



HELLENIC REPUBLIC



HELLENIC STATISTICAL AUTHORITY

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PRESS RELEASE

RECONCILIATION BETWEEN WORK AND FAMILY LIFE LABOUR FORCE SURVEY – AD HOC MODULE 2018

The Hellenic Statistical Authority (ELSTAT) announces the results of the ad hoc survey on reconciliation between work and family life (Labour Force Survey ad hoc module 2018). The survey was conducted during the 2nd quarter of 2018, together with the Labour Force Survey.

The target population of the survey was persons aged 18-64. The response rate of the ad hoc survey was 97.4%. The **objectives** of the survey were:

- To examine whether people who have young children or care for dependent relatives (patients, elderly, etc.) have problems at work (or cannot work) due to the lack of appropriate care services.
- To study the flexibility offered in the workplace to tackle problems arising from family obligations.
- To estimate the share of people who interrupt their careers due to family obligations and the number of people who benefit from parental leave legislation.

The **main findings** of the survey are summarised as follows:

- Care responsibilities are mainly women's concern, but men seem to contribute, as well. Their occurrence varies with age and nationality.
- Childcare services are used by, approximately, one out of three households, as children are taken care of by the respondents and/or their partners. Help from friends and relatives (mainly grandparents) is also an important contribution.
- Childcare responsibilities seem to have a limited effect on employment, as well as on reconciliation with family life. The extent of the effects varies between men and women.
- Work arrangements vary: changing the start and end of working time is easier than taking days-off. Nevertheless, most women with working experience had a career break and the majority of them used family leaves.

Information on methodological issues:

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1a. Care responsibilities for children or incapacitated relatives

Graph 1. Care responsibilities for children or incapacitated relatives

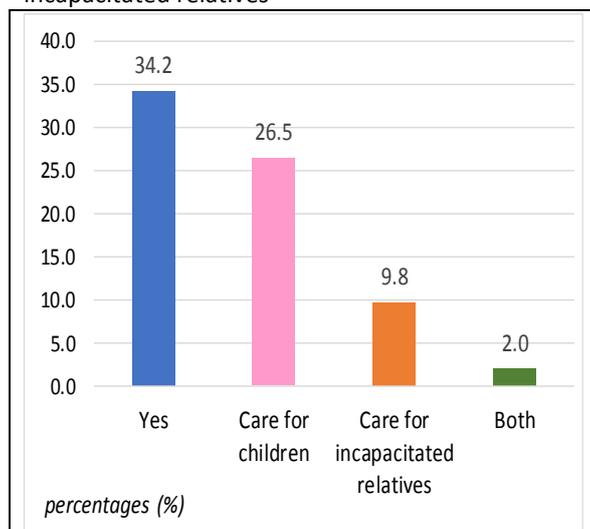


Table 1. Care responsibilities for children or incapacitated relatives

% percentages		Yes	Care for incapacitated relatives	Care for children
Sex	Males	32.2	8.1	25.8
	Females	36.2	11.4	27.2
Age	15-29	8.2	2.4	6.1
	30-34	36.5	4.8	33.3
	35-39	56.7	6.0	53.6
	40-44	62.8	9.4	57.7
	45-54	41.4	14.9	29.7
Nationality	Greek	33.8	10.1	25.8
	Foreign	40.2	3.7	38.0
Employment status	Employed	39.9	9.0	33.1
	Unemployed	31.5	10.3	23.4
	Inactive	23.6	11.0	14.2

Respondents: persons 18-64

- Care responsibilities occur for, approximately, one out of three respondents, slightly more for women and apparently more for foreigners and employed persons. Care concerns either children aged up to 14 years (26.5%) or incapacitated relatives (9.8%), while 2.0% of the respondents care for both (Graph 1).
- As expected, care for relatives increases with the age of the respondents, while care for children is high among persons aged 35-44 years. Furthermore, care for children is higher among foreigners, while care for relatives is higher among Greek citizens (Table 1).

