persons who comprise the society. This fact does not only relate to men, but also to the majority of women who have “internalized” them since early childhood and this is an inter-class occurrence» (Gasouka, 2007: 46). Traditional perceptions also prevail outside the home, in professional areas and in the society at large, perpetuating in this way distinctions based on gender and creating a limiting, if not stifling environment for the reconciliation of family and work.

CHAPTER 2

THE RECONCILIATION OF FAMILY AND PERSONAL LIFE

2.1 Responding to contemporary challenges for the reconciliation of work and family/private life in policy texts at European and global level

The reconciliation of work and family life is an issue which is central to the European Commission political agenda. In most countries, women's participation in the labour market remains below the rate it might reach and this, as has been claimed, is due to the lack of conditions for balancing work and family responsibilities, including the lack of affordable child-care facilities, rigid working arrangements or the lack of motives for men to undertake more care responsibilities in the context of family life.

The financial crisis and the demographic issue in combination with population ageing have created new challenges which must be faced, so that European Commission member states - but also all countries on a global level - can meet the increased needs of economic and social life. In this section important recent documents of the European Commission and other organizations on global level are presented about meeting the new challenges concerning the reconciliation of work and life, including statistics and data related to the subject.

According to the recent European Commission Report on Equality between Men and Women-2015, work-life balance measures have been shown to be very important in removing obstacles to female employment. However, it is primarily women who use available measures, while men continue to make very limited use of them.

In August 2015, the European Commission published the Road Map (2015) Initiative: New start to address the challenges of work-life balance faced by working families. The objective for this initiative is to modernise and adapt the current EU legal and policy framework to allow for parents with children or those with dependent relatives to better balance caring and professional responsibilities, encourage a more equitable use of work-life balance policies between women and men, and to strengthen gender equality in the labour market.

In addition, in 2015 the European Commission published the Strategic Engagement for Gender Equality 2016-2019. It is a reference framework for increased effort at all levels, be they European, national, regional or local. The Commission has prioritised five key areas for action, which continue to remain in force for future commitments.

In (2011) EU Strategy for equality between women and men 2010-2015, it is highlighted that to reach the Europe 2020 objective, especially smart, sustainable and inclusive growth, the potential and the talent pool of women need to be used more extensively and more efficiently.

In 2002, the Barcelona European Council set targets for the availability of childcare facilities. Member States agreed to provide childcare by 2010 to at least 90% of children between 3 years old and the mandatory school age and to at least 33% of children under 3 years of age.

Moreover, the European Pact for Gender Equality (EC, 2011) (2011-2020) set as second objective promoting better work-life balance for women and men throughout the life-course, so as to enhance gender equality, increase women's participation in the labour market and contribute to meeting the demographic challenges.

COFACE (Confederation of Family Organisations in the European Union), published in 2015 the European Reconciliation Package. It is remarked that reconciling work and private life is an area where the European Union can and must make more progress. This is not only about women, but it is mainly women who need to share their time between paid work, taking care of children, and also taking care of elderly family members.

The 2015 EUROFOUND report on Working and Caring: *Reconciliation measures in times of demographic change*, also, presents interesting facts about this issue. As the average age of the European population and of the European workforce rises, more people of working age will have to combine employment with the provision of care, especially to elderly relatives. Although many actors are involved in providing care, it is still for the most part delivered by unpaid family members.

With reference to the 2012 International Labour Organization (ILO) study, *The influence of working time arrangements on work-life integration or 'balance': A review of the international evidence*, men and women are adversely affected by the lack of work-life balance, which is due to non-standard work schedule and long working hours.

2.2 Challenges of work-life balance at national level

Although Greece has incorporated many of the European Community Directives on gender equality at legislative level, progress continues to be slow and fragmentary in terms of implementation. In particular, the issue of reconciliation of professional, family and private life remains downgraded in Greece not only in the context of relevant policy development and implementation but also in terms of public consultation and practices of organisations and enterprises. This downgrading reflects, on the one hand, the subordinate position of women in labour market and, on the other hand, the strength of traditional gender stereotypes (Karageorgou & Papagiannopoulou, 2013).

Various policy plans have been developed since 1980 and so on, including, among others, pregnancy and maternity protection systems, social security and social security benefits for married couples and unmarried mothers, which are considered positive measures for the promotion of women's status within family and society.

However, in recent years State interventions have been restricted and the comprehensive family policy in Greece does not correspond to new emerging social conditions (EP/EK, Policy C Dep. 2013). Furthermore, although family policy becomes increasingly important in

our country, it should be noted that until very recently, the objective has not been gender equality (Alipranti-Maratou and Nikolaou, 2008).

Legislative arrangements on the reconciliation of professional, family and private life in Greece

Legislative arrangements on the reconciliation of professional, family and private life include all those provisions, which either directly or indirectly, assist male and especially female employees to combine paid employment with their family obligations. Current legislation on the reconciliation of professional, family and private life, encompasses primarily a body of laws and provisions aiming at maternity protection, gender equality, provision of support and appropriate services for frail and dependent people, flexible forms of employment, provision of various types of leave, provision of various types of benefits and social organisation of time (EP/EK, Policy C Dep. 2013: 13-14).

Greece is one of the countries, which implemented relatively fast a large number of European Community Directives at legislative level (maternity leave, parental child-rearing leave, family medical leave of absence for dependent family members, single-parent leave etc.). The first legislative provisions concerned the protection of working woman's reproductive role so that women would be facilitated to balance professional life (e.g. postnatal leave, maternity leave) with family commitments.

Public policies and practices for the reconciliation of work and family life

- In the context of the 2nd and 3rd Community Support Framework, but also of the NSRF, actions were financed for supporting the reconciliation of work with family and private life.
- Children's Creative Activity Centres (KDAPs): they were founded in the context of the 2nd Community Support Framework (CSF) with the aim of creative occupation of children aged

- 5-12 years old outside of school hours and assisting working parents.
- All-Day Schools: they have operated since 2002. The all-day school scheme, ending every day at 4 p.m., is vital, because it allows working parents to combine family obligations with work responsibilities.
 - All-Day Pre-Primary Schools: the same applies to all-day pre-primary schools, which operate in the context of all-day kindergartens aiming at upgrading preschool education and assisting working parents.
 - “Help At Home” Programme: this programme, which has now been terminated, was implemented by the local authorities/municipalities. It provided free services at home focusing on meeting older and disabled people’s basic needs, such as psycho-emotional support, nursing care, companionship, payment of bills etc.
 - Elderly Day Care Centres (KIFI): this programme is not implemented anymore. Its main goal was to enhance the quality of life of the elderly. It provided daily hosting services, nursing care, occupational therapy etc.
 - Day Centres and Day Care: they provide a range of daily services for people with disabilities, such as medical and nursing care, vocational training, information and recreation.
 - The EQUAL Community Initiative “National Thematic Network on reconciliation of family and working life”: during the first cycle of this initiative, from 2003 to 2005, the NTN on reconciliation of family and working life operated in Greece.
 - Citizens’ Service Centre (KEP): this institution is considered to be very successful, because apart from reducing the bureaucracy of the Greek public administration, through its extended operating hours, it allows working people to manage their transactions with the Greek State even after they have finished work.
 - In the context of the National Strategic Reference Framework (ESPA), and in particular within the Project: “Work-Life Balance”, KDAP and KDAP-MEA crèches and day nurseries were funded. During the period 2012 to 2013 60.000 children received child welfare services.

Data related to leaves used by parents and childcare in Greece

In Greece, childcare is determined to a large extent by the directions and priorities of the European Commission. Overall, work-family-child relationships are affected by four intervention fields. The first field, includes collective care and upbringing services, like crèches and day nurseries as well as officially certified child care staff. The second field, refers to parental leaves, and more specifically, prenatal and postnatal leaves, maternity leave, parental leave, paternity leave, parental child-rearing leave, leaves for the care of sick or/and disabled children and parental leaves to monitor children's school performance. The third field takes into account flexible working by placing emphasis on the flexibility of daily arrival and departure times from workplace and part-time employment. Lastly, the fourth policy field encompasses family benefits, child benefits and tax system (INE- GSEE, 2013).

Regarding preschool aged children, Greece falls short of in terms of collective care and upbringing services and common goals set in collaboration with other Member States of the European Union towards developing such services. According to data provided by Eurostat, 2009 and EIGE, 2013 (:14-15), collective childcare services in 2009 covered just 10% of children under three years of age and 41% of children between 3 years old and the mandatory school age. In addition, the duration of childcare facilities for children under the age of 3 is 33.8 hours and 25.8 hours for children aged over 3 years on a weekly basis, which impedes both parents' full-time jobs, and particularly mother's job, who is usually the main responsible for childcare and often opts for flexible work models or to refrain from official employment. In our country, approximately 19% of children received care from grandparents, while the number of official childcare workers are limited (INE-GSEE, 2013).

In Greece, the issue of parental leaves presents considerable diversity. The use of parental leaves, except for maternity leave, is restricted and covers only a relatively small proportion of parents, who are typically entitled to them. Although since 2008 parental leaves use has been considerably reduced, the only exception is an

increase in the number of parents who make use of childcare leave. This trend is due to a deterioration of parents' working conditions in combination with childcare capability constraints in accessing public social services or/and inability to purchase private childcare services (Karamessini, 2008).

According to the 2013 report of the Hellenic Labour Inspectorate (SEPE), it was noticed a marked difference in parental leave use between men and women, on the grounds that women made almost exclusively use of parental leaves. On the whole, in the midst of the financial crisis very few men and women working in private sector enterprises were found to take full advantage of them. It should be noted that the differences observed regarding the use of parental leaves can be explained based on whether they are paid or unpaid. There is a relatively increasing frequency of paid parental leaves (child-rearing leave and leave to monitor children's school performance), while unpaid leaves, especially child-minding leave remains almost unused by fathers.

CHAPTER 3

THE IMPACT OF THE FINANCIAL CRISIS ON THE RECONCILIATION OF WORK WITH FAMILY/PRIVATE LIFE

3.1 The impact of the financial crisis on gender equality. Employment and reconciliation of work with family and private life in EU

This chapter will examine the impact of the financial crisis on gender equality at both European and national levels according to relevant studies and reports.

The European Commission/EC published in 2013 a Report with the title: “The impact of the economic crisis on the situation of women and men and on gender equality policies”. The report sets out to evaluate the impact of the crisis on the situation of women and men in Europe and on gender equality policies.

The Report presents four main conclusions. The first one is that there has been a narrowing of the gap downwards between the two genders in employment, unemployment, wages and poverty during the financial crisis (2008-2013). This, however, does not constitute a progress in gender equality, because it is connected, in general, with the lowest employment rates, the highest unemployment rates and income reduction for both men and women.

The second main conclusion of the above report is that the behavior of women in the labour market during the crisis was similar to that of men. In this crisis the women did not function as a means for balancing the crisis, as had been the case in previous periods. This part was taken over by young men, women with temporary work contracts and immigrants.

The third main conclusion of the report is that there are indications that limited, but unequal reductions in welfare provisions during the first crisis years, pose the risk of reducing in the end both welfare provisions and employment, with the corresponding impact on gender equality.

Finally, still according to this particular report, the fiscal consolidation presents dangers to gender equality. The application of measures which may have the greatest impact of gender equality includes wage freeze or cuts in the public sector, personnel freeze or cuts in the public sector personnel, pension scheme reforms, cuts and limitations in health care involving benefits, grants and structures, reduction of housing benefits or family benefits, tightening of selection criteria for unemployment, tax measures, VAT increase and increase in fees for subsidized services to the public.

3.2 The impact of the financial crisis on the employment of men and women and on the reconciliation of work and family life at national level

The financial crisis in Greece dramatically worsened employment levels; unemployment reached high levels, while at the same time multiple problems arose in the social protection system. In this way it became clear that the policies promoted from 2000 onwards in the context of the European Strategy for employment and social protection were very vulnerable, as they were based on high employment levels.

In Greece in particular, despite the progress which appeared before the crisis, employment levels were particularly low. The crisis made apparent the weak attempts for financial and social reconstruction for the support of the social protection of working persons and their families, since “a central element of the interventions for the reconstruction of the production model are, among others, the policies related to child care and upbringing in such a way as to ensure at the same time the employment and professional development of working parents” (INE-GSEE, 2013 – Greek General Confederation of Labour’s Institute of Labour).

The result of all these was the increase in unemployment rates, which affected one fourth of the workforce. To be more specific, rates rose in 2015 to 21.5% for men (against 4.7% in 2008) and 28.3% for women (against 10.9% in 2008). According to Table 3.2.1, unemployment affects mostly young people up to 30 years old, where the respective rates are about twice compared to the total. Unemployment rates in our country are, after all, the highest in the EU-28.

The social and financial cost of the Greek crisis was very high. National income was reduced by almost one quarter. Average real income of persons belonging to the poorest 10% of the population in 2012 was by 56.5 % lower than that of the poorest 10% of the population in 2009. Inequality remained stable at the beginning, but it started taking off, as the economy sank deeper into recession, while at the same time middle class impoverishment was observed, with the great reduction of pensions and incomes from real estate (Emke-Poulopoulou, 2015: 116-122).

A consequence of income reduction, unemployment and job insecurity seems to be the decline in birth rates, too. Fertility –which presented an upward trend, reaching 1.47 children per woman of reproductive age in 2010 from 1.27 in 2000–, again fell to 1.31 children in 2013 and 1.30 children in 2014 (INE-GSEE, 2013, Karameessini, 2015)¹.

It is remarkable that the financial crisis further worsened the low performance of Greece regarding facilitating working parents, reversing the trend for birth increase observed after 2004. Consequently, the reproductive capacity of our country was weakened with unforeseeable negative impacts in the long term (INE-GSEE, 2013).

Pay cuts and high unemployment rates made middle-class families unable to afford to pay home care assistance, and as a result they turned to public support facilities in order to cover childcare needs. However, because of the financial crisis, a large number of families could not even pay the low amount of board fees for public childcare services (Karameessini, 2013).

1. See also Chapter 4, p. 40-41, for changes in family structure and family behaviours.

Another impact of economic crisis in Greece, was the violation of pregnant women and mothers' rights at work. According to the annual report of the Greek Ombudsman for the year 2012, the cases handled by the Ombudsman in the field of equal treatment between men and women largely reflect the intensity of the problems brought about by the economic crisis in labour relations. The consequences of the financial crisis have obviously affected the entire workforce. Nevertheless, gender inequality and discrimination against women is observed and especially regarding pregnancy and maternity issues. Although unemployment rates and engaging in precarious forms of employment remain higher in women, it is remarked that those who are pregnant or return from maternity leave, run a greater risk of facing the above-mentioned work-related problems.

CHAPTER 4

CHANGES IN FAMILY STRUCTURE AND FAMILY MODELS

4.1 Changes in family structure and family models at European level

In developed countries there have been changes in family structure mainly at two levels. The first level is related to the “privatisation” of family along with the dominance of “conjugal-nuclear family” and its increasing private character. This development is due to the important role of sentimental relationships during cohabitation, which becomes apparent through the prevalence of new family structures and the pursuit of personal fulfillment in the context of equal relationships. The second level refers to greater involvement of the public sector in “private life” concerning issues which were formerly family responsibility but now have become State responsibility. That is to say, issues about the way of organising private life, such as reconciliation of work and family life with daycare centres for young children and other dependent family members, children’s education, special needs education etc. (Maratou-Alipranti & Kaklamani, 2011, Maratou-Alipranti, 2012, Maratou-Alipranti, 2014).

In addition to this, demographic developments crucially influence family structure, family size and family/household composition. As a result, over the last decades, across EU Member States, the following trends have been observed: a birth rate decline but rise in births outside marriage, delay and decline of marriage rates, a significant increase in divorce rates and gradual prevalence of new family structures like cohabitation without marriage, high percentage of single-parent families (usually a mother with minor chil-

dren), single-person households (solitary individuals), recomposed families etc. At the same time, the massive entry of women into the labour market, which is associated with changing gender roles, creates new needs and interventions on behalf of the State. (Maratou-Alipranti, 2014).

Moreover, family models are changing over the course of time. More and more, not only men but also women wish to enter the labour market before starting a family. Consequently, mothers' age at first birth is gradually increasing together with the likelihood of having a smaller number of children compared to previous generations, while many women remain childless.

4.2 Changes in family structure and family models in Greece

As mentioned in the previous section, the institution of family has undergone major structural changes in all European countries in parallel with changes in attitudes, perceptions and behavior regarding cohabitation, companionship and child bearing. These changes affect Greek reality at a slower pace and diversify family structures and private life choices.

Therefore, new family models and family situations are noticed in Greece, like cohabitation, single-parent families, single-person households etc. (Maratou-Alipranti, 2010, 2012, 2014).

New family structures, which have emerged, are connected with a new division of labour and include:

- Dual career families: both spouses work and thus, family roles are shaped in relation to couple's occupations and values.
- Unmarried partnership: nowadays, it is frequently noticed in several European countries and it is based on both partners' choice to cohabit (opposite-sex and same-sex couples with a civil partnership).
- Single-parent families: they usually consist of a parent who is widowed or divorced or an unmarried woman with children.
- Blended families: they have resulted from the increase in divorce rates, which quite often leads to the formation of

second or third marriage families, where either one or both partners are a stepparent.

Demographic data about family in Greece follow similar trends to European. However, modern Greek family trends and recent developments are also linked to the Greek financial crisis since 2009 (Maratou-Alipranti, Kaklamani, 2011, Kotzamanis, 2015).

The main trends noted in Greece include:

- reduction in marriage rates,
- increase in divorce rates,
- increase in single-parent families and single-person households,
- rise in the average age of spouses at first marriage (delay of marriage),
- a continuous and significant birth rate decline after 2010,
- a slight increase in birth rate outside marriage,
- rise in the average age of first-time mothers,
- growth in the number of dual career families (both spouses/partners work),
- increase in the number of civil weddings and gradual decrease in religious ones,
- rise in the number of couples choosing a civil partnership.

In view of the above, these days marital partners seem to form an uncertain and fragile group and as a result rupture and separation have already become common phenomena in Greece. Young people have a different point of view from past popular perception regarding marriage, cohabitation and companionship.