1b. Use of childcare services

Graph 2. Use of childcare services

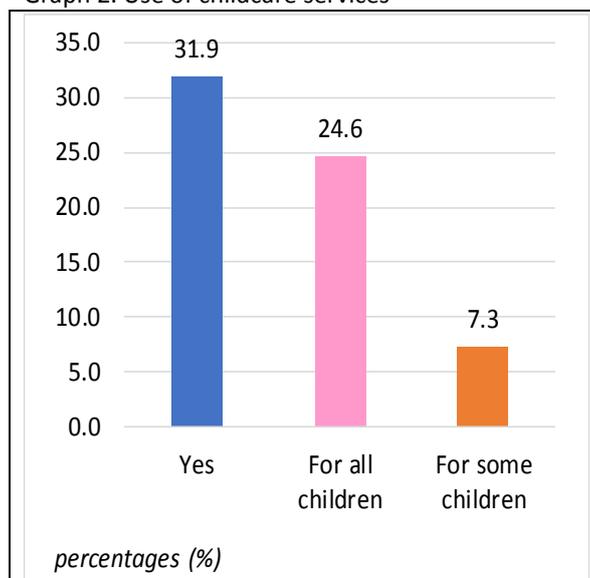


Table 2. Use of childcare services

% percentages		Yes	For some children	For all children
Sex	Males	32.2	7.3	24.9
	Females	31.6	7.2	24.3
Age	15-29	24.6	4.4	20.1
	30-34	35.2	8.1	27.1
	35-39	39.3	9.4	30.0
	40-44	34.1	8.3	25.7
	45-54	24.9	4.9	20.1
Nationality	Greek	32.4	7.3	25.1
	Foreign	25.1	6.3	18.8
Employment status	Employed	35.9	7.1	28.8
	Unemployed	24.0	8.5	15.5
	Inactive	18.4	6.9	11.5

Respondents: persons aged 18-64 with child care responsibilities

- Childcare services for children aged up to 14 years are used by 31.9% of people who have child care responsibilities. 24.6% use such services for all of their children and 7.3% for some of them (Graph 2). Childcare services are more often used by Greek nationals, as well as by employees (Table 2).