CHAPTER 5

SURVEYS/STUDIES ON RECONCILIATION OF WORK AND PRIVATE/FAMILY LIFE

This chapter refers to surveys and studies carried out on reconciliation of work and private/family life and arrangements concerning both parents' time management, on a daily basis, over the last twenty years. The findings indicate that time allocation in modern societies is still gender-based and they focus on new forms of inequality emerging against women who wish to succeed in the public space/professional sphere, but without being discharged from typical responsibilities and mainly from those involving childcare and daily housework (Vryonides, 2008).

Both national and international surveys and studies were based on the concept of gender roles diversity. They examined conjugal exchanges in the domestic sector and attempted to interpret both men's and women's attitudes by placing emphasis on the form of conjugal exchanges and by highlighting those factors affecting and differentiating everyday practices (Thanopoulou et al. 1999, Maratou-Alipranti, 1999, 2008). Afterwards, some recent surveys and studies, delivered at European, international and national level over the last two decades are presented for illustrative purposes.

5.1 Research data at European and international level

In a previous research conducted by Craig (2006), she used in Australia calendar data from the most recent survey of the Australian Bureau of statistics on the use of time between men and women and the total time of childcare. The results showed that maternity compared

to paternity, includes not only more overall commitment in terms of time, but also more work, more physical work, more rigid timetable, more time spent with children and overall responsibility for managing the care of family members. This phenomenon is observed even when women work on a full-time basis. The findings show that despite the fact that the idea of joint childcare by parents is acceptable, it has not been implemented in practice. The limited childcare by the fathers exceeds the limits of available time (Craig, 2006).

In 2014, Pandolfini published a study entitled “Families, care and work in European Mediterranean Countries: Findings and lessons from a comparative analysis of work-life balance policies”. This study explores policies applied for work-life balance in five European Mediterranean countries: France, Greece, Italy, Spain and Turkey.

The study identifies three aspects which affect the achievement of greater equality between genders. First of all, paternity leave must be regarded as mandatory. The second aspect relates to the foreseen benefits during these leaves given that men generally have higher salaries than women, so many of them do not take paternity leave for economic reasons. Finally, the opportunity of parental leave under the form of part-time employment seems to be a good practice, because it will allow both parents to stay at their jobs for a long time and will contribute to a more equitable distribution of family care responsibilities and to a greater symmetry in the labour market between men and women. Otherwise, too long leaves of mothers often cause adverse effects on their professional positions and, consequently, on their careers.

Through this study, differences between countries become apparent. For example, the combination of child upbringing with work seems to be more incompatible in the Mediterranean countries and in some countries of Central Europe. This demonstrates close relationship between the reconciliation policies and the different socio-economic national frameworks, as well as the cultural habits and social welfare regimes which exist in each country.

The results of the “Study on the Role of men in Gender Equality” (EC, 2013) indicate a remarkable change in relation to the involvement of men/fathers in day-to-day care tasks with increased participation in certain regions of Europe (especially in the Nordic

countries: Finland, Denmark, Sweden), where men are more active in providing care to small children and house works. Thus, between 2005 and 2010, the proportion of men's participation in the weekly unpaid work varies to around 40% of the total. In dual-career couples, modern perceptions and a balanced allocation of parents' resources have a positive impact on both equal distribution of day-to-day work and childcare (EC, 2013, p. 15)

Another related report with title "Reconciliation of work, private and family life in the European Union" (EUROFOUND, 2011) examined employment rates for men and women, the impact of children acquisition in relation to their participation in labour market, the various forms of flexibility to strengthen the reconciliation of professional and family life (part-time work, flexible working time, work organisation and workplace) and the employee's satisfaction as regards the issue of balance between work and private life.

According to the study findings, a large part of the difficulty on reconciliation of work and childcare arises from the high cost of childcare, which has a greater impact when there are two or more children. While women with just one child can succeed in combining motherhood and work with some reorganisations, this becomes more and more difficult when they have two or more children. This means that women, particularly those at relatively low-paid jobs, prefer to care for their child on their own and to withdraw from the labour market. Some of the main ways by which people are trying to combine work with family and private life include: Part-time work, flexibility at work, flexibility in work organisation - including the daily duration of working time and the possibility of being absent whenever and when is necessary, as well as flexibility in workplace, mainly through home telework.

The second European research on life quality (EQLS), published by the Eurofound 2010 and conducted in 2007, offers a broad perspective on the diversity of family and professional life across the 27 EU member states, Norway and the candidate countries, Croatia, Former Yugoslav Republic of Macedonia and Turkey.

The results of this research showed that employment contributes positively to the independent living of young adults, either living alone or as a couple. Employment appears to be increasingly con-

sidered as a prerequisite for parenthood. The couple with children is also the predominant living model among men and women aged 35-49 years. As it was ascertained, the difficulties in balancing work and family life and the gender gap increase from a geographical point of view, starting from the Nordic countries to the countries of the South and Central Europe and the countries of Eastern Europe, which are among the countries with the highest levels of fertility and the largest number of working women and in relation to the countries with the lowest level of fertility and women employment.

The Eurostat study, EC (2009), concerning reconciliation between work, private and family life and gender differences, demonstrates stronger female participation in the so-called “unpaid work”, in childcare and housework. According to the data in Table 5.1.2 below, women spend much more time doing unpaid work than men in all age groups and across all European countries in general (Eurostat, 2009, p. 50).

Table 5.1.2
Unpaid work, working hours per week depending on gender and age, EU-27, 2005

Age of respondent	Men	Women
24 years or younger	3.2	10.4
25-39 years	9.2	31.8
40-54 years	8.6	26.9
55 years or older	5.2	17.9

Note: Total weekly unpaid working hours (caring for children and adults and hours spent on housework), declared by male and female respondents aged 15 or over.

Source: EWCS.

In most European countries with a high standard of living and a developed social state, the man’s role as the main family breadwinner has been abandoned and has been replaced by the model of dual-career family, according to which both spouses contribute to the household activities and strengthen the family budget. All recent European studies presented have shown that employment contributes positively to the independent living of young adults, either liv-

ing alone or as a couple, and that employment seems increasingly to be a prerequisite for parenthood. The couple with children is also the predominant model of living among men and women aged 35-49 years. However, the difficulties in balancing work and family life and the gender inequalities continue to exist within the family life context, while they are increasing from a geographical point of view, starting from the Scandinavian countries towards countries of Central and Southern Europe, where inequalities are more intense.

5.2 Surveys and studies at national level

In Greece, very few empirical research has been conducted concerning the issue of the division of male and female roles within the family, which is associated with the issue of reconciliation of work and private/family life. As pointed out, the relationship between work and family life has not been studied in our country as a primary issue but as a secondary one, in the context of a broader problematic regarding woman or family or work (Thanopoulou et al., 1999).

According to empirical research findings, working women in Greece continue to be primarily responsible for housework and their family. Furthermore, existing traditional perceptions of gender roles constitute the most powerful factors in the reproduction of the problem. Some of the empirical research carried out deals with the topic of distribution of domestic work and the care of young children compared to the socio-economic characteristics of spouses/parents and female participation in the labour market, while other surveys and studies explore time use by men and women. In this section, a selection of some older and some more recent research conducted in Greece related to this issue are presented (Maratou-Alipranti (ed.) 1999, Symeonidou 2006, Koronaiou and par.2006).

In Maratou-Alipranti's classic survey in the 1990s, with a sample of 1924 married women in the area of Athens, it was found, that within the family in the capital, there are traditional family patterns as far as the distribution of domestic work and the care of young children are concerned. However, the younger spouses/fathers, those with a high level of education, help and participate to a great-

er extent in everyday family responsibilities compared to the others, which demonstrates the more progressive perceptions and practices among younger spouses/fathers (Maratou-Alipranti, 1999).

Another survey carried out in 2003 on cooperation in family and work from the Centre for Women's Studies and Research, has reached similar conclusions. According to the results of the survey, women's participation in the labour market is a given for the majority of the families of the research, both for the enhancement of family income and as a personal choice. However, recognition of men's work as the most important and as the main source of income in the family continues to exist. As for the sharing of housework between spouses, it does not appear as strong as it has traditionally been, however, we cannot refer to a more balanced distribution of family obligations and responsibilities. (INE-GSEE, 2003).

A more recent research by KETHI (Research Centre for Gender Equality) (2007) on the role of fathers in everyday/family life has resulted in similar trends. The research findings carried out by KETHI on the role of fathers in balancing their professional and family life are of particular interest (Koronaïou and par., 2007). More specifically, research has shown that the vast majority of men interviewed (91.4%), in terms of their participation in housework and child upbringing, undertake external work such as shopping, bill payments, etc., transportation of children from home to school, to private schools etc., while a very small percentage undertakes some "internal" household chores concerning cooking, cleaning etc. Interestingly, 54.5% of the men surveyed said they participated in child care while in fact they are mainly involved in outside work and much less in specific work inside the house. Based on the survey's data, it is evident that several traditional gender standards are maintained in everyday family life.

Our country, according to a Eurostat survey conducted in 2007, occupies the last place in the EU, in terms of male participation in family duties, by 3%. (Gkasouka, 2008).

Additionally, Mouriki (2008b) reports findings of empirical research in Greece concerning the distribution of domestic work between married couples. According to this survey, the distribution of domestic work in Greece continues to be traditional and oriented

to traditional gender roles. Specifically, women spend almost four times a week more in housework and twice as much in bringing up children as compared to their spouses. In addition, they are burdened with the care of dependent relatives. Finally, women dedicate less time on paid work than men as a result of the unequal distribution of housework and the burden of their multiple roles and have little help from their spouses, even in cases where men express progressive perceptions about the distribution of domestic work.

The Hellenic Statistical Authority (ELSTAT) conducted - for the first time in our country - the Time Use Survey in households (EXX) with a reference period from March 2013 to February 2014. The survey gathers information on the time use of the population of the Country and its distribution to various activities, such as work, studies, child care, social life, travel etc. According to the results of the survey, women aged 20 to 74 devote a significant part of their daily time to household care, while men of the same age group to their work. It should be noted that household care activities also show a greater variation in the distribution of time between men and women. Men spend an average of 1 hour and 31 minutes and women 4 hours and 36 minutes. Leisure time is 5 hours and 10 minutes for women 20 to 74 years, and 6 hours and 24 minutes for men of the same age group.

From the findings of the surveys we cited in this section, it was found that the distribution of domestic work remains attached to the traditional model, according to which, the woman in Greece undertakes the main burden of domestic work. The man remains in his executive role, having responsibility for external work and communication with the services. With regard to male participation in taking responsibility for childcare, with everything that entails, the results of the surveys show that the main burden of care is borne primarily by women/mothers, while men/fathers act in an ancillary manner. However, the data has shown that some positive developments have been made within the Greek society as regards to the attitudes and practices of men/fathers concerning their gradual involvement in everyday household work and care and upbringing of children, although we are still far from the equal sharing of responsibilities and obligations in family/private life.

PART B

FIELD RESEARCH
FOR THE RECONCILIATION
OF PROFESSIONAL AND FAMILY LIFE
IN GREECE DURING THE CRISIS

CHAPTER 6

OBJECTIVES AND METHODOLOGY OF FIELD RESEARCH

This chapter identifies the objective and the research questions of empirical quantitative research that has been implemented within the project. Also, reference is made to the methodological approach applied to the field research. More specifically, we examine issues of sampling, construction of the research tool (including validity and reliability) and data analysis techniques.

6.1 Objectives of the study and research questions

The research focuses on the reconciliation of professional and family life in the context of the modern Greek reality, as well as on exploring the changes observed in the context of the current economic crisis in the working/private life of working mothers.

The main objectives of the research are to investigate the data and factors affecting the balance between professional and family life in Greece, to record the changes that have been made to the harmonization practices due to the economic crisis that has been going through the country since 2009, as well as to document the needs of working women.

According to the bibliographic review of the previous chapters, specific research objectives are furthermore to investigate the conditions prevailing both in the professional and family environment of working women, as well as to identify the factors that affect the balance between family and professional obligations.

Furthermore, the field research carried out within the project attempts to explore the following issues:

1. What are the demographic profile and employment characteristics of female workers and their spouses/partners and what difficulties do they encounter in combining work and family life?
2. What are the possibilities and ways of keeping in balance professional and family life in the context of private life today, at a time of economic crisis, and how are they shaped by different family circumstances, different residential areas and different employment areas?
3. How is the issue of balancing work and family connected with the allocation of obligations to private life (so-called unpaid work) and to what extent is the wider family network involved?

The first research question aims to describe the basic, mainly demographic data of the working women included in the sample of research. Basic variables, among others, are education, employment of their own and their spouses/partners, the number and age of children and their income status.

The second research question links the concept of reconciliation with the family and professional life of women in order to highlight the problems and difficulties encountered by women in their everyday life and to reveal their expectations, through the investigation of statistically significant relations between the control variables.

Finally, the third research question examines the factors that affect the relationship between balancing and unpaid work. Such factors are, for example, public and private provisions as well as the contribution of the spouse/partner and the wider family to the private sphere.

It is noted here that the functional definition of balancing in the present analysis includes the following three dimensions:

- Participation in the labour market,
- Participation in family obligations, and
- Free time.

The data and conclusions of empirical research can be exploited in a variety of ways by contributing to: (a) identifying the needs of

working women and indirectly assessing the adequacy of the provided benefits and services, (b) recording and assessing the needs and difficulties faced by women working today in times of crisis; (c) exploring practices and exchanges between spouses/partners in the private sector; and (d) designing and implementing appropriate policies which will promote the balance between family and professional life.

6.2 Methodology

Based on the specifications of the project “Work-life balance in the context of changing families and labour market in Greece” and its research object, the empirical study population was defined as the total number of working women aged 25 to 55 with children up to 18 years of age living with them. To carry out the survey, a random sample of 1,000 women was selected from the following areas:

- Two urban areas: Athens and Thessaloniki, which participated in the sample with 400 and 200 women from each city.
- Two suburban areas: Arta and Edessa, which participated in the sample with 125 women from each city.
- Two rural areas: Xylokaastro Korinthia and Sofades Karditsa, which participated in the sample with 75 women from each region.

The selection of working women in each area was done using the cluster sampling technique, where the household was considered to be the cluster. Completion of the questionnaires was carried out between March and May 2016.

Regarding data collection, the structured questionnaire method was used, which was designed based on the research objectives and included *closed-ended questions*.

The questionnaire consisted of six sections in total. The first section mainly concerned information about the demographic characteristics of respondents and their spouses/partners, such as age, education, occupational status etc. The second section recorded the daily working time in both professional and family obligations, as well as the free available time of both the respondents and their spouses.

The third section included questions about the help-involvement of members of the wider family (grandmother, grandfather, etc.) in family obligations, as well as the type of help received by the respondent. In the fourth section, the use of public and private support services, such as nursery schools, summer activities etc., was explored. The last two sections of the questionnaire focused on the perceptions of women on balancing (e.g. fatigue from work, possibility of extraordinary changes, etc.) and on the other hand on the recording of household income on an individual and family level. The questionnaire is listed in Annex 1 of this volume.

For the processing of the three above-mentioned research questions, data from the questions of the sections below were obtained:

- For the first research question, from Sections 1 and 6
- For the second research question, from Section 2
- For the third research question, from Sections 3 to 5

Another point that addressed the research team was the validity and reliability of the data. For this reason, researchers took the following actions:

- Some women originally selected in the sample were asked to express their views on the validity of the questions; those respondents did not participate in the survey.
- Co-operation and contribution of specialists of the National Centre for Social Research in the formulation of the questionnaire.
- The test-retest technique has been applied to specific questions for reliability testing.
- After incorporating observations from the foregoing techniques, the questionnaire was completed by a small number of women in order to finalize its content.

Finally, the processing and statistical analysis of the survey data was made using the SPSS software. The statistical techniques used included descriptive statistics methods and Graphs, correlation coefficients, hypothesis testing with χ^2 and t-test methodology, effect size indices (mainly Cohen's d), and statistical regression models. In all cases, 5% was set as a statistical significance level.

CHAPTER 7

DEMOGRAPHIC AND ECONOMIC CHARACTERISTICS OF THE RESPONDENT SAMPLE (WOMEN)

7.1 Demographic characteristics of the sample

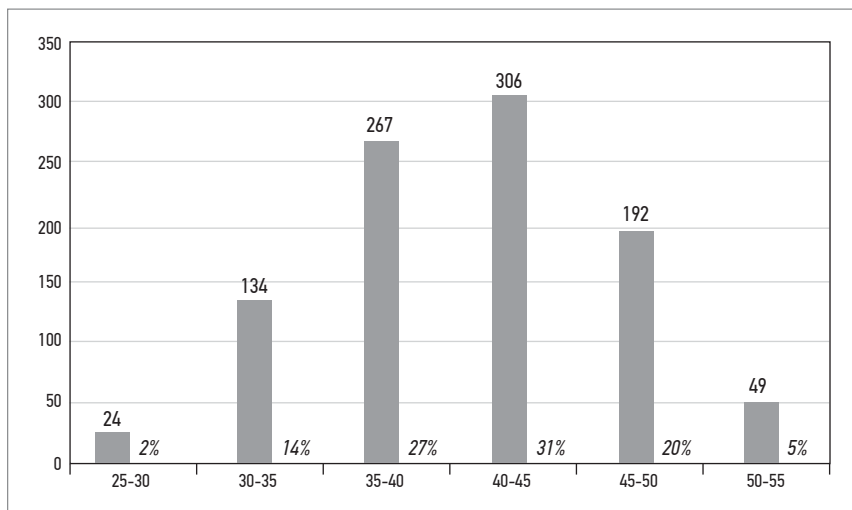
The average Greek family, as developed in Part A (Chapter 4) of the study, presents mainly the characteristics of western type nuclear family, in which both spouses work. Regarding the age of the respondents, the average age of women participating in this study is 40.5 years (Table 7.1.1). The following bar chart (Graph 7.1.1) depicts the number of women by age groups.

Table 7.1.1
Statistical information on the age of women in the sample

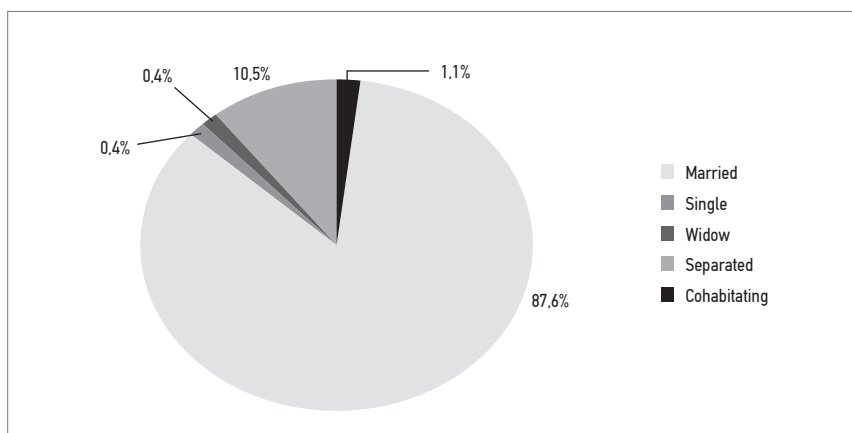
Mean	40.5 years
Median	40 years
Standard deviation	6.7 years

Concerning marital status, the overwhelming majority of women participants in this study (87.6%) lives with a spouse or a partner, that is to say, they are either married or in a civil partnership. Only a small proportion of them (approximately 11%) are separated or divorced. The citizenship of women in the sample, as well as their husband's/partner's, is primarily Greek (96%).

Graph 7.1.1
Bar chart of the age of women in the sample



Graph 7.1.2
Marital status of women in the sample



The main trends observed in Greece include a gradual reduction in marriage rates, higher divorce rates, an increase in civil weddings and a decrease of religious wedding ceremonies with a parallel increase in the number of couples having a civil partnership (Maratou-Alipranti, Kaklamani, 2011, Kotzamanis 2015).

As pointed out in various relevant studies, in Greece social institutions, such as family and marriage, continue to be significant. Despite the wide variety in everyday family attitudes and the dominance of new realities, dual-career couples remain the most prevalent family model in both Europe and Greece. New family patterns and forms of cohabitation, like cohabitation without marriage, single-parent families (especially mothers of minor children) etc, not only are considered to constitute the new family reality, but also were confirmed in the framework of the present study.

Marriage, cohabitation and having children frequently change female attitudes and contribute to low labour market participation of women. At the same time, the three above-mentioned factors lead to higher economic activity of men. Women work part-time more often than men but they stop working in order to take care of their children.

7.2 Employment characteristics of women

In this section, information on the employment status of the respondent sample is provided.

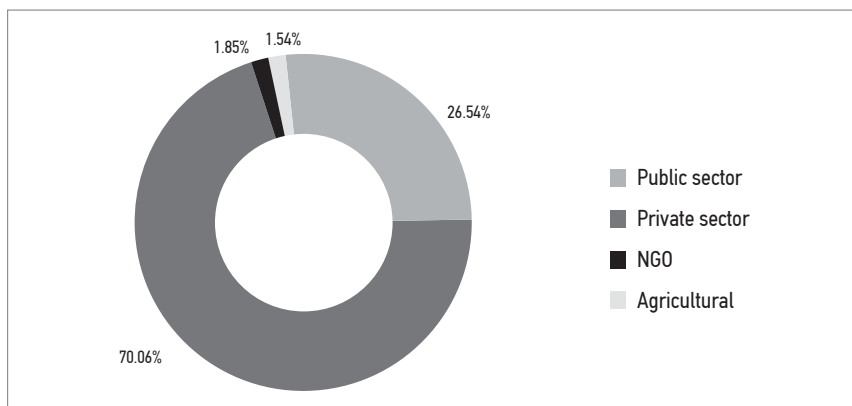
As clearly seen from Table 7.2.1, a major proportion of the interviewees (14.6%) preferred a flexible form of employment, such as part-time jobs, while an extremely high percentage of women are self-employed, approaching 1/5 of the total sample. Also worth noting is the comparison of the employment status of women between 2016 and 2010, at a time when the impact of the financial crisis hadn't already been felt.

Table 7.2.1
Employment status of women in the sample in 2016

	Number of respondents	Proportion (%)
Full-time employees	666	65.90%
Part-time employees	147	14.60%
Self-employed	197	19.50%

With regard to the employment sector, it was observed that 7 out of 10 respondents were employed in the private sector, whereas only 27% of the sample examined worked in the public sector. The remaining 3% was employed in the rural sector and in NGOs. (Graph 7.2.1)

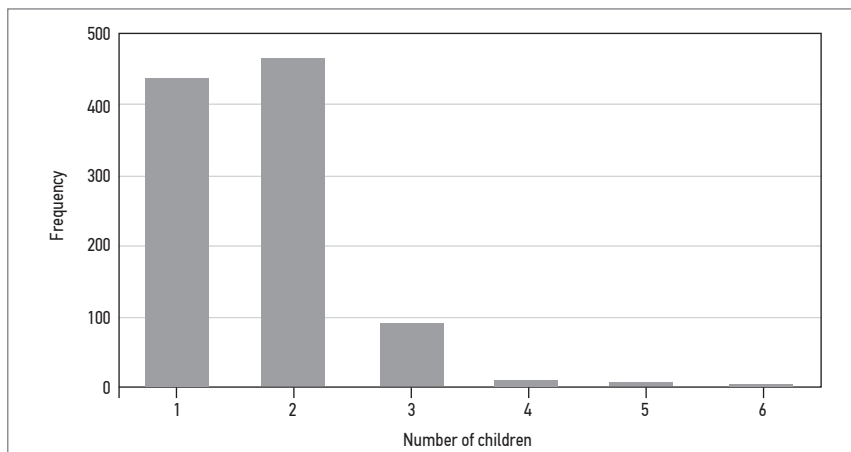
Graph 7.2.1
Employment sector of women in the sample in 2016



7.3 Employment and family responsibilities *(number and age of children)*

According to relevant literature, the employment options of women are largely determined by their family responsibilities. The age of women at the birth of their first child, the number of children and the age of the youngest child are some of the most determinative variables of women's decisions on their professional activity and their ability to participate in the labour market.

As illustrated in Graph 7.3.1 (see also Table 7.3.1), the majority of women usually have 1 or 2 children (mean number of children 1.7).

Graph 7.3.1*Bar chart of the number of children per respondent***Table 7.3.1***Statistical information on the number of children*

Mean	1.7
Median	2
Standard deviation	0.7

Table 7.3.2*Statistical information on the age of the oldest and the youngest child*

	Oldest child	Youngest child
Mean	10.4 years	8 years
Median	10 years	7 years
Standard deviation	6.1 years	5.2 years

According to Table 7.3.2, the average age of the oldest child in the household (households with 2 or more children) is more than 10.4 years and the average age of the youngest child is less than 8 years. In addition, as can be seen in Table 7.3.3, there is a statistically significant relationship between these two variables and thus, it is meaningful to examine further the correlation between mothers' professional position and the age of the youngest child.

The proportion of women falling into the categories full-time employees with a child less than 6 years old is smaller than the corresponding proportion for full-time employees with an older child (over 6 years old). The numerical superiority on the part of full-time working mothers with a child more than 6 years old may be associated with greater flexibility in working hours and, therefore, mothers' involvement in childcare compared to the increased responsibilities of women with a child younger than 6 years old in terms of home and family care. Moreover, this disparity can be explained by the increased family obligations of part-time female employees and self-employed women respondents (Table 7.3.3).

Table 7.3.3

Present professional position in relation to the age of the youngest child

	Younger than 6 years	Older than 6 years	Total
Full-time employees	247 (62.06%)	416 (68.53%)	663 (65.97%)
Part-time employees	64 (16.08%)	82 (13.51%)	146 (14.53%)
Self-employed	87 (21.86%)	109 (17.96%)	196 (19.50%)
Total	398 (100%)	607 (100%)	1005 (100%)

The study confirms points of the bibliographic review – Part A Chapter 2– according to which in countries of the European Union women with children under the mandatory school age, who state that they do not work at all or work as part-time employees, make this choice for reasons related to childcare and due to the difficulties they face in childminding.

7.4 *Region of residence of respondents and family structures*

The region of residence is a variable, which, after checking, showed statistically significant correlations between the number of children, women's employment sector and also, in a broader sense, family models.

After examining the region of residence of the women in combination with their employment status, we noticed some major differences, which indicate that the region of residence is connected with the employment sector of the respondents.

In general, it is found that women in city centres work as employees (full-time or/and part-time) to a larger extent than those in suburban areas, which is due to fewer opportunities available for paid employment in suburban areas, especially at the present economic conjuncture. As a counterbalance to this lack of job opportunities, women in suburban and rural areas seem to turn to self-employment.

Table 7.4.1

Employment status of women in relation to their region of residence

	Full-time employees	Part-time employees	Self-employed	Total
Urban area	417 (69.73%)	92 (15.38%)	89 (14.88%)	598 (100.00%)
Suburban area	183 (65.12%)	40 (14.23%)	58 (20.64%)	281 (100.00%)
Rural area	67 (50.76%)	15 (11.36%)	50 (37.88%)	132 (100.00%)
Total	667	147	197	1,011

Furthermore, when investigating the number of children in a household in relation to the region of residence, some significant differentiations were observed. This fact is associated with the lifestyle and more traditional family models prevailing in rural areas as regards the institution of family and a higher degree of family solidarity and help (Table 7.4.2).

Table 7.4.2
*Number of children in relation to the region of residence
of women in the sample*

	Urban area	Suburban area	Rural area	Total
1 child	279 (46.97%)	123 (43.31%)	36 (27.27%)	438
2 children	251 (42.26%)	134 (47.18%)	80 (60.61%)	465
3+ children	64 (10.77%)	27 (9.51%)	16 (12.12%)	107
Total	594 (100.00%)	284 (100.00%)	132 (100.00%)	1,010

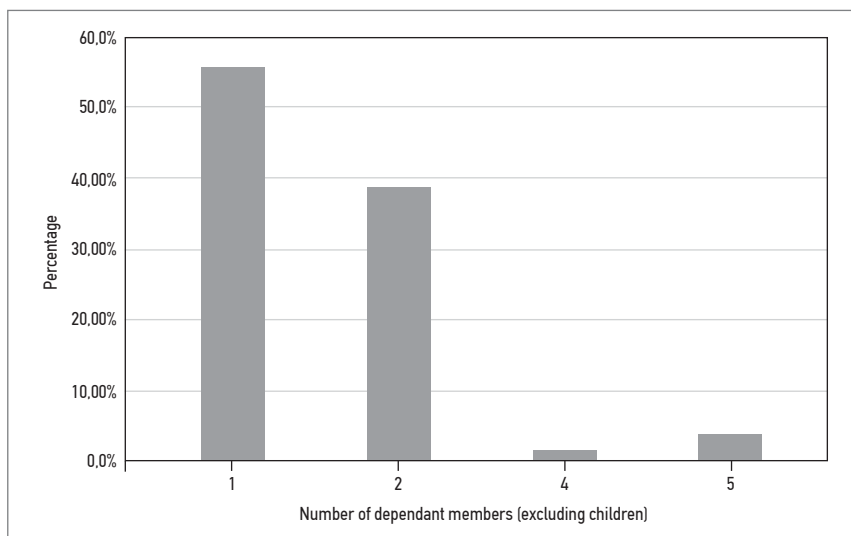
On the basis of the empirical research data collected, in only 8.6% of the households examined (87 households) there were dependent persons apart from children, mainly parents and parents-in-law. Nowadays, the extended family model can be found in very few families, because the majority of women in the sample live in nuclear/conjugal families and there are no other dependent members in the family except for their children.

As it was aforementioned, most of the dependents are parents and parents-in-law and according to Graph 7.4.1, the number of dependent persons (children excepted) was, with a few exceptions, 1 or 2 persons per family.

Table 7.4.3
Dependents in relation to the area of residence of respondents

	Urban area	Suburban area	Rural area	Total
Parents	34 (58.62%)	28 (59.57%)	4 (66.67%)	66
Parents-in-law	15 (25.86%)	15 (31.91%)	0 (0.00%)	30
Other relatives	8 (13.79%)	2 (4.26%)	2 (33.33%)	12
Other relationship	1 (1.72%)	2 (4.26%)	0 (0.00%)	3
Total	58 (100%)	47 (100%)	6 (100%)	111

Graph 7.4.1
Number of dependents (children excepted)



7.5 Employment and educational attainment of women and their spouses'/partners'

The analysis of data from the present study revealed that the level of education is a decisive factor in the access of women to more employment opportunities and career options, while it appears to act protectively against difficulties arising during a period of financial crisis.

The level of education, in the framework of the study, is analysed based on three categories:

- Primary education (Primary school)
- Secondary education (Secondary school, High school)
- Tertiary education (Post-school vocational training, University degree, Master's degree, Doctoral degree)

The following Table (7.5.1) shows that the majority of women attain a high educational level. However, the interviewees' spouse/partner had lower levels of educational attainment.

Table 7.5.1*Level of education of women in the sample and their spouses/partners*

	Interviewee	Spouse/Partner
Primary school	1.60%	0.90%
Secondary school	3.50%	6.00%
High school	24.20%	34.10%
Post-school vocational training	23.90%	19.00%
University degree	32.80%	27.40%
Master's degree	11.70%	8.10%
Doctoral degree	2.30%	4.50%

After examining the correlation between the level of education of women and their professional position, a statistically significant relationship is observed between these two variables (Table 7.5.2).

Table 7.5.2*Relationship between level of education and employment status of the interviewees*

	Part-time employees	Full-time employees	Self-employed	Total
Primary education	3 (18.80%)	4 (25.00%)	9 (56.20%)	16 (100.00%)
Secondary education	64 (23.00%)	146 (52.50%)	68 (24.50%)	278 (100.00%)
Tertiary education	80 (11.30%)	511 (72.20%)	117 (16.50%)	708 (100.00%)
Total	147 (14.70%)	661 (66.00%)	194 (19.40%)	1,002 (100.00%)

In Table 7.5.3, it can be clearly seen the relationship between educational attainment and employment sector of women in the sample.

Table 7.5.3
*Relationship between educational attainment
 and employment sector of the interviewees*

	Public sector	Private sector	NGO	Rural sector	Total
Primary education	4 (25.00%)	11 (68.80%)	0 (0.00%)	1 (6.20%)	16 (100%)
Secondary education	56 (20.70%)	201 (74.40%)	2 (0.70%)	11 (4.10%)	270 (100%)
Tertiary education	197 (29.10%)	463 (68.30%)	15 (2.20%)	3 (0.40%)	678 (100%)
Total	257 (26.70%)	675 (70.00%)	17 (1.80%)	15 (1.60%)	964 (100%)

A similar correlation is also detected between educational attainment and total monthly net income of the interviewees, as shown in Table 7.5.4.

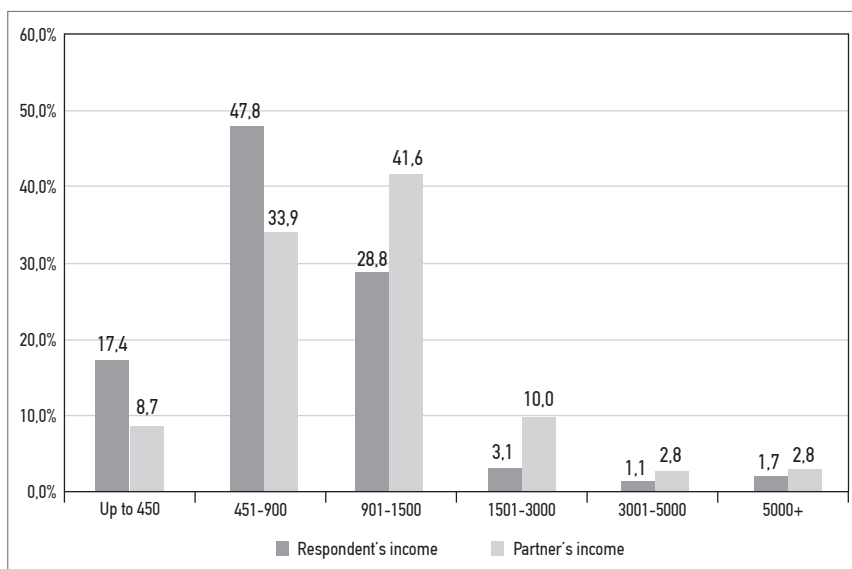
Table 7.5.4
*Relationship between educational attainment and
 total monthly net income of the interviewees*

	No more than 450€	451€ - 900€	901€ - 1,500€	1,501€ - 3,000€	3,001€ - 5,000€	More than 5,000€	Total
Primary education	3 (18.80%)	6 (37.50%)	6 (37.50%)	1 (6.20%)	0 (0.00%)	0 (0.00%)	16 (100%)
Secondary education	81 (29.70%)	134 (49.10%)	43 (15.80%)	7 (2.60%)	3 (1.10%)	5 (1.80%)	273 (100%)
Tertiary education	89 (12.80%)	327 (47.10%)	237 (34.10%)	21 (3.00%)	8 (1.20%)	12 (1.70%)	694 (100%)
Total	173 (17.60%)	467 (47.50%)	286 (29.10%)	29 (3.00%)	11 (1.10%)	17 (1.70%)	983 (100%)

7.6 Income and employment: A comparative study between women in the sample and their spouses/partners

Graph 7.6.1 reveals that the proportion of women participating in the sample is well below in high income groups (more than 901 euros monthly) compared to the respective proportion of their spouses/partners. On the contrary, it was noticed that there are higher percentages of women in lower income groups, that is to say no more than 900 euros per month.

Graph 7.6.1
Monthly income of the interviewees and their spouse/partner



Some interesting facts concerning the correlation between monthly income and daily working hours of women are demonstrated in Graph 7.6.2.

Turning to the employment status, it became apparent that there is a statistically significant relationship between the professional position of women in the sample and that of their spouse/partner (Table 7.6.1). Another trend that can be observed is that at a time of economic crisis, at least one of the spouses/partners, but also

very often both spouses, work full-time, so as to meet their family obligations.