II. Reasons for not using childcare services

Graph 3. Reasons for not using childcare services

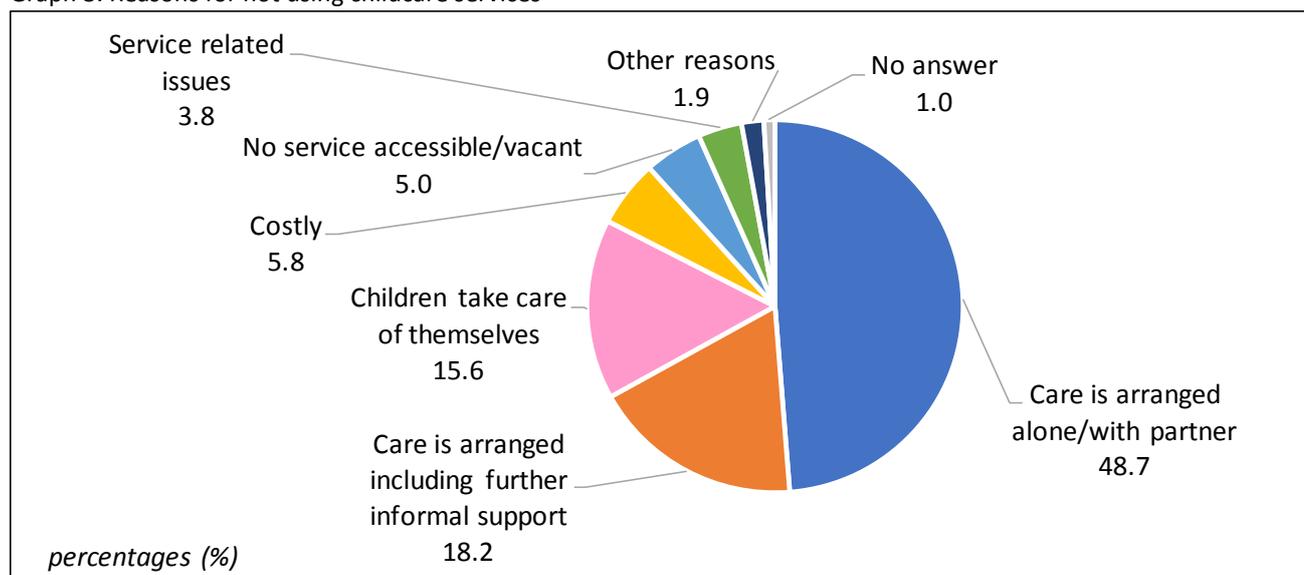


Table 3. Reasons for not using childcare services

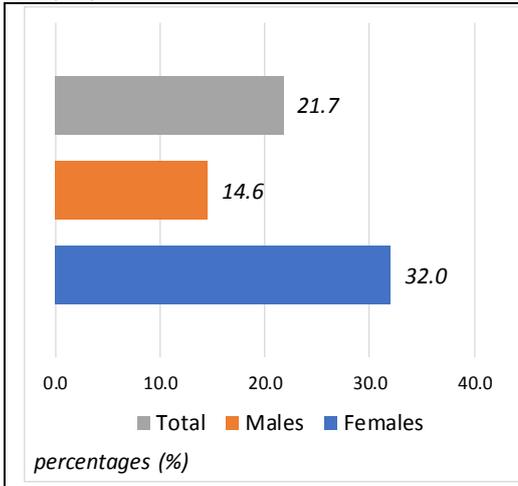
% percentages		Care is arranged alone/with partner	Care is arranged including further informal support	Children take care of themselves	Costly	No service accessible /vacant	Service related issues	Other reasons	No answer
Sex	Males	50.5	17.8	15.8	5.1	4.8	3.6	1.8	0.7
	Females	47.1	18.5	15.5	6.4	5.3	3.9	2.0	1.2
Age	15-29	53.9	16.6	1.7	12.7	8.1	5.5	1.6	0.0
	30-34	50.2	21.4	2.4	9.7	7.3	5.8	2.4	0.8
	35-39	49.2	21.9	7.7	7.2	5.3	6.1	1.8	0.7
	40-44	48.4	20.0	17.3	4.2	4.0	2.7	2.4	1.0
	45-54	47.3	13.7	27.2	3.6	3.7	1.7	1.5	1.2
	55-64	48.0	8.4	25.4	3.5	8.5	4.3	0.4	1.5
Nationality	Greek	48.2	19.5	15.6	5.2	5.0	3.6	2.0	1.0
	Foreign	54.9	4.7	16.2	11.9	4.9	5.7	1.2	0.5
Employment status	Employed	42.5	23.1	18.3	4.9	4.9	3.6	1.9	0.6
	Unemployed	59.3	10.4	10.6	7.4	4.4	4.0	2.4	1.6
	Inactive	65.0	4.6	8.9	8.1	5.9	4.2	1.4	1.7

Respondents: parents aged 18-64 using childcare services for some of the children or not using at all

- The main reason for not using childcare services (not at all or to some extent) is that childcare is arranged by themselves or/with their partner (48.7%). In many cases, childcare is arranged with relatives (mostly grandparents) or friends (18.2%). In other cases, there is no need for such services as children can take care of themselves (15.6%, Graph 3).
- Support from friends and relatives is more common among Greeks, while self/partner arrangements are more common among foreigners. The cost of services is mostly reported by younger people and foreigners (Table 3).

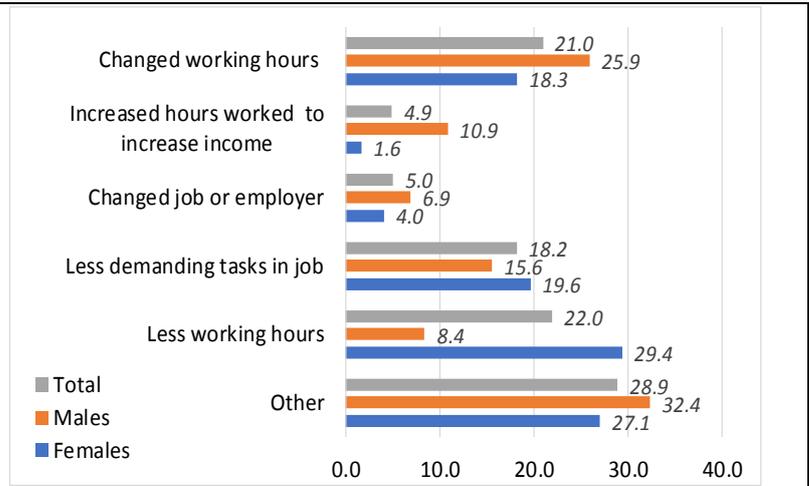
IIIa. Effect of childcare responsibilities on employment

Graph 4. Effect of childcare responsibilities on employment



Respondents: employed persons aged 18-64 with child care responsibilities

Graph 5. Most important effect

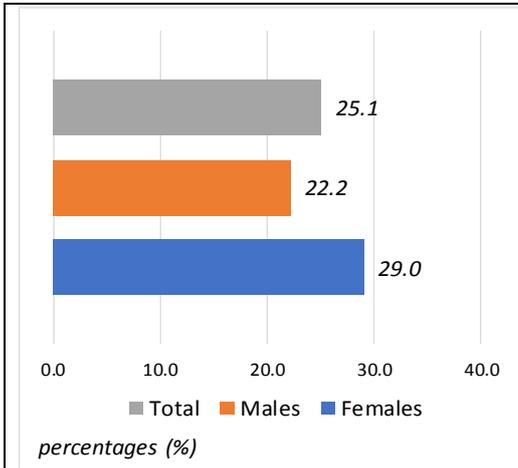


Respondents: persons who reported effects of childcare responsibilities on employment

- 21.7% of the respondents report that childcare responsibilities have an effect on their working time organisation and the share for women is more than double compared to that of men (32.0% and 14.6%, respectively, Graph 4). For men, the most common effects refer to changes in working hours or any change to increase income (increasing working hours or any other change to make more money). Women mainly report less working hours (Graph 5).

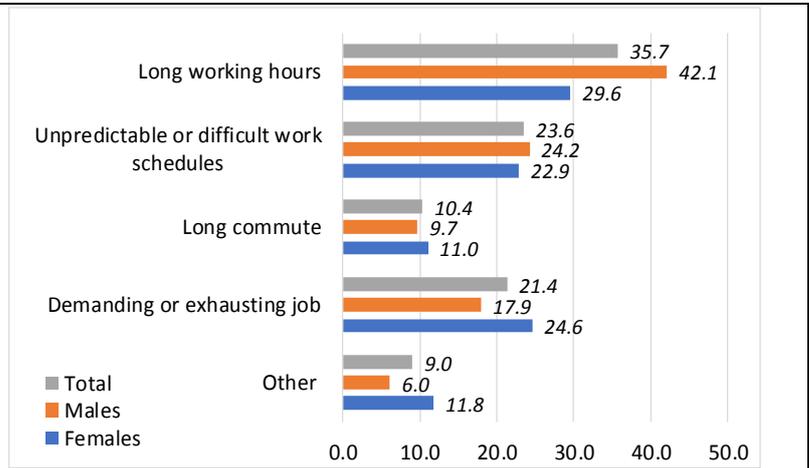
IIIb. Main obstacle at work for reconciliation

Graph 6. Existence of obstacles at work for reconciliation



Respondents: employed persons aged 18-64 with care responsibilities

Graph 7. Main obstacles at work for reconciliation



Respondents: persons who report obstacles at work for reconciliation

- One out of four respondents report that there is a factor that makes it especially difficult to reconcile with care responsibilities, clearly more women than men (29.0% and 22.2%, respectively, Graph 6).
- The main difficulty is long working hours, which is more reported by men than women (42.1% and 35.7%, respectively). It is followed by unpredictable or difficult working hours and demanding or exhausting job, which is reported mostly by women than men (24.6% and 17.9%, respectively, Graph 7).