Graph 7.6.2

*Daily working hours of the interviewees
in connection with their monthly income*

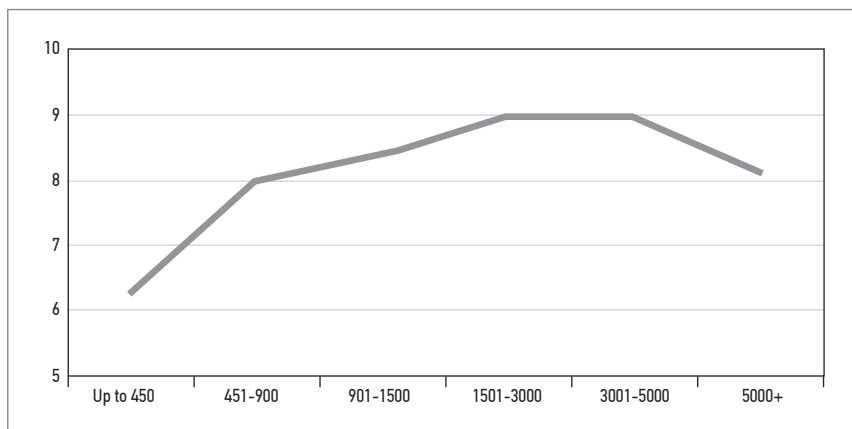


Table 7.6.1

Employment status of the interviewees compared to their spouse/partner

	Full-time employee (husband)	Part-time employee (husband)	Self- employed (husband)	Total
Full-time employee (wife)	341 (64.46%)	12 (2.27%)	176 (33.27%)	529 (100%)
Part-time employee (wife)	56 (52.34%)	7 (6.54%)	44 (41.12%)	107 (100%)
Self-employed (wife)	62 (38.51%)	3 (1.86%)	96 (59.63%)	161 (100%)
Total	459 (57.59%)	22 (2.76%)	316 (39.65%)	797 (100%)

7.7 *The impact of the crisis on women's professional occupation*

In order to study the impact of the economic crisis on the professional occupation of women, the interviewees had to στο ερωτηματολόγιο της εμπειρικής έρευνας answer a question, included in the empirical study questionnaire, about their employment status in 2010. The table below reflects the consequences of the financial crisis on the working situation of the interviewees. It is interesting to note that a high percentage of those previously working as full-time employees, turned to self-employment during the crisis period.

Table 7.7.1

Comparison of employment status of women between 2016 and 2010

	Part-time employees (2010)	Full-time employees (2010)	Self-employed (2010)	Total
Part-time employees (2016)	30 (36.14%)	49 (59.04%)	4 (4.82%)	83 (100%)
Full-time employees (2016)	39 (7.98%)	426 (87.12%)	24 (4.91%)	489 (100%)
Self-employed (2016)	4 (2.96%)	59 (43.70%)	72 (53.34%)	135 (100%)
Total	73	534	100	707

As it can be derived from Table 7.7.2, across the sample, during the period 2010-2016, a significant increase in the percentage of part-time female employees was recorded. In contrast, there was a decrease of 13% in the proportion of full-time female employees. The above-mentioned data confirms the critical redeployment having occurred in the field of employment in recent years due to the financial crisis.

Table 7.7.2
Employment status in 2016 and 2010 for the whole sample

	2010		2016
Full-time employees	535 (75.57%)	- 13%	666 (65.90%)
Part-time employees	73 (10.31%)	+ 41%	147 (14.60%)
Self-employed	100 (14.12%)	+ 38%	197 (19.50%)

Also worth noting, as regards the economic and social uncertainty prevailing in Greece during the economic crisis, is the high percentage of women respondents who consider highly or quite likely (52.1% in total) the likelihood of losing their main job in 6 months after conducting the survey (Table 7.7.3).

Table 7.7.3
Women's likelihood of losing their job in 6 months/finding a job with almost the same salary

	losing main job in 6 months	finding a job with almost the same salary
Highly likely	31.00%	6.50%
Quite likely	21.10%	15.80%
Probably unlikely	32.00%	33.40%
Highly unlikely	15.90%	44.30%

As has already been mentioned, the financial crisis has created new challenges, which need to be addressed, so that the Member States of the European Union as well as all countries at global level can meet the growing needs of economic and social life. Women are the worst affected by the Economic Adjustment Programme, because they are over-represented in flexible forms of employment and in lower-paid workers, while, at the same time, they are more vulnerable to one-on-one salary negotiations and employers' black-mails aiming to impose terms and working conditions which violate women's rights (EWL, 2012).

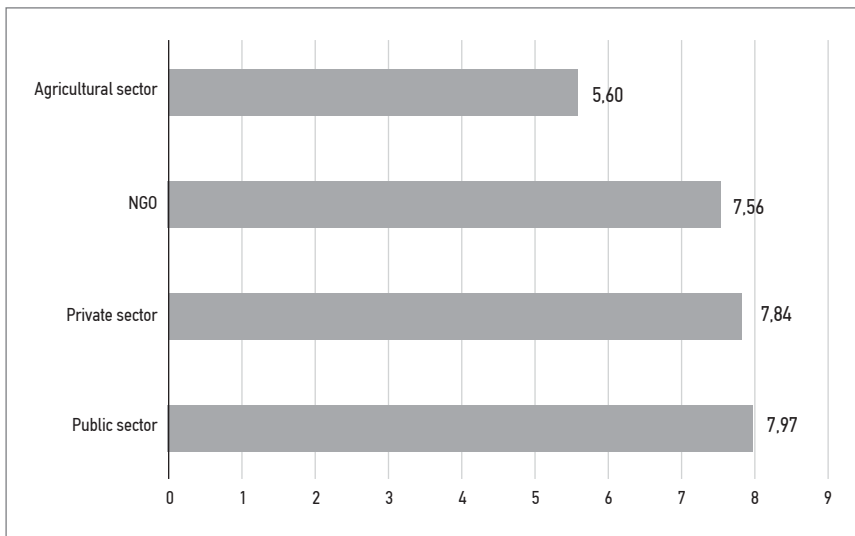
CHAPTER 8

RECONCILIATION OF WORK AND FAMILY LIFE UNDER DIFFERENT CONDITIONS AND WOMEN'S EMPLOYMENT CHARACTERISTICS AND LEISURE TIME

8.1 Working time of women and reconciliation of professional and family life

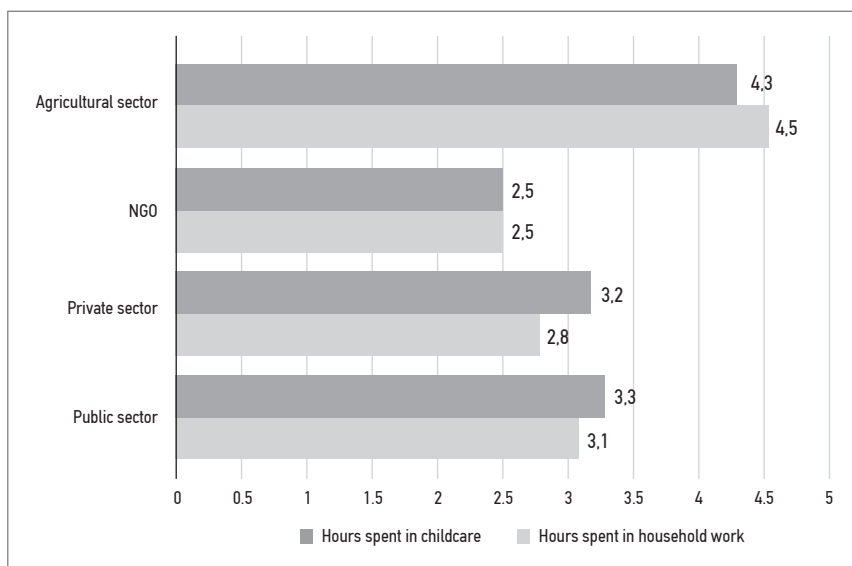
This section initially examines women's working time (average daily hours) per labour sector (Graph 8.1.1).

Graph 8.1.1
Daily working hours per employment sector (on average)



In order to see how women's daily routines are shaped, we examined the hours spent by women in household works and childcare (Graph 8.1.2) on a daily basis per labour sector.

Graph 8.1.2
Daily hours spent by women on household works and childcare (on average) per employment sector



Afterwards, we compared the working times (hours) of respondents and their spouses/partners aiming to get an insight into how everyday professional and family commitments between the two spouses/partners are allocated. Table 8.1.1 presents very interesting results.

Moreover, it was found that the family situation does not differentiate the daily employment hours (Table 8.1.2). On the other hand, daily working hours for housework and childcare statistically significantly differ in the two categories of women, as it arises from the statistical Student's t-test for two independent samples.

Table 8.1.1
Hours spent on professional and family responsibilities

	Hours per day	Mean	Standard deviation	10th percentile*	90th percentile*
Interviewee	Working	7.8	1.9	5	10
	Commuting	0.9	2.2	0.1	2
	Family responsibilities	2.8	1.7	1	5
	Childcare	3.2	1.9	1	5
Spouse/Partner	Working	8.5	2.7	6	11
	Commuting	1	1.6	0.1	2
	Family responsibilities	1.1	1.6	≈0	3
	Childcare	1.8	1.7	≈0	3

* Value 10% in 10th percentile means that 10% of the sample is below this specific value.

Table 8.1.2
Total daily hours of work in relation to family status

Hours of work		N	Mean	Standard deviation	p-value	Cohen's d
Occupation	Married/ Civil partnership	884	7.81	1.95	0.570	0.06
	Other categories	125	7.92	1.96		
Housework	Married/ Civil partnership	877	2.91	1.7	0.015	0.24
	Other categories	121	2.52	1.29		
Childcare	Married/ Civil partnership	868	3.26	2.36	0.046	0.20
	Other categories	120	2.81	1.68		

As can be seen above, professional employment time constitutes a key factor in order to achieve effective harmonization of professional and personal life nowadays. For this reason, an econometric model is developed at this point, with reference to coefficients which demonstrate the correlation between the statistically significant variables and women's daily hours of work.

In Table 8.1.3, we developed a statistical model through which we identified a proportional relationship for the positive coefficients and a negative relationship, when negative coefficients are presented.

In terms of income, the higher the income of the respondent women is, the more the professional working hours are. On the contrary, the lower the typical qualifications of respondents are (Primary and Secondary Education level), the less the hours of professional employment are.

Table 8.1.3
Statistical model: Working hours and determinants

Independent variables:	Dependent variable: Working hours	
	Coefficient	p-value
Income	0.37	≈0
Primary education	-1.64	0.002
Secondary education	-0.34	0.015
Public sector	0.37	0.012
Urban areas	-0.55	0.004
Children's creative activity centres	-0.43	0.004
State nursery schools	0.35	0.02
All-day state schools	-0.53	≈0
"Help at home" programme	1.37	0.02
Subsidised summer programmes	0.5	0.003
Private summer programmes	0.63	≈0

On the basis of the above data, we can conclude that household chores as well childcare work burden mothers to a greater extent (an average of 6 hours per day in total) compared to fathers (an average

of 2.9 hours per day in total). Taking into account working time, women respondents work (travel time is not included) in a total of 13.8 hours per day, compared to 11.4 hours of their spouses/ partners (Table 8.1.1. above).

8.2 Family features and husband's contribution to reconciliation of woman's family and professional life

By exploring the times of spouses, a husband/partner is employed nearly 8.5 hours per day, while a woman reaches approximately 8 hours (Table 8.2.1). However, there are interesting findings, shown in Table 8.2.2., with regard to the engagement of the couple in childcare in relation to the number and age of children.

Table 8.2.1

Daily working hours of women and their spouses/partners

	Working hours of women	Working hours of spouses/partners
Mean	7.83	8.43
Standard deviation	1.94	2.75

Table 8.2.2

Daily hours spent on childcare in relation to the number of children

	Hours spent on childcare by women	Hours spent on childcare by spouses/partners
1 child	3.30	1.77
2+ children	3.15	1.90
Total	3.21	1.80

Concerning the age of the youngest child, it is observed that regardless of age, women devote time to child/-ren care almost twice as much on a daily basis compared to the time spent by their husbands/partners. At the same time, on the basis of the data given in Table 8.2.3, it is perceived an inversely proportioned relationship

between working time of two parents and childcare in relation to child's age, since the time spent on a daily basis by both parents is less for an older child.

Table 8.2.3
Daily hours spent on childcare in relation to the age of the youngest child

	Hours spent on childcare by women	Hours spent on childcare by spouses/partners
< 6 years old	4.09	2.17
6 -11 years old	2.84	1.74
11 + years old	2.34	1.37
Total	3.21	1.85

In general, we find out a clear predominance of women in engagement with children compared to their husbands/partners, regardless of the number of children and the age of the youngest child, and at the same time a gradual reduction of the daily time spent on childcare as their children are growing.

Considering, afterwards, the available daily hours of women and men for domestic work, similar trends were noticed to those of the couple's involvement in childcare.

Table 8.2.4
Daily hours spent on housework by the interviewees and their spouses/partners

	Hours spent on housework by women	Hours spent on housework by spouses/partners
Mean	2.88	1.12
Standard deviation	1.67	1.61

The number of children burdens both parents on a daily basis (half an hour) in the field of household work, especially women who are charged with multiple roles, which results in spending more time compared to their husbands/partners (Table 8.2.5).

Table 8.2.5*Daily hours spent on housework in relation to the number of children*

	Hours spent on housework by women	Hours spent on housework by spouses/partners
1 child	2.52	1.25
2+ children	3.16	1.80
Total	2.88	1.12

Contrary to what was expected, the age of the youngest child increases the hours spent by the two parents in carrying out daily household tasks.

Table 8.2.6*Daily hours spent on housework in relation to the age of the youngest child*

	Hours spent on housework by women	Hours spent on housework by spouses/partners
< 6 years old	2.72	1.03
6 -12 years old	2.83	1.09
12 + years old	3.17	1.29
Total	2.88	1.12

Table 8.2.7*Coefficients of correlation between the age of the youngest child and hours of unpaid home and child care*

	Hours spent on domestic work		Hours spent on childcare	
	Interviewee	Spouse/ Partner	Interviewee	Spouse/ Partner
Age of the youngest child	0.13	0.04	-0.42	-0.31
Hours spent on domestic work (<i>woman</i>)		0.18	0.04	0.09
Hours spent on domestic work (<i>spouse/partner</i>)			-0.03	0.29
Hours spent on childcare				0.39

Finally, the coefficients of correlation between the age of the youngest child and the hours spent per day on housework and childcare by the couple are listed in table 8.2.7. There is a proportional relationship of correlation coefficients which approach the unit, while the rates close to 0 do not play a significant role. However, when there is a negative factor, there is a negative relationship too. The greater the absolute value of the coefficient is, the greater correlation between the two variables becomes.

8.3 Type of assistance offered by the husband/partner

By continuing our analysis on the reconciliation of work and family life, in this section we will deal with the type of help offered by the husband/partner in the daily household obligations. (Table 8.3.1).

By performing a Pearson chi-square test in each category, we found out that the first four activities relating to childcare depend on the age of the youngest child. On the contrary, the last two categories relating to domestic and external works are independent from the age of youngest child at a statistically significant level (Table 8.3.1).

Table 8.3.1
*Type of help offered by the husband/partner
in relation to the age of the youngest child*

Age of the youngest child	0-6 years old	6-12 years old	12+ years old	Total
Walks/School activities	245 (63.60%)	159 (58.20%)	64 (27.50%)	468 (52.50%)
Children transportation	253 (65.70%)	209 (76.60%)	119 (51.10%)	581 (65.20%)
Child's watching for professional reasons	254 (66.00%)	170 (62.30%)	81 (34.80%)	505 (56.70%)
Child's watching for other reasons	239 (62.10%)	176 (64.50%)	63 (27.00%)	478 (53.60%)
Household chores	107 (27.80%)	74 (27.10%)	58 (24.90%)	239 (26.80%)
Outdoor chores	252 (65.50%)	191 (70.00%)	150 (64.40%)	593 (66.60%)

In relation to the number of children, the Pearson chi-square test in each category demonstrated that there is a statistically significant dependence only in the category “child’s watching for other reasons”, while the first and the third category are marginally independent in terms of the number of children. The other activities are independent from the number of children (Table 8.3.2).

Table 8.3.2
*Type of help offered by the husband/partner
in relation to the number of children*

Number of children	1 child	2 children	3+ children	Total
Walks/School activities	206 (57.40%)	211 (49.20%)	51 (49.50%)	468 (52.50%)
Children transportation	221 (61.60%)	286 (66.70%)	74 (71.80%)	581 (65.20%)
Child’s watching for professional reasons	218 (60.70%)	236 (55.00%)	51 (49.50%)	505 (56.70%)
Child’s watching for other reasons	215 (59.90%)	216 (50.30%)	47 (45.60%)	478 (53.60%)
Household chores	107 (29.80%)	111 (25.90%)	21 (20.40%)	239 (26.80%)
Outdoor chores	234 (65.20%)	294 (68.50%)	65 (63.10%)	593 (66.60%)

Finally, after examining the type of involvement of fathers in relation to the residential area, their participation, as it appeared, is reduced at a statistically significant level in all categories of activities (excluding domestic work) as we move away from urban centres. Therefore, we found that in rural areas, the traditional allocation of conjugal roles in the context of everyday life continues to exist (Table 8.3.3).

Table 8.3.3
*Type of help offered by the husband/partner
 in relation to the region of residence*

Region of residence	Urban area	Suburban area	Rural area	Total
Walks/School activities	299 (57.30%)	117 (47.00%)	52 (43.30%)	468 (52.50%)
Children transportation	359 (68.80%)	149 (59.80%)	73 (60.80%)	581 (65.20%)
Child's watching for professional reasons	316 (60.50%)	129 (51.80%)	60 (50.00%)	505 (56.70%)
Child's watching for other reasons	294 (56.30%)	137 (55.00%)	48 (40.00%)	479 (53.60%)
Household chores	152 (29.10%)	61 (24.50%)	26 (21.70%)	239 (26.80%)
Outdoor chores	372 (71.30%)	155 (62.20%)	66 (55.00%)	593 (66.60%)

The unequal distribution of family responsibilities constituting unpaid work has a direct impact on gender inequalities, as well as women continue to have more responsibilities to care for their minor children and for daily housework, as it arises within the context of the present study.

8.4 Care for/support of dependent family members (excluding children)

A related question was included in the survey questionnaire in order to explore the specificities but also the formed demanding conditions on a case by case basis for some working mothers who care for dependent members of their families (except their children). The following graphs and tables illustrate the particularly interesting research findings concerning the obligations of women as regards to the support they provide to dependants in their families.

In particular, as we saw in Section 8.4, in a few cases cohabitation (8.6%) occurs with other dependent members, particularly with parents and parents in-law. These women, as it was found,

spend enough time daily on the care of dependants (average 2.03 hours per day, Table 8.4.1), which is significantly longer time compared to the respective time of their spouses/partners for the same purpose (0.85 hours on average).

Table 8.4.1
Daily hours spent with dependants

	Hours spent by women	Hours spent by spouses/ partners
Mean	2.03	0.85
Median	1.50	1
Standard deviation	2.39	0.90

According to the relevant literature, in the Mediterranean countries of Europe, care for elderly people constitutes an institutional and cultural responsibility as well as a family obligation, especially for women. Public responsibility and intended policies are limited, which, as has been pointed out, affect the corresponding rates of female employment and the unequal burden of women.

8.5 Leisure and reconciliation of professional and family life

Considering the existence or absence of personal free time of women in the sample in relation to their family responsibilities and their professional obligations, we found that, among all respondents only half of them (N=504) replied that they have free time and the rest of them (N=486) stated that they don't have any free time at all.

After investigating the existence of free time in relation to the marital status of respondent women, the results obtained were of particular interest (Table 8.5.1).

Table 8.5.1*Free time of women in relation to their marital status*

	Married/ Civil partnership	Other categories	Total
Women not having free time	431 (49.80%)	55 (45.10%)	486 (49.20%)
Women having free time	435 (50.20%)	67 (54.90%)	502 (50.80%)
Total	866 (100%)	122 (100%)	988 (100%)

Then, through the statistical Pearson chi-square test it was revealed that leisure time is associated with the labour sector at a statistically significant level and the respective percentages of the sample are shown in Table 8.5.2. As it seems, there is a significant difference in the percentages of women's free time in different employment sectors.

Table 8.5.2*Free time of women in relation to employment sector*

	Public sector	Private sector	NGO	Rural sector	Total
Women not having free time	107 (42.30%)	349 (52.50%)	4 (22.20%)	11 (73.30%)	471 (49.50%)
Women having free time	146 (57.70%)	316 (47.50%)	14 (77.80%)	4 (26.70%)	480 (50.50%)
Total	253 (100%)	665 (100%)	18 (100%)	15 (100%)	951 (100%)

As regards the employment status, there is no significant statistical difference between the three categories, because on the basis of the Pearson chi-square test, we found that free time is independent from the employment status of women.

On the contrary, the age of the youngest child affects to a great extent the existence or absence of free time. Table 8.5.4 shows that women with a youngest child over 12 years old stated at a rate of 59% that they have free time against 47% of women with younger children (below 12 years old).

Table 8.5.4*Free time of women in relation to the age of the youngest child*

	0-6 years old	6-12 years old	12+ years old	Total
Women not having free time	210 (52.90%)	172 (52.60%)	117 (41.90%)	499 (49.80%)
Women having free time	187 (47.10%)	155 (47.40%)	162 (58.10%)	504 (50.20%)
Total	397 (100%)	327 (100%)	279 (100%)	1003 (100%)

As it was expected, the number of children crucially affects the existence of leisure time. As the number of children increases, the percentage of women declaring they have free time reduces at a statistically significant level (Pearson chi square test).

Table 8.5.5*Free time of women in relation to the number of children*

	1 child	2 children	3+ children	Total
Women not having free time	185 (42.30%)	251 (54.60%)	63 (59.40%)	499 (49.80%)
Women having free time	252 (57.70%)	209 (45.40%)	43 (40.60%)	504 (50.20%)
Total	437 (100%)	460 (100%)	106 (100%)	1003 (100%)

The region of residence does not seem to significantly affect the existence or absence of free time of women. However, among the respondent women in the sample, those who live in rural areas stated that they have more free time (56,8% compared to about 49% of the other two categories), which is associated to lower occupational burden in these areas, as we saw above.

In order to complete the research about free time of working women, we examined the existence of free time in relation to their daily working hours spent on professional and family obligations (Table 8.5.7).

Table 8.5.7*Free time of women in relation to their total daily working hours*

		Professional occupation	Housework	Childcare
Women not having free time	Mean	7.95	2.91	3.43
	Standard deviation	2.03	1.7	2.66
Women having free time	Mean	7.68	2.85	3.01
	Standard deviation	1.85	1.64	1.89
Cohen's d		0.17	0.04	0.18

Then, we examined whether the larger contribution of husbands/partners in the daily obligations regarding childcare (hours spent) differentiates women's leisure time. In fact, we found that women, whose husbands/partners contribute significantly to childcare (more than 3 hours per day), stated by significantly higher rate that they have free time (58% against 50% in other categories) (Table 8.5.8).

Table 8.5.8*Free time of women in relation to the hours spent on childcare by their spouses/partners*

	0 hours	0-1.5 hours	1.5-3 hours	3+ hours	Total
Women not having free time	66 51.20%	168 53.30%	115 50.40%	74 42.00%	423 49.90%
Women having free time	63 48.80%	147 46.70%	113 49.60%	102 58.00%	425 50.10%
Total	129 100%	315 100%	228 100%	176 100%	848 100%

With regard to the type of assistance offered by the husband/partner in relation to the existence of free time of women, we realise that a statistically significant difference is observed only in the category "internal housework". Women receiving assistance from their

husbands/partners in domestic work within the house stated to a greater extent that they have free time (approximately 55% against 45%), as shown in Table 8.5.9.

Table 8.5.9

Type of help offered by the husband/partner in relation to the existence or absence of free time

	Women not having free time	Women having free time	Total
Walks/School activities	224 51.14%	214 48.86%	438 100%
Children transportation	270 50.37%	266 49.63%	536 100%
Child's watching for professional reasons	244 51.80%	227 48.20%	471 100%
Child's watching for other reasons	220 49.33%	226 50.67%	446 100%
Internal housework	96 45.07%	117 54.93%	213 100%
Outdoor works	250 48.36%	267 51.64%	517 100%
Number of spouses /partners who help their wife	353 49.37%	362 50.63%	715 100%

The comparative analysis of the free time of women and their husbands/partners (based on the responses of women) showed that, among all women who stated that they have free time, 47% of them replied that they have less time than their husband/partner, 16% have more free time and around 37% have the same time.

By examining comparatively women's free time and their spouses/ partners (for respondents who stated that have free time), in terms of the age of the youngest child, we observed that the age of the youngest child differentiates free time between the spouses.

Relevant surveys lead to similar conclusions, namely that parents compress their leisure time in order to meet multiple obligations, while the assistance of the husband/partner contributes to some extent to balancing family and professional obligations. If parents are not able to achieve the desired work-family balance, their personal

well-being is affected, which in turn can contribute to a reduction of women's participation in the labour market and, thus, to a lower living standard of the contemporary family.

Table 8.5.10
*Comparison between the amount of free time of women
(who have free time) and their spouses/ partners,
depending on the age of the youngest child*

	0-6 years old	6-12 years old	12+ years old	Total
Less free time	75 43.35%	75 53.19%	58 43.28%	208 46.43%
Almost the same	70 40.46%	48 34.04%	49 36.57%	167 37.28%
More free time	28 16.18%	18 12.77%	27 20.15%	73 16.29%
Total	173 100%	141 100%	134 100%	448 100%

8.6 Econometric estimation of husband's/partner's role in the reconciliation of professional and family life

This section outlines the results of an econometric estimate that we have conducted in relation to the participation of women in family obligations and the husband's /partner's contribution. The participation of husband /partner in family obligations seems to affect the working hours of women included in this study (Graph 8.6.1).

It is also interesting to observe the statistical model in Table 8.6.1, which depicts variables that may affect greater participation of women. The positive sign indicates a directly proportional statistical relationship, while the negative sign is inversely proportional.

Graph 8.6.1

Average working hours in relation to husband/partner participation in family obligations

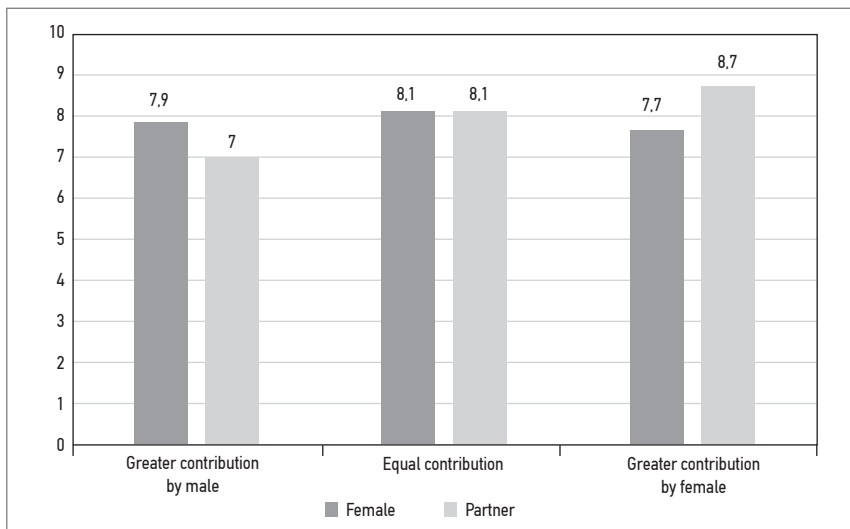


Table 8.6.1

Statistical model: greater participation of women in family obligations and determinants

Independent variables	Dependent variable: Greater participation of women in family obligations	
	Coefficient	p-value
Age of the youngest child	-0.14	0.006
Hours spent on home care by the spouse/partner	-0.54	0.008
Absence of free time	1.62	0.044

CHAPTER 9

THE ROLE OF THE FAMILY AND SOCIAL INFRASTRUCTURE TO THE RECONCILIATION OF PROFESSIONAL AND FAMILY LIFE

9.1 The contribution of the extended family to the reconciliation of professional and family life

In this chapter, we mainly examine the contribution of the extended family to the everyday family obligations, to the childcare and housework. The data, as reflected below (Table 9.1.1), demonstrate the significant contribution of the extended family to the reconciliation of family and professional life and the decisive role played by grandmothers and grandfathers to the day-to-day life, within the framework of the modern Greek family.

The Student's test, which controls the extend of the statistical difference of the average between the categories, showed that the contribution of grandfathers, grandmothers and other persons or institutions in daily life, shall not be different in relation to the employment status of the interviewed women (Table 9.1.2).

Table 9.1.1

Hours of help/participation of the family members and other institutions to the daily obligations, according to the family status of the interviewees

		Participation in children's upbringing				Participation in housework	
		Grand-mother	Grand-father	Other relatives	Other childcare provider	Grand-mother	Grand-father
Married/Civil partnership	Mean	2.78	1.50	0.18	5.60	0.88	0.18
	Standard deviation	2.40	1.89	0.51	0.80	1.22	0.68
Other categories	Mean	2.35	0.82	0.18	7.80	1.22	0.18
	Standard deviation	2.61	1.20	0.50	1.80	1.38	0.51
Number of replies		502	277	36	178	200	30
Cohen's d		0.20	0.37	≈0	1.58	0.28	≈0

Table 9.1.2

Hours of help/participation of the family members and other institutions to the daily obligations, according to the employment status of the interviewees

		Professional occupation	Number	Mean	Standard deviation
Grandmother	Children upbringing	Part-time employee	74	3.22	1.99
		Full-time employee	337	3.41	2.37
		Self-employed	90	3.12	2.13
	housework	Part-time employee	23	2.33	1.22
		Full-time employee	138	1.85	1.19
		Self-employed	32	1.83	0.86
Grandfather	Children upbringing	Part-time employee	34	2.60	2.07
		Full-time employee	185	2.50	1.96
		Self-employed	57	2.00	1.19
	housework	Part-time employee	2	2.00	0.00
		Full-time employee	24	1.21	0.41
		Self-employed	8	1.63	1.03
Other person	Children upbringing	Part-time employee	3	2.00	0.00
		Full-time employee	30	3.17	2.51
		Self-employed	13	3.38	1.50
	housework	Part-time employee	4	0.90	0.80
		Full-time employee	27	2.64	2.67
		Self-employed	13	2.64	2.51
Other institution (children upbringing)	Part-time employee	26	5.85	1.54	
	Full-time employee	110	5.80	2.02	
	Self-employed	38	5.71	1.68	

Continuing the analysis of the subject regarding the role of the family, we notice that the contribution of the extended family is different according to the region of residence.

Table 9.1.3

Hours of help/participation of the family members and other institutions to the daily obligations, according to the region of residence of the interviewees

		Region of residence	Number	Mean	Standard deviation
Grandmother	children upbringing	Urban area	295	3.46	2.36
		Suburban area	150	3.51	2.17
		Rural area	57	2.20	1.71
	housework	Urban area	108	1.74	0.96
		Suburban area	66	2.14	1.39
		Rural area	19	2.05	1.15
Grandfather	children upbringing	Urban area	170	2.39	1.82
		Suburban area	79	2.81	2.07
		Rural area	28	1.43	0.54
	housework	Urban area	17	1.65	1.32
		Suburban area	8	1.50	0.53
		Rural area	5	2.40	1.47
Other person	children upbringing	Urban area	33	3.12	2.27
		Suburban area	10	3.40	2.07
		Rural area	4	2.50	1.73
	housework	Urban area	29	2.52	2.66
		Suburban area	13	2.46	2.50
		Rural area	2	2.00	0.00
Other institution (children upbringing)	Urban area	109	6.17	1.83	
	Suburban area	45	5.42	1.99	
	Rural area	24	4.58	1.14	

9.2 Opinions regarding the contribution of the husband/partner in family obligations (according to the women's replies)

Examining the opinions of the women regarding the contribution of the husband to family obligations, we notice, according to the data of Table 9.2.1, that most of the interviewees express positive opinions regarding the equal participation of two parents in family obligations.

Table 9.2.1
The opinions of the interviewees regarding the contribution of the husband/partner in childcare

	Strongly agree	Agree	Disagree	Strongly disagree
He should spend more time.	44.10%	26.90%	19.60%	9.40%
He should participate more actively.	43.10%	27.50%	18.60%	10.80%
He should make use of the parental leave provided, but he does not.	27.20%	22.40%	34.30%	16.10%
He was entitled to take childrearing leave but he took it only for a short period of time.	25.20%	15.70%	37.80%	21.30%
Childcare is exclusively a mother's responsibility.	16.70%	5.80%	48.30%	29.20%
Both parents should assume equal responsibility in childcare.	68.00%	21.10%	6.30%	4.70%

In accordance with related literature, the difficulties in the reconciliation of professional and family/private life have different impact on two sexes. In particular, for woman-mother, they relate to greater burden and often difficulty of full labour market participation, while for man-father they are interpreted in difficulty to find time, both for the family and the household. This results in gender inequalities that continue to exist in modern societies in the framework of professional and private life.

Therefore, achieving an equitable distribution of family obligations between men and women will contribute to trouble-free access of women to the labour market, given that the most significant deterrent for equal participation of women to the labour market is the burden of responsibility they assume for the child rearing.

9.3 Use of public and private services and opinions on their role in the reconciliation of professional and family life

The participants to the research replied a related question, in order to investigate the public/ private services and the facilities used by women for the support of the reconciliation of family and professional life.

Table 9.3.1
Use of public/private sector services and facilitations, according to marital status

Public/private services and facilitations	Married/Civil partnership	Other categories
Children's Creative Activity Centres	23.40%	33.60%
State nursery schools and creches	51.60%	41.60%
All-day state primary schools/pre-primary schools	34.50%	43.20%
"Help at Home" Programme	1.10%	≈0
Senior Watch Programme	≈0	≈0
Elderly Day Care Centres	≈0	≈0
Day Centres and Day Care for the Elderly	0.70%	2.40%
Private nursery schools	18.80%	17.10%
Private pre-primary schools	6.40%	11.20%
Private old people's home-Nursing homes for the elderly	1.10%	≈0
Maternity leave	53.90%	33.60%
Childrearing leave	37.30%	25.60%
Flexible working hours	28.40%	25.60%
Subsidised summer activities/camps	18.20%	17.60%
Private summer activities/camps	18.60%	33.60%

The Table (9.3.1) reflects the percentage of use of public, private services and facilities, according to the family status of the interviewees.

Regarding the problems of mothers when using the childcare services, only a small percentage (about 10%) of interviewees mentioned that they had a serious problem. The most serious problems of women were about the low quality of structures and services at their area, as well as about the cost for their use. In relation to the replies regarding the region of residence, we find that less women at the urban areas declared that they have/ had any problem (69.88% against 60.00%), contrary to women in rural areas, who mentioned that they had certain problems regarding the childcare services (4.80% against 2.12%). This is probably connected to the lack of organised structures and related facilities in the rural areas, which is due to their reduced use in such areas (Table 9.3.2).

Table 9.3.2

Problems regarding childcare services according to the region of residence

	Not at all	Slightly	Moderately	Very	Total
Urban area	362 69.88%	112 21.62%	33 6.37%	11 2.12%	518 100.00%
Suburban area	146 57.03%	81 31.64%	21 8.20%	8 3.13%	256 100.00%
Rural area	75 60.00%	30 24.00%	14 11.20%	6 4.80%	125 100.00%
Total	583 64.85%	223 24.81%	68 7.56%	25 2.78%	899 100.00%

Additionally, the problems related to the high cost and the low quality of provided services seem to be more severe in the urban areas. This phenomenon is probably connected to the buildings and the big number of children using these services, while on the contrary it is less severe in rural areas due to different living conditions. In rural areas, the problems are different, as it results from respondents' responses (Table 9.3.3).

Table 9.3.3
*The most serious problem regarding childcare services
 according to the region of residence*

	Do not exist at all	Too expensive	Of poor quality	Other	Total
Urban area	16 10.80%	49 33.10%	55 37.20%	28 18.90%	148 100.00%
Suburban area	14 13.10%	33 30.80%	31 29.00%	29 27.10%	107 100.00%
Rural area	8 16.00%	19 38.00%	6 12.00%	17 34.00%	50 100.00%
Total	38 12.50%	101 33.10%	92 30.20%	74 24.30%	305 100.00%

As indicated in Part A (Chapter 5), the inability to access nursery schools or other childcare facilities, makes the conflict between employment and family/ personal life more possible. In the field of family policy, there are clear empirical indications that the provisions in kind have positive impact in the percentages of female employment, as well as that the reduction of the difference between the percentages of employment between the genders is connected, among others, to the availability of childcare services and in general of the applied policies.

The data of this study showed that women very often use public and private childcare facilities, which has positive effect on the hours of their professional occupation, namely they can work more hours mainly in urban areas. However, the low quality and high cost of the provided services seem to be two of the most significant problems women nowadays encounter, while their use is significantly reduced in non-urban areas.

9.4 Reconciliation of professional and family life: practices and perceptions

In this chapter, we examine the perceptions and practices of women having participated in the research, regarding the reconciliation of family and professional life. With great interest, we notice the Table 9.4.1, which is about the degree of reconciliation of professional occupation of women with their family/social obligations.

Table 9.4.1
Women's perceptions of how well their working hours reconcile with their family/social obligations

Very well	14.00%
Fairly well	42.00%
Not so well	32.50%
Not at all well	11.50%

The reconciliation of daily obligations, professional and family, is connected, as it appears in Table 9.4.2, to the existence of leisure time of women to a statistically significant level (Pearson chi-square test). Women who had leisure time replied to a higher percentage that they satisfactorily combine their obligations (70%) than those who declared that they have no leisure time (42%).

Table 9.4.2
Women's perceptions of how well their working hours reconcile with their family/social obligations in relation to the existence of leisure time

	Very well	Fairly well	Not so well	Not at all well	Total
Women not having free time	47 9.87%	152 31.93%	203 42.65%	74 15.55%	476 100.00%
Women having free time	84 17.72%	248 52.32%	105 22.15%	37 7.81%	474 100.00%
	131 13.79%	400 42.11%	308 32.42%	111 11.68%	950 100.00%

The perception of women regarding the reconciliation of working hours with their family/ social obligations, does not seem to be different between the various fields of employment, not according to the employment status of women. On the contrary, the region of residence of women also caused differences in the related perceptions, since the interviewees residing in urban areas seem to reconcile better enough their daily obligations in comparison to women residing in suburban and rural areas to a statistically significant percentage, as it is shown in Table 9.4.3.

Table 9.4.3

Women's perceptions of how well their working hours reconcile with their family/social obligations in relation to the region of residence

	Very well	Fairly well	Not so well	Not at all well	Total
Urban area	102 17.26%	249 42.13%	193 32.66%	47 7.95%	591 100.00%
Suburban area	26 10.36%	93 37.05%	85 33.86%	47 18.73%	251 100.00%
Rural area	7 5.83%	62 51.67%	34 28.33%	17 14.17%	120 100.00%
Total	135 14.03%	404 42.00%	312 32.43%	111 11.54%	962 100.00%

Then, an econometric model is developed which examines the influence of various statistically significant factors for the self-perception regarding reconciliation, in order to investigate in depth the perception (self-perception) of reconciliation of professional and family life of interviewees, which highlights interesting findings (Table 9.4.4). The positive sign to the factors, shows a directly proportional relation to the positive self-perception, while the negative sign an inverse relation.

In order to satisfy their daily obligations, in case of emergency, the interviewees declared, in their majority, that they use the facilities provided by their work. We considerably note that the related facilities are provided to the husbands/partners of women, within the framework of reconciliation of their professional life (Table 9.4.5).

Table 9.4.4

Statistical model: Positive self-perception regarding reconciliation and determinants

	Dependent variable: Positive self-perception regarding reconciliation (reconciliation between working hours and family obligations)	
Independent variables	Coefficient	p-value
Working hours	-0.18	≈0
State nursery schools	-0.41	0.020
Private nursery schools	0.47	0.017
All-day schools	0.56	0.002
Childrearing leave	-0.51	0.002

Table 9.4.5

Possibility of changes/facilitations in work due to emergency problem

	Yes	Rarely	Never	Total
Possibility to change the arrival or departure time for at least one hour	786 77.90%	160 15.86%	63 6.24%	1,009 100.00%
Possibility to change the arrival or departure time for at least one hour (husband/partner)	552 54.44%	253 24.95%	209 20.61%	1,014 100.00%
Possibility of absence for a whole day without using legal leave	533 52.62%	216 21.32%	264 26.06%	1,013 100.00%
Possibility of absence for a whole day without using legal leave (husband/partner)	416 41.03%	235 23.18%	363 35.80%	1,014 100.00%

When examining the possibilities of facilitations in the professional occupation of women in relation to the field of occupation, we find out that the field of occupation (Public, Private, NGOs, Rural sector), does not affect the possibility to have access to the related facilitations (P-value >0.05). The only interesting fact is the possibility to change the arrival of the husband/partner by one hour

(P-value < 0.05). That is to say, the husbands/partners of women employed in the Public sector use less this facilitation in relation to the husbands/partners of women working in other fields – possibly based on the perception that the woman has some flexibility to do so (Table 9.4.6).

Table 9.4.6
Possibility of changes/facilitations in work due to emergency problem in relation to the employment sector of the interviewees

	Employment sector	Yes	Rarely	Never	Total	P-value
Change in arrival time	Public sector	108 73.97%	24 16.44%	14 9.59%	146 100.00%	0.147
	Other sector	674 78.65%	136 15.87%	47 5.48%	857 100.00%	
Change in arrival time (husband/partner)	Public sector	65 44.22%	45 30.61%	37 25.17%	147 100.00%	0.026
	Other sector	484 56.21%	208 24.16%	169 19.63%	861 100.00%	
Absence without using legal leave	Public sector	82 56.16%	37 25.34%	27 18.49%	146 100.00%	0.069
	Other sector	447 51.92%	179 20.79%	235 27.29%	861 100.00%	
Absence without using legal leave (husband/partner)	Public sector	49 33.33%	40 27.21%	58 39.46%	147 100.00%	0.099
	Other sector	367 42.62%	192 22.30%	302 35.08%	861 100.00%	

Continuing with the opinions of women regarding the facility to achieve a balanced professional and personal life, we find that, in accordance with the data of Table 9.4.7, the vast majority of women consider quite and very useful the facilitations related to the flexible working hours (both on a daily and a weekly basis). Women have even more positive opinion regarding the possibility to be granted one-day leave in case of emergency.

Table 9.4.7
*Opinions of women regarding facilitations at work,
with the aim of achieving work-life balance*

	Not at all useful	Quite useful	Very useful	Total
Having more control over starting and finishing times of my work day	126 17.70%	205 28.79%	381 53.51%	712 100.00%
Being able to change the number of working hours per week	127 17.28%	239 32.52%	369 50.20%	735 100.00%
Being able to take a day off in case of emergency	75 9.83%	114 14.94%	574 75.23%	763 100.00%
Having better access to supportive services	88 11.75%	167 22.30%	494 65.95%	749 100.00%

As expected, the opinions of women regarding the possibility of better access to supportive service received, overall, big percentage of positive replies. However, when checking these replies with variables related to female employment (employment sector and status), there were not noted statistically significant differentiations.

In an effort to explore the opinions of women of the sample regarding the role of the state and the policies that should be applied in issues of reconciliation of family and employment, we asked them whether they agree or disagree with a number of policies, which should be provided by the state in order to facilitate daily family life. The questions posed and the replies given are set out in the following table (Table 9.4.8).

Table 9.4.8
*Opinions of women regarding the role of the state in the reconciliation
between work and family life*

	Strongly agree	Agree	Disagree	Strongly disagree	Total
Equal parental leaves to both parents	542 54.53%	294 29.58%	124 12.47%	34 3.42%	994 100.00%
Equal parental leaves in both the private and the public sector	666 66.60%	240 24.00%	74 7.40%	20 2.00%	1000 100.00%
Possibility of flexible working hours for parents	677 67.97%	246 24.70%	46 4.62%	27 2.71%	996 100.00%
More support for working mothers	751 74.88%	216 21.54%	20 1.99%	16 1.60%	1003 100.00%
More support for families with young children	771 77.02%	182 18.18%	30 3.00%	18 1.80%	1001 100.00%
Encouraging enterprises to create more nursery schools	672 67.95%	252 25.48%	41 4.15%	24 2.43%	989 100.00%
Inadequate tax reductions for parents	713 71.80%	225 22.66%	22 2.22%	33 3.32%	993 100.00%
Extended periods of childcare offered by state nursery schools	713 71.44%	218 21.84%	34 3.41%	33 3.31%	998 100.00%
More nursery schools in Local Government Organisations	670 67.95%	232 23.53%	40 4.06%	44 4.46%	986 100.00%
Creating new schemes and childcare facilities	673 67.91%	250 25.23%	39 3.94%	29 2.93%	991 100.00%

PART C

POLICIES FOR THE RECONCILIATION OF WORK AND FAMILY/PRIVATE LIFE

CHAPTER 10

THE NEED FOR (RE)SHAPING POLICIES ON THE RECONCILIATION OF WORK AND FAMILY IN TIMES OF CRISIS

In the contemporary era, reconciliation of work and family life constitutes a key challenge for the daily lives of working women. They constantly strive to find the right equilibrium between their professional and family responsibilities. The active participation of women in the labour market led to a real re-shaping of the socially constructed men's roles as the "breadwinners" and of women's roles as the "caretakers" of children or other dependent persons (e.g. elderly), emerging thus the "dual earner model" or the "dual breadwinner model", where both men and women fulfil multiple roles in a constantly changing society.

In this context, both men and women's lives are divided between the sphere of paid work (public sphere) and the sphere of unpaid work/care (private sphere). At the same time, both males and females try to find some time for their leisure activities (European Parliament: 2016). Consequently, the concept of work-life balance/reconciliation has become a cross-cutting policy issue to be streamed in diverse policy agendas such as gender equality policy, employment policy as well as family and welfare policy.

Apart from this, the relevant literature, also, highlights the complexity of the policy framework and the measures that need to be taken, such as facilitating the access to the labour market through providing care services for dependent family members, adopting more flexible employment models and working hours and promoting the equal sharing of family and professional responsibilities between men and women (Mousourou: 2004).

In addition, it is worth mentioning that the issue of work-life balance is perceived differently by men and women, despite the fact that it is an issue of common concern. Men view reconciliation as meeting successfully their family and household responsibilities while women see it as a form of less active participation in the labour market (Arvanitis et al.: 2007) or the multiple ethical dilemmas they face between their desire to pursue their career and their desire to fulfil successfully their role as mothers.

In other words, work-life balance/reconciliation is not a simple term to define but a complex nexus of socially constructed norms, roles and policies, shaped both at national and at European level.

The recent economic crisis constitutes another complex variable for the solution of the work and family life reconciliation equation. First of all, the alarmingly high unemployment rates (especially in youth and women) in Europe and mainly in Greece as well as professional and economic uncertainty discourage young men and women from getting married and creating a family. Moreover, unemployed women return to their “traditional” roles as “caretakers”, due to lack of employment and sufficient resources to pay the cost for childcare or other care services. Furthermore, employed women still continue to be “trapped” in part-time jobs or underpaid jobs, since men have not been familiar enough yet with parental leaves uptake and their involvement in child care. In addition to that, the considerable cuts in social policy expenses leave parents little room for manoeuvre and choices for affordable care services. In a nutshell, it could be said that the financial crisis inaugurated a new era, where roles and responsibilities for both men and women are increasing while the available resources and care services are really constrained, making thus the goal of work and family life reconciliation difficult to be achieved.

It is evident that the reshaping of reconciliation policies both at European and national level is necessary in parallel with the reshaping of relevant policies (employment, welfare/social policy), so that the policy framework could be tailored to the needs of parents, children and other dependent persons and would be more efficient in the long term. At the same time, new policies should be shaped

based on the social and cultural changes imposed by the financial crisis in each European country¹.

In the following chapters (Chapters 11 and 12), a brief analysis of the reconciliation policies at EU level (Central Europe, Southern Europe, Eastern Europe and Scandinavian countries) is presented. Moreover, the analysis of EU and national reconciliation policies aims to draw best practice examples that could be adopted by the responsible authorities, enterprises as well as parents in Greece. To this end, a set of policy proposals is presented with a view to achieve a better work and family life reconciliation in Greece, given the social and economic constraints caused by the crisis (Chapter 13).

1. See also Chapter 2, p. 29-33, on national legislative arrangements in Greece regarding reconciliation of work and family/private life and public sector services.

CHAPTER 11

THE EU'S LEGAL AND POLICY FRAMEWORK ON THE RECONCILIATION OF WORK AND FAMILY

The reconciliation of work and family life has been one of the EU's key policy goals, since it lies upon the EU's founding principles of gender equality (Art.2, TEU) and non-discrimination (Art. 8, TEU). However the EU, considers the reconciliation between work and family life not only as a policy goal but also as a top priority issue streamered in diverse relevant policy areas. In this context, the EU introduced the equal pay principle (Art. 157, TFEU) and the principle of equal treatment between men and women at work (Art. 153, TFEU) for encouraging women's participation in the labour market. Moreover, the European Charter of Fundamental Rights (Title III, Art. 21& Art. 23)-integrated into the Treaty of Lisbon- refers to equality and non-discrimination principles not only with respect to private and family life (Article 7) but also concerning family and professional life (Article 33).

Inspired by the abovementioned principles enshrined in the Treaties, the EU has gradually developed a comprehensive approach on the reconciliation between work and family life, promoting a "policy mix", which includes policy tools as well as legislative and non-legislative measures. The EU has set as primary goal of the reconciliation policy to ease the constraints and difficulties, which face both parents in work and family life. In this sense, the EU's reconciliation policy is built on the following axes:

- affordable and quality care services and infrastructure for children and other dependents,

- arrangements for adequate family-related leaves and flexible working arrangements for both men and women,
- neutral tax and benefit systems for both working parents.

Apart from that, the EU's reconciliation policy has also a life-long approach, meaning that it should be adapted throughout life, at every stage of children's upbringing and when other dependent or elderly relatives need care.

11.1. Legislative measures

The two EU's key legislative initiatives that establish a solid legal basis for the reconciliation policy are the two following main directives: the maternity leave directive and the parental leave directive. The first one comprises a set of measures and rights that protect women's health and their employment status during pregnancy or during their maternity leave (Council of the European Union:1992) The second one sets out minimum requirements on parental leave for male and female workers and time off from work on grounds of force majeure (Council of the European Union: 2010).

11.2. Non-legislative measures

A series of policy instruments and documents have also set important milestones and benchmarks for the reconciliation policy-making and shaping processes such as the European Council Recommendation (1992) on child care stressing that parents' and children's needs should be taken into account in childcare services provided as well as other aspects such as accessibility in both urban and rural regions, the cost and training of childcare workers and the involvement of all relevant stakeholders and authorities in their planning (European Council: 1992). Moreover, the Barcelona targets on childcare mention that at least 33% of all children under 3 years old should be covered by childcare services and at least 90% of children between 3 years old and the mandatory school age (6 years old) should be

covered by childcare services (European Council: 2002). Apart from these initiatives, the European Pact for Gender Equality (2011-2020) and the European Commission's Roadmap (2016-2020) set the promotion of work-life balance for women and men among the EU's reaffirmed commitments through increasing women's employment, the adoption of flexible working arrangements for both parents and carers, better enforcement and new incentives for take-up of parental leave by fathers (paternity leave) and introduction of a carers' leave as well as the targeted use of EU financial tools, awareness-raising campaigns and structured dialogue with state and non-state actors (European Commission: 2016).

The European Pillar of Social Rights constitutes the Commission's response to the current work-family reconciliation policy challenges, which both parents and carers of persons in need face. This initiative is a package of both legislative and non-legislative measures. Regarding legislative measures, they focus on the introduction of more lengthy paid leave schemes (parental, carer), on rights to flexible working conditions (flexible/reduced working hours, flexibility in the workplace) for all employed parents having a child up to 12 years old. In terms of non-legislative measures, special emphasis is placed on the promotion of further gender equality mainstreaming in parental leave uptakes, on the better use of EU funds for the improvement of childcare services and on the elimination of any economic anti-motivations concerning second parent's work, which discourage women from (re)entering the labour market or working full-time.

CHAPTER 12

POLICIES (GOOD PRACTICES) ON THE RECONCILIATION OF WORK AND FAMILY AT STATE LEVEL WITHIN EU

As mentioned in Part A (Chapters 1 and 2), the European Union has set the issue of reconciliation of work and family very high on its policy agenda, thus giving shape to a set of common legal and political reference points. Despite the common standards set by the EU, member states have adopted different approaches in streaming the reconciliation goal into their social policies. Different norms, attitudes and cultures, which define the background of each society, contribute greatly on how to achieve reconciliation at national level. Briefly, we can say that reconciliation is a commonly accepted European notion on which a nexus of diverse national policies is woven.

The present chapter aims at providing a comprehensive overview of reconciliation policies implemented by various EU's member states (Central Europe, the UK, Southern and Eastern Europe, Scandinavian countries) and Iceland as best practice examples. The choice of these best practice examples has been made according to a series of criteria such as:

- whether they successfully meet particular social and political needs, that the current policy framework fails to address,
- whether they are tailored to the needs of particular social groups that face discrimination in employment
- their mainstreaming into policy agenda and
- their attractiveness for the policymakers.

Moreover, the reconciliation policies are assessed according to the initiatives taken at: a) institutional level, b) enterprise/labour

market level and c) social partners/civil society and stakeholders level, in the following fields: parental/maternity/paternity leaves, allowances and services for persons in need of care and carers, flexible working arrangements and adoption of family-friendly measures.

Different policy models for the reconciliation of work and family life are grouped, later in this chapter, based on the geographical location of the countries implementing them.

12.1 Central Europe

France

In France, work-life balance has been encouraged through the adoption of important policy measures like the reduction of the total working hours and the extra hours (per week) up to 35, the access to care and family services (e.g. cleaning, shopping, cooking, children and elderly accompanying, etc.) provided by associations and financed by the CAF system to ease parents' time and budgetary constraints in this field. Apart from this, the national collective agreement for gender equality and equal participation in workforce, signed in 2004, increases part-time employment and other flexible working measures, extends the periods of maternity and parental leave and provides a bonus of 1,500 euros for child adoption and extra leave to care for children with disabilities (Gasouka: 2008, p. 51). In addition, carers for a family member can fully enjoy pension rights for at least 30 days and they have the right to have some respite for a short period of time (COFACE: 2015, p. 26), while the person cared for will take care from external care services.

Germany

In Germany, parents are entitled to a tax-financed paid childcare leave of up to 14 months, also known as "Elterngeld" in German. The first 12 months of the leave can be taken by any of the two parents, while the last 2 months are reserved for the parent who did not take the first 12 months of the leave ('partner-months') and can therefore only be taken, when the leave is shared between both par-

ents. The amount of the cash benefit attached to the leave depends on the formerly earned wage of the leave taker, encouraging thus female labour force participation. In addition, as cash benefits cease after 14 months, the *Elterngeld* policy seems to promote a quicker return to the labour force. Moreover, the months reserved for men serve as a realistic incentive for fathers to take a parental leave, valuing and promoting the idea of male full-time care work, at least for a limited period of time. It is worth mentioning that enabling men's participation in childcare contributed to the increase of the proportion of fathers taking parental leave. To be more specific, this proportion more than doubled in only one year.

Except for parental leave, parents have the right to take time off from their job or to reduce their working hours in order to care for their child for up to 3 years of age (*Elternzeit*, working time regulations policy) (Nitsche: 2006, p.p. 10-12). What is more, the German Social Code provides "care credits" for working parents that took their parental leave to care for their children and these credits are counted in calculating the amount of their pension. Parents gain extra credits per child and more specifically 3 credits for children born after 1992 and 2 credits for children born before 1992 (COFACE: 2015, p.41). Furthermore, carers and parents are supported by information centres that provide free care and assistance such as comprehensive information, counselling on the use and selection of social services etc. (COFACE: 2015, p.27). Women's reintegration into the labour market is encouraged by support coordination agencies (COFACE: 2015, p.41), while men's participation in childcare is promoted by the coordination centre for men in early childhood education and care (COFACE: 2015, p. 64). In the private sector, Germany encourages the creation of a family-friendly working environment in enterprises through established monitoring processes (COFACE: 2015, p.p. 52-53), flexible working arrangements and awareness-raising campaigns and events. (EIGE: 2015).

Austria

In Austria, parents are entitled to take parental leave until the child reaches the age of two years old and they also have the right to re-

turn to their former employer, once the leave period is over. Despite the fact that some months of the total duration of parental leave can be exclusively taken by men (“daddy months”), the benefit paid as a flat rate during leave period does not constitute a strong motivation for men to take parental leave. On the contrary, men prefer to continue working and consider “daddy months” rather as an obstacle to their work reducing their total income. Moreover, the flat rate is only attributed to those parents who do not exceed the total income threshold set. In this sense, fathers who are the main breadwinners are not often eligible to receive any cash benefit if they take a shorter leave of just one or two months. On the other hand, women benefit from this leave policy design and are encouraged to work even part-time. The introduction of “daddy months” has not changed much the traditional division of family responsibilities in Austria and the breadwinner model still prevails. Austrian parents are also encouraged in family creation through a child allowance provided for 3 consecutive years for each child and the reduction or change of weekly working hours (COFACE: 2015, p. 42).

Belgium

In Belgium, each employee having worked at least 12 months for the same employer is entitled to a paid twelve-month carers’ leave. Motivated time credit is another leave scheme, serving the same purposes for a maximum period of 24 months, entailing stricter conditions and lower remuneration. Parents who work and take motivated time credit or carers’ leave maintain their pension rights and they can also return to their job at any time. Family and informal carers are officially recognized by the Belgian law since 2014 (COFACE: 2015, p. 25). Moreover, an intersectoral collective agreement has introduced a series of important reconciliation policy measures such as time off work, part-time jobs for people aged 50, the right to parental or filial leave and extending the duration of paternity leave period. Also, some additional measures adopted towards reinforcing work and family life balance include flexible working arrangements and reduction of total working hours as well as supplementary home care by professionals. (Gasouka: 2008, p.p. 49-50, (COFACE: 2015, p. 26).

The Netherlands

The Dutch Republic provides a set of leave schemes (paid maternity leave for 16 weeks, paid paternity leave, and unpaid parental leave for more than 6 months) as well as a long leave period for personal reasons, giving the right to employees to take a leave instead of their salary for a given period. Besides this, the state contributes to childcare costs (from 1/3 to 2/3) through a tax return or voluntary employer contributions, while flexible working time arrangements are adopted. (EIGE: 2015)

12.2 United Kingdom and Ireland

United Kingdom

In the United Kingdom, parents having a child under 6 years old can make use of flexible working arrangements (Gasouka: 2008, p. 46). Apart from this, the UK's care policy is promoted through the use of the following vouchers: a) carer break vouchers, allowing carers to take some break from caring responsibilities and cover the cost of caring services for the break period (COFACE: 2015, p. 25) and b) childcare vouchers, which allow employers to help employees to afford the cost of high quality childcare for children up to 15 years old (COFACE: 2015, p. 65). Moreover, a Challenge Fund has been established to provide financial support to projects encouraging reconciliation between work and family life.

Ireland

In Ireland, young and old fathers are encouraged to learn more and participate actively in childcare services for children up to 3 years old (either on a voluntary or on a paid basis) in order to change stereotypes regarding the profile of people involved in this policy sector (mainly women, at a young age etc.). Moreover, the Irish Business and Employers Confederation (IBEC) developed a toolkit to assist employers in proactively and positively managing their work-

force during and after the leave period (COFACE: 2015, p. 42) and to provide training and education to parents on children's upbringing and parental relationships (COFACE: 2015, p. 65).

12.3 Southern Europe

Greece

In Greece, the leave schemes vary between the public and the private sector. In the private sector, mothers are entitled to a paid maternity leave of 17 weeks, of which 8 weeks can be taken before childbirth. Apart from maternity leave, mothers can take a special 6 month leave, which can be taken after the end of the maternity leave period. Both maternity leave and special 6 month leave are paid by the Social Insurance Institute (also called "IKA" in Greek). In the public sector, mothers are entitled to 5 months of paid maternity leave, two months of which can be taken before childbirth. Paternity leave is restricted to two days in both public and private sector, while "daddy months" are not included in the parental leave. Parental leave is not paid and has a total duration of 4 months for each parent. Besides this, leave uptake is not flexible, so that the total duration can be divided between the two parents. In the public sector, parental leave can reach up to five years and is not paid. Apart from principal leave schemes, other leave schemes for shorter time periods are also available for parents working both in the private and the public sector e.g. leave for medical reasons, child adoption leave, leave for disabled children etc. Furthermore, some flexible working measures such as part-time employment for a given period and reduced working hours are adopted. As a result, women are responsible for children's upbringing for the period they receive leave allowances, which is much shorter than the total leave period. In this context, parents opt for childcare facilities or senior care services in order to enter the labour market, as the financial crisis forces an increase in family income.

Italy

In Italy, several companies in the private sector promoted reconciliation policy through a series of initiatives, such as flexible working arrangements tailored to employees' needs, financial assistance for covering childcare costs based on family revenue and family size or access to childcare services especially for low-income families (COFACE: 2015, p. 66). In addition to that, civil society organizations invited all social partners to integrate good reconciliation practices into collective agreements (e.g. irregular working hours for childcare facilities) (Arvanitis, Xydopoulou, Papagiannopoulou: 2007, p.p. 41-42). Additionally, a special fund has been established for funding small-medium-sized-enterprises (SMEs) to introduce measures encouraging work-life balance. Last but not least, Time Offices promote good practices and policies in time management between work and family life implemented in other Italian regions. The Italian leave policy allows working mothers to return to work, when their child reaches the age of 2,5 years (Gasouka: 2008, p.p. 46-47), while carers have access to trainings and services like respite, support etc. (COFACE: 2015, p.25).

12.4 Eastern Europe

Lithuania

In Lithuania, a renowned company encouraged a series of measures promoting work-life balance such as: flexible working hours, teleworking under particular conditions, financial support/aid equal to 12 salaries for childbirth for families having three or more children and families having a child with special needs. Apart from this, a special unpaid filial leave was proposed for the 1st of September, so that the child is accompanied to school, as well as a half-hour break for breastfeeding (Arvanitis, Xydopoulou, Papagiannopoulou: 2007, p. 42).

12.5 The Nordic countries and Iceland

The concept of reconciliation between work and family life has been incorporated into relevant policies in the Nordic countries, focusing on giving fathers the right to take parental leave. In 1990, Norway introduced a daddy month as a month that could be taken exclusively by men within the total duration of parental leave taken by the mother. On the contrary, Iceland started to introduce reconciliation policy and legislation (parental, maternity and paternity leaves) in 2000, due to the fact that the equal sharing of work and family responsibilities had already become a top issue in the public debate in 1990. It is interesting to note that it was not until 2003 that men were entitled to a three-month parental leave, whereas there is flexibility in parental leave uptake between two parents (Focus Consultancy: 2008). Besides paid parental leaves, unpaid parental leaves are also provided to encourage reconciliation of work and family life. In Denmark, men are encouraged to leave work earlier to pick up their children from school. In 2012, amidst economic crisis, the total duration of parental leave was extended to 12 months and since then each parent is entitled to a five-month leave while the last two months can be shared as both parents wish.

Despite the financial crisis in Iceland and other Nordic countries, the promotion of reconciliation policy continued and encouraged further the equal treatment for men and women in the workplace through awareness-raising campaigns, training programmes and structured policy dialogue for both men and women.

In the private sector, the above-mentioned countries have made concrete steps towards the reconciliation between work and family life through funding childcare services and facilities, flexible leave schemes and working conditions, special allowances for parents opting to care for their children and flexible time arrangements in salary and pension calculation.

12.6 Comparative assessment and conclusions

Following the presentation of the above-mentioned policy models and good practices for reconciling work and family life, it can be seen that there are great disparities in the reconciliation policy schemes implemented by each member state. More precisely, concerning leave schemes, they are divided into paid and unpaid and depending on their duration they are divided into short-term (6 to 30 days) and medium or long-term (up to 1 year). Apart from these criteria, the amount of allowance provided during parental leave varies in compensation rates. It is worth mentioning that 13 member states out of 28 do not comply with European reconciliation policy standards providing at least 18 weeks of maternity leave, while the majority of countries promote medium or long-term parental leaves, i.e. Austria, Bulgaria, Belgium, Denmark, Germany, Finland, France, Ireland, Iceland, Malta, The Netherlands, Romania, Spain and Sweden. (European Parliament: 2016).

Even at the level of paid leaves, 13 member states provide an allowance amounting 100% of income or covering previous incomes (the average compensation rate equals 90% of an individual's income), while in a number of countries it depends on the amount of income of the other parent. However, take-up rates by fathers remain very low, which could be related to the low compensation rates of previous incomes during parental leave. In addition to that, 8 European states do not offer allowances during parental leave, while 5 member states replace income during parental leave by a flat rate payment which varies from 139 euros to 1,778 euros. (European Parliament: 2016). Among other aspects that differentiate leave schemes is the possibility for both parents to share the total period allocated for parental leave. Also, another important aspect is related to the introduction or not of "daddy months", "daddy quota" to the total duration of parental leave (European Parliament: 2016).

Concerning care and childcare services, there are significant disparities in the cost of these services (low, medium or high), their funding by the public or the private sector and the special allowances provided.

Despite the differences mentioned above, in all member states there is also a common concern in the private sector to encourage reconciliation between work and family life through the development of childcare services and structures, awareness-raising campaigns with the participation of social partners and trade unions, to encourage men to take up parental leaves and to award enterprises and companies implementing reconciliation-friendly policies (EIGE: 2014).

In conclusion, gender roles and stereotypes, social norms and values (e.g. religion, family) continue to be shaping factors of the reconciliation policy in each European country, despite the commonly set standards at European level. Whether a breadwinner or a dual-earner model prevails, reconciliation policy should have been developed on the basis of the following axes: leave schemes, services and facilities for persons in need of care and carers and flexible working arrangements in cooperation with all interested parties in the public and private sector, as well as, in civil society. Last but not least, the reconciliation policy should be a mix of legislative and non-legislative policy measures, allowing each country room for manoeuvre to implement legislation according to its social and ethical profile.

CHAPTER 13

POLICY RECOMMENDATIONS FOR THE RECONCILIATION OF WORK AND FAMILY IN GREECE IN CRISIS

As stated in Part A (Chapter 2, p. 29-33), Greece has developed an institutional and legal framework in the field of reconciliation including a set of leave schemes (maternity leave, paternity leave and parental leave) as well as care services for children and persons in need. Nevertheless, the best practice examples of other European countries in this policy area can be a driving force for the implementation of structural reforms amidst economic crisis. The financial crisis constitutes a great challenge for Greece for further Europeanisation of the reconciliation policy given its budgetary constraints. It is, thus, evident that there are new social dynamics both for working parents and state actors as well as companies, stressing the need for horizontal decision-making (in the public and private sector) and vertical decision-making (at national and European level) with the aim of improving the quality of work-family life.

In the following pages, some policy recommendations are presented that could be implemented by public authorities, companies as well as by parents and carers in order to achieve a better and more efficient reconciliation of work and family life.

13.1 Public authorities

At central level (government level), a coordination among responsible Ministries (Ministry of Labour, Ministry of Social Insurance and Social Solidarity, Ministry of Interior, Ministry of Education,

Research and Religion) is proposed in order to map parents, children and carers' needs for the development of a legislative framework according to the following criteria:

- Total number of working mothers/fathers and total number of unemployed mothers and fathers
- Maternity, Paternity and Parental leave uptakes rates by fathers and mothers in the public and private sector
- Total amount of maternity leave allowances by each social insurance organization
- Professional sectors/fields facing greater challenges/difficulties in reconciliation between work and family life
- Care services provided by the public and private sector for children or persons in need
- Available care structures for children and elderly people in each Municipality and Region, in both remote and rural areas
- Vacancies in childcare and senior care staff

Ministry of Labour, Social Insurance and Social Solidarity

According to the abovementioned criteria, legislation shaping is proposed, which will include the following points:

- Equal duration of maternity, paternity and parental leave in both the public and private sector in order to facilitate work-life balance for parents, regardless of their employment sector
- Extension of paternity leave duration from 2 to 10 days in order to encourage father's participation in childcare after birth and in family responsibilities
- Introduction of "daddy months" up to 3 months of the total parental leave, which can be exclusively taken by father. The total number of months can be defined according to doctors and psychologists' recommendations for better physical and mental child development after birth. In any case, the total maternity leave duration should not act neither as an disincentive for mothers to taking it and leaving their work for a while nor as an obstacle to return early at their work.
- The total leave period should be calculated in such a way that the total revenue of the leave allowances should not be lower

- than the 70% of the total revenue that a mother or father would receive if they worked.
- Flexibility in leave uptake (before and after childbirth) towards a more equal sharing of work and family responsibilities
 - Introduction of paid carer's leaves of total duration equal to maternity and parental leaves, since persons in need receive the same care as children do
 - Introduction of unpaid leave schemes for medical examinations, medical reasons, and accompanying children to school
 - Encouragement and introduction of flexible working arrangements in collective labour agreements, such as teleworking, flexible working hours, breastfeeding break etc.
 - Incentives for family creation and for working parents in terms of allowances or in kind
 - Introduction and design of employment programmes in cooperation with the Greek Manpower Employment Organization (OAED) in the field of senior care and childcare
 - Cooperation between Ministry and private sector companies aiming at providing food vouchers, clothing vouchers, pharmaceutical care vouchers to families having many children, low-income and poor families

Ministry of Interior

- Creation and development of childcare and senior care facilities in cooperation with local and regional authorities and through targeted distribution of EU funds
- Provision of various forms of care services (daily care centres, at-home care services etc.) tailored to the particular needs and budgets of each family
- Introduction and development of employment programmes for teachers, nurses, psychologists, doctors with the aim of covering staff needs in the care sector and encouraging the participation of men in the care sector. These programmes could be designed in collaboration with the Greek Manpower Employment Organization (OAED) and a voucher/small amount could be provided for a given period of time

- Creation of special information centres in each municipality staffed with consultants, psychologists etc. providing better information on reconciliation policy issues to working parents and carers
- Organization of awareness-raising campaigns and conferences in cooperation with the Greek General Secretariat for Gender Equality in order to combat gender stereotypes about the roles of each gender and division of work and family responsibilities

Ministry of Education, Research and Religion

- Adjustment of curriculum to parents' working hours and increase in the number of all-day schools
- Introduction of a school subject on gender roles and equal participation of parents in family responsibilities and obligations in the last year of elementary school and at secondary school
- Presentation of the care sector as a career choice in the professional orientation course at school

13.2 Private sector companies

The initiatives of private sector companies contribute greatly to the shaping of a more comprehensive reconciliation policy framework.

Some measures that could be taken are the following:

- Incorporation of provisions into the internal regulations about flexible working arrangements and reconciliation of work and family life, monitoring and assessment processes on the reconciliation-friendly environment of companies
- Funding for the creation of childcare and senior care services and structures, even within the premises of a company
- Bonus for working parents with children and encouraging parental leaves uptake
- Organization of campaigns and pilot projects/workshops, in order to reinforce men's participation in childcare
- Hire special consultants in HR departments for offering parents advice on reconciliation between work and family life

13.3 Working parents with children or persons in need of care

Working parents with children or persons in need of care are also responsible to take a series of initiatives to achieve a better balance between work and family responsibilities:

- Sharing of parental leave total duration in such a way that both parents participate equally in childcare, taking into account the nature of their job and responsibilities
- Encouraging men's participation in family responsibilities
- Adoption of flexible working arrangements upon employer's consent
- Choose a childcare service/facility according to their working hours and their total income
- Return to work after the end of maternity leave period with reduced working hours or flexible working arrangements in order to take care of the child at home
- Participation in training courses and awareness-raising events concerning child and elderly care

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APPENDIX

(Questionnaire)

SECTION 1: DEMOGRAPHIC CHARACTERISTICS

1. YEAR OF BIRTH
2. WHERE ARE YOU FROM (CITIZENSHIP)?
 - GREECE
 - ALBANIA
 - BULGARIA
 - GEORGIA
 - RUSSIA
 - UKRAINE
 - ROMANIA
 - POLAND
 - MOLDOVA
 - ARMENIA
 - THE PHILIPPINES
 - OTHER EUROPEAN COUNTRY
 - OTHER COUNTRY
3. IF IN THE PREVIOUS QUESTION YOUR ANSWER WAS DIFFERENT FROM OPTION 1 (“GREECE”), PLEASE STATE THE NUMBER OF YEARS YOU LIVE IN GREECE.
4. MARITAL STATUS
 - MARRIED/CIVIL PARTNERSHIP
 - SINGLE
 - WIDOWED
 - SEPARATED/DIVORCED
 - COHABITING

5. IF YOU ANSWERED “MARRIED/CIVIL PARTNERSHIP”, WHERE IS YOUR HUSBAND/PARTNER FROM (CITIZENSHIP)?
- GREECE
 - ALBANIA
 - BULGARIA
 - GEORGIA
 - RUSSIA
 - UKRAINE
 - ROMANIA
 - POLAND
 - MOLDOVA
 - ARMENIA
 - THE PHILIPPINES
 - OTHER EUROPEAN COUNTRY
 - OTHER COUNTRY
6. IF YOU ANSWERED “MARRIED/CIVIL PARTNERSHIP”, PLEASE STATE THE YEAR OF MARRIAGE/CIVIL PARTNERSHIP. IF YOU HAVE REMARRIED, PLEASE MENTION THE YEAR OF THE MOST RECENT MARRIAGE.
7. NUMBER OF CHILDREN
8. AGE – SEX OF EACH CHILD

	AGE (YEAR OF BIRTH)	SEX
1 st CHILD		
2 nd CHILD		
3 rd CHILD		
4 nd CHILD		
5 nd CHILD		
6 nd CHILD		

9. WHAT IS THE HIGHEST LEVEL OF EDUCATION YOU HAVE COMPLETED?
- PRIMARY SCHOOL
 - SECONDARY SCHOOL
 - HIGH SCHOOL
 - POST- SCHOOL VOCATIONAL TRAINING
 - UNIVERSITY DEGREE
 - MASTER'S DEGREE
 - DOCTORAL DEGREE

10. IF YOU ANSWERED “MARRIED/CIVIL PARTNERSHIP”, PLEASE STATE YOUR HUSBAND’S/PARTNER’S HIGHEST LEVEL OF EDUCATION.
 - PRIMARY SCHOOL
 - SECONDARY SCHOOL
 - HIGH SCHOOL
 - POST- SCHOOL VOCATIONAL TRAINING
 - UNIVERSITY DEGREE
 - MASTER’S DEGREE
 - DOCTORAL DEGREE

11. PRESENT PROFESSIONAL POSITION (MAJOR OCCUPATION)
 - PART-TIME EMPLOYEE
 - FULL-TIME EMPLOYEE
 - SELF-EMPLOYED

12. PROFESSIONAL POSITION IN 2010 (MAJOR OCCUPATION)

13. WHAT SECTOR DO YOU WORK IN?
 - PUBLIC SECTOR
 - PRIVATE SECTOR
 - NGO
 - AGRICULTURE

14. IF YOU ARE AN EMPLOYEE, DO YOU HOLD A POSITION OF RESPONSIBILITY (DIRECTOR, HEAD OF A DEPARTMENT ETC.)?
 - YES (PLEASE MENTION YOUR POSITION)
 - NO

15. IF YOU ANSWERED “MARRIED/CIVIL PARTNERSHIP”, PLEASE STATE YOUR HUSBAND’S/PARTNER’S PRESENT PROFESSIONAL POSITION.
 - PART-TIME EMPLOYEE
 - FULL-TIME EMPLOYEE
 - SELF-EMPLOYED
 - i. UNEMPLOYED
 - ii. PENSIONER
 - iii. NO OPINION (N/O)

16. NUMBER OF DEPENDANTS (CHILDREN EXCEPTED)

17. IF THERE ARE DEPENDANTS, PLEASE SPECIFY THESE RELATIONSHIPS (WRITE "YES" OR "NO" NEXT TO EACH OPTION)
- PARENTS
 - IN-LAWS
 - OTHER RELATIVES
 - OTHER RELATIONSHIP

SECTION 2: TIME SPENT ON FAMILY RESPOSIBILITIES

(PLEASE NOTE AVERAGE HOURS PER DAY)

18. WORKING HOURS (INSIDE AND OUTSIDE THE WORKPLACE - PLEASE DO NOT INCLUDE COMMUTING TIME)
19. HOURS SPENT ON COMMUTING FOR PROFESSIONAL DUTIES
20. IF YOU ANSWERED "MARRIED/CIVIL PARTNERSHIP", PLEASE NOTE YOUR HUSBANDS'/PARTNER'S WORKING HOURS (INSIDE AND OUTSIDE THE WORKPLACE - PLEASE DO NOT INCLUDE COMMUTING TIME).
21. IF YOU ANSWERED "MARRIED/CIVIL PARTNERSHIP", PLEASE NOTE YOUR HUSBANDS'/PARTNER'S COMMUTING TIME FOR PROFESSIONAL DUTIES.
22. HOURS SPENT ON UNPAID HOME CARE (DAILY HOUSEWORK)
23. IF YOU ANSWERED "MARRIED/CIVIL PARTNERSHIP", PLEASE NOTE YOUR HUSBANDS'/PARTNER'S TOTAL HOURS SPENT ON HOME CARE (DAILY HOUSEWORK).
24. HOURS SPENT WITH CHILDREN (CHILDCARE - STUDY AT HOME)
25. IF YOU ANSWERED "MARRIED/CIVIL PARTNERSHIP" AND YOU HAVE GOT CHILDREN, PLEASE NOTE YOUR HUSBANDS'/PARTNER'S TOTAL HOURS SPENT WITH CHILDREN (CHILDCARE - STUDY AT HOME).

26. IF YOU ANSWERED TO THE PREVIOUS QUESTION, PLEASE STATE YOUR HUSBANDS'/PARTNER'S PREFERRED TYPE OF INVOLVEMENT IN CHILDCARE:
- WALKS/SCHOOL ACTIVITIES
 - CHILDREN TRANSPORTATION
 - CHILD'S/CHILDREN'S WATCHING, WHEN YOU ARE ABSENT FOR PROFESSIONAL REASONS
 - CHILD'S/CHILDREN'S WATCHING, WHEN YOU ARE ABSENT FOR ANOTHER REASON
 - INTERNAL HOUSEWORK (COOKING, CLEANING, DISHWASHING ETC.)
 - OUTDOOR WORKS (SHOPPING, PAYING THE BILLS ETC.)
27. HAVE YOU GOT FREE TIME FOR YOURSELF?
- YES
 - NO
28. IF "YES", AND YOU ALSO ANSWERED "MARRIED/CIVIL PARTNERSHIP", YOUR FREE TIME IS:
- LESS THAN YOUR HUSBAND'S/PARTNER'S.
 - MORE THAN YOUR HUSBAND'S/PARTNER'S.
 - ALMOST THE SAME WITH YOUR HUSBAND'S/PARTNER'S.
29. IF YOU HAVE GOT CHILDREN AND YOU ALSO ANSWERED "MARRIED/CIVIL PARTNERSHIP", WHAT IS YOUR OPINION ON CHILDCARE IN THE CONTEXT OF FAMILY LIFE?
(1-STRONGLY AGREE, 2- AGREE, 3-DISAGREE, 4-STRONGLY DISAGREE)
- MY HUSBAND/PARTNER SHOULD SPEND MORE FREE TIME.
 - MY HUSBAND/PARTNER SHOULD PARTICIPATE MORE ACTIVELY.
 - MY HUSBAND/PARTNER SHOULD MAKE USE OF PATERNITY/PARENTAL LEAVE PROVIDED, BUT HE DOES NOT.
 - MY HUSBAND/PARTNER WAS ENTITLED TO TAKE CHILDREARING LEAVE BUT HE TOOK IT ONLY FOR A SHORT PERIOD OF TIME.
 - I THINK THAT CHILDCARE IS EXCLUSIVELY A MOTHER'S RESPONSIBILITY.
 - I THINK THAT BOTH PARENTS SHOULD ASSUME EQUAL RESPONSIBILITY IN CHILDCARE.

30. IF THERE ARE DEPENDANTS, HOW MUCH TIME DO YOU SPEND WITH THEM?
31. IF THERE ARE DEPENDANTS, AND YOU ALSO ANSWERED “MARRIED/CIVIL PARTNERSHIP”, HOW MUCH TIME DOES YOUR HUSBAND/PARTNER SPEND WITH THEM?
32. IF THERE ARE DEPENDANTS,
- IS THERE SOME HELP FROM ANOTHER PERSON (APART FROM YOUR HUSBAND/PARTNER)? -YES-NO
 - IS THERE SOME HELP FROM A SPECIFIC ORGANISATION (E.G. OLD PEOPLE’S HOME)?-YES-NO

SECTION 3: THIRD-PARTY HELP – INVOLVEMENT IN FAMILY OBLIGATIONS

33. FILL IN THE TABLE BELOW WITH WHAT IS MOST APPROPRIATE FOR YOU.

PLEASE NOTE, WHERE APPLICABLE, THE AVERAGE HOURS OF HELP - INVOLVEMENT PER DAY IN	MINOR CHILDREN'S UPBRINGING	HOUSE- WORK	SENIOR CARE
GRANDMOTHER/-S			
GRANDFATHER/-S			
OTHER RELATIVE/-S			
PAID CAREGIVER			
OTHER CHILDCARE PROVIDERS (E.G. NURSERY SCHOOL) PAID BY PARENTS			

SECTION 4: USE OF PUBLIC – PRIVATE SECTOR SERVICES

34. DO YOU/DID YOU MAKE USE OF THE FOLLOWING SERVICES?

	YES	NO	DK/ N/O
CHILDREN'S CREATIVE ACTIVITY CENTRES			
STATE NURSERY SCHOOLS AND CRECHES			
ALL-DAY STATE PRIMARY SCHOOLS – PRE-PRIMARY SCHOOLS			
“HELP AT HOME” PROGRAMME			
SENIOR WATCH PROGRAMME			
ELDERLY DAY CARE CENTRES			
DAY CENTRES AND DAY CARE FOR THE ELDERLY			
PRIVATE NURSERY SCHOOLS			
PRIVATE PRE-PRIMARY SCHOOLS			
PRIVATE OLD PEOPLE'S HOME – NURSING HOMES FOR THE ELDERLY			
MATERNITY LEAVE			
CHILD REARING LEAVE			
FLEXIBLE WORKING HOURS			
SUMMER ACTIVITIES/CAMPS (SUBSIDISED BY YOUR EMPLOYER/THE STATE/THE MANPOWER EMPLOYMENT ORGANIZATION)			
SUMMER ACTIVITIES/CAMPS (PAID BY PARENTS)			

35. DO YOU/DID YOU HAVE ANY PROBLEM WITH CHILDCARE SERVICES?

- 1 – NOT AT ALL
- 2 – SLIGHTLY
- 3 – MODERATELY
- 4 – VERY

36. IF YOU ANSWERED BETWEEN 2 AND 4 TO THE QUESTION ABOVE, THEN WHAT IS THE MOST SERIOUS PROBLEM?

- CHILDCARE SERVICES DO NOT EXIST AT ALL.
- CHILDCARE SERVICES ARE TOO EXPENSIVE.
- CHILDCARE SERVICES ARE OF POOR QUALITY.
- OTHER

37. DO YOU/DID YOU HAVE ANY PROBLEM WITH SENIOR CARE SERVICES?
- 1 - NOT AT ALL
 - 2 - SLIGHTLY
 - 3 - MODERATELY
 - 4 - VERY
38. IF YOU ANSWERED BETWEEN 2 AND 4 TO THE QUESTION ABOVE, THEN WHAT IS THE MOST SERIOUS PROBLEM?
- SENIOR CARE SERVICES DO NOT EXIST AT ALL.
 - SENIOR CARE SERVICES ARE TOO EXPENSIVE.
 - SENIOR CARE SERVICES ARE OF POOR QUALITY.
 - OTHER
39. REGARDING THE ROLE OF THE STATE IN RECONCILIATION BETWEEN WORK AND FAMILY LIFE, YOU HOLD THE VIEW THAT:
- 1-STRONGLY AGREE, 2-AGREE, 3-DISAGREE, 4-STRONGLY DISAGREE
- THE STATE SHOULD PROVIDE EQUAL PARENTAL LEAVES TO BOTH PARENTS.
 - THE STATE SHOULD PROVIDE EQUAL PARENTAL LEAVES IN BOTH THE PRIVATE AND THE PUBLIC SECTOR.
 - THE STATE SHOULD PROVIDE ONE OR BOTH PARENTS WITH MORE FLEXIBLE WORKING PATTERNS.
 - THE STATE SHOULD SUPPORT MORE WORKING WOMEN.
 - THE STATE SHOULD SUPPORT MORE FAMILIES WITH YOUNG CHILDREN (E.G. ALLOWANCES, FACILITIES ETC.).
 - THE STATE SHOULD ENCOURAGE ENTERPRISES TO CREATE MORE NURSERY SCHOOLS.
 - TAX REDUCTIONS PROVIDED FOR PARENTS ARE NOT ADEQUATE (JUSTIFICATION OF CHILDCARE EXPENSES).
 - THE STATE SHOULD CREATE MORE STATE NURSERY SCHOOLS PROVIDING EXTENDED PERIODS OF CHILDCARE.
 - THERE SHOULD BE MORE NURSERY SCHOOLS IN LOCAL GOVERNMENT ORGANISATIONS.
 - THE STATE SHOULD CREATE NEW SCHEMES AND CHILDCARE FACILITIES.

SECTION 5: CONCEPTIONS OF RECONCILIATION

40. HOW WELL DO YOUR WORKING HOURS RECONCILE WITH YOUR FAMILY OR SOCIAL OBLIGATIONS OUT OF WORK?
- VERY WELL
 - FAIRLY WELL
 - NOT SO WELL
 - NOT AT ALL WELL

41. FILL IN THE TABLE BELOW WITH WHAT IS MOST APPROPRIATE FOR YOU.
HOW OFTEN HAS EACH OF THE FOLLOWING HAPPENED TO YOU DURING THE PAST TWELVE MONTHS?

	SEVERAL TIMES PER WEEK	SEVERAL TIMES PER MONTH	SEVERAL TIMES PER YEAR	LESS OFTEN	RARELY	NEVER	DK/ N/O
I HAVE COME HOME FROM WORK TOO TIRED TO DO THE HOUSEWORK WHICH NEED TO BE DONE.							
I HAVE DIFFICULTY IN FULFILLING FAMILY RESPONSIBILITIES BECAUSE OF THE AMOUNT OF TIME SPENT AT WORK							
I FIND IT DIFFICULT TO CONCENTRATE AT WORK BECAUSE OF FAMILY RESPONSIBILITIES.							

42. HOW USEFUL WOULD BE THE FOLLOWING OPTIONS TO ACHIEVE WORK-LIFE BALANCE?

	VERY USEFUL	QUITE USEFUL	NOT AT ALL USEFUL	NOT APPLICABLE	DK/N/O
HAVING MORE CONTROL OVER STARTING AND FINISHING TIMES OF MY WORK DAY.					
BEING ABLE TO CHANGE THE NUMBER OF WORKING HOURS PER WEEK					
BEING ABLE TO TAKE A DAY OFF IN CASE OF EMERGENCY.					
HAVING BETTER ACCESS TO SUPPORTIVE SERVICES (E.G. CHILDCARE SERVICES, SENIOR CARE OR LONG-TERM SERVICES)					

43. IN CASE OF A FAMILY PROBLEM, IS IT POSSIBLE FOR YOU TO CHANGE, FOR AT LEAST ONE HOUR, YOUR ARRIVAL OR DEPARTURE TIMES AT WORK?
- YES
 - RARELY
 - NEVER
44. IF YOU ANSWERED "MARRIED/CIVIL PARTNERSHIP", IN CASE OF A FAMILY PROBLEM, IS IT POSSIBLE FOR YOUR HUSBAND/PARTNER TO CHANGE, FOR AT LEAST ONE HOUR, HIS ARRIVAL OR DEPARTURE TIMES AT WORK?
- YES
 - RARELY
 - NEVER
45. IN CASE OF A FAMILY PROBLEM, IS IT POSSIBLE FOR YOU TO BE ABSENT FROM WORK FOR ONE DAY WITHOUT MAKING USE OF YOUR LEGAL LEAVE?
- YES
 - RARELY
 - NEVER

46. IF YOU ANSWERED “MARRIED/CIVIL PARTNERSHIP”, IN CASE OF A FAMILY PROBLEM, IS IT POSSIBLE FOR YOUR HUSBAND/PARTNER TO BE ABSENT FROM WORK FOR ONE DAY WITHOUT TAKING HIS LEGAL LEAVE?
- YES
 - RARELY
 - NEVER

SECTION 6: INCOME STATUS

47. WHAT IS APPROXIMATELY YOUR PERSONAL TOTAL MONTHLY NET INCOME (FROM WHATEVER SOURCE DERIVED, AFTER TAXES)?
- NO MORE THAN 450 EUROS
 - 451-900 EUROS
 - 901-1,500 EUROS
 - 1,501-3,000 EUROS
 - 3,001-5,000 EUROS
 - MORE THAN 5,000 EUROS
48. IF YOU ANSWERED “MARRIED/CIVIL PARTNERSHIP”, WHAT IS APPROXIMATELY YOUR HUSBAND’S/PARTNER’S PERSONAL TOTAL MONTHLY NET INCOME (FROM WHATEVER SOURCE DERIVED, AFTER TAXES)?
- NO MORE THAN 450 EUROS
 - 451-900 EUROS
 - 901-1,500 EUROS
 - 1,501-3,000 EUROS
 - 3,001-5,000 EUROS
 - MORE THAN 5,000 EUROS
49. IN YOUR OPINION, HOW LIKELY OR UNLIKELY IS IT THAT YOU MAY LOSE YOUR (MAIN) JOB WITHIN THE FOLLOWING 6 MONTHS?
- HIGHLY LIKELY
 - QUITE LIKELY
 - PROBABLY UNLIKELY
 - HIGHLY UNLIKELY

50. IF YOU HAD TO LOSE OR QUIT YOUR CURRENT JOB, HOW LIKELY OR UNLIKELY IS IT TO FIND A JOB WITH MORE OR LESS THE SAME SALARY?
- HIGHLY LIKELY
 - QUITE LIKELY
 - PROBABLY UNLIKELY
 - HIGHLY UNLIKELY