IV. Flexibility of working arrangements

Graph 8. Flexibility of work arrangements

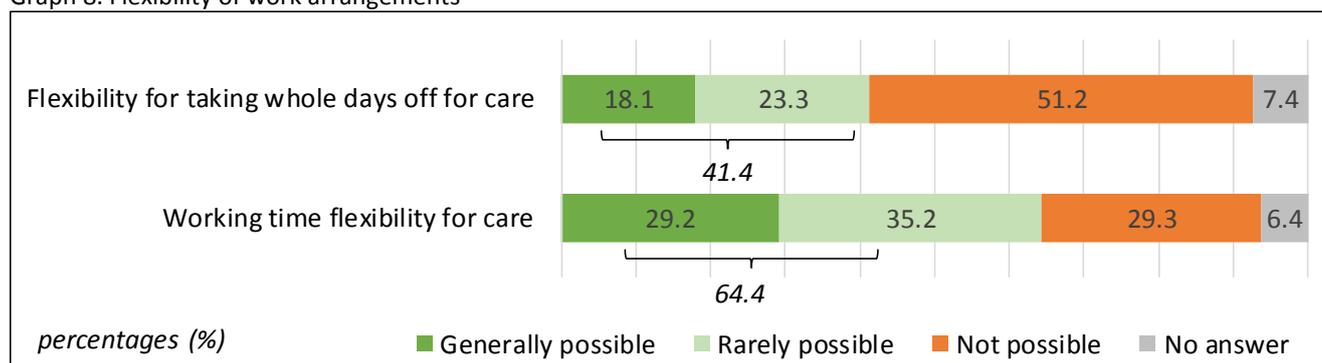


Table 4. Flexibility of work arrangements

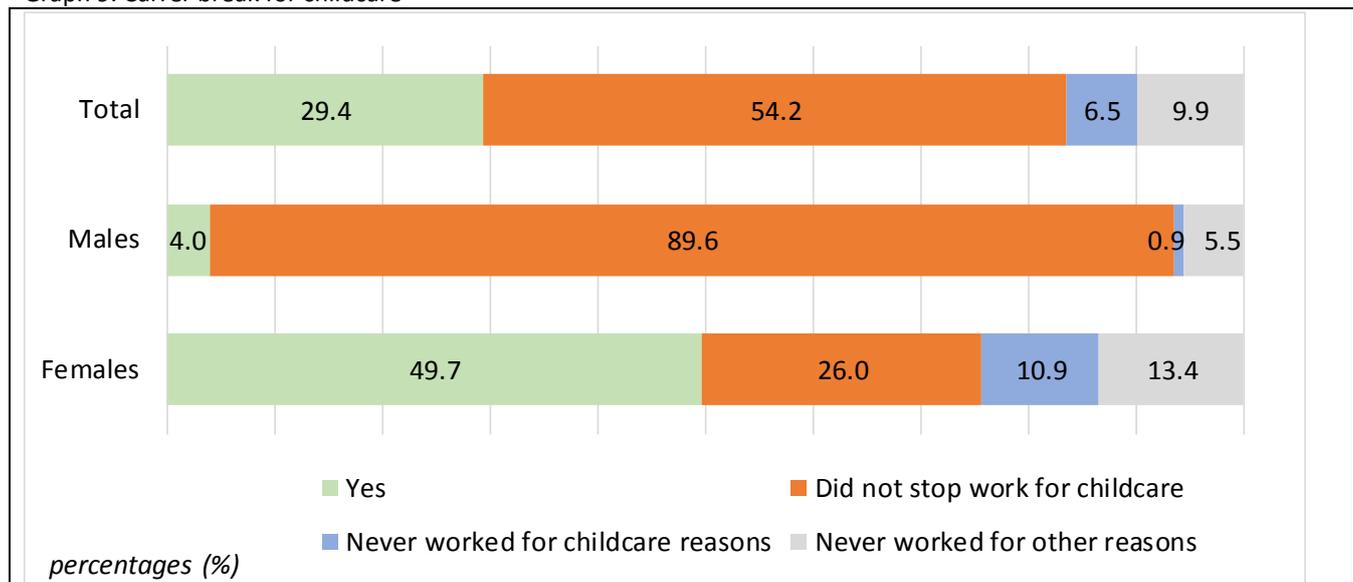
% percentages		Working time flexibility for care				Flexibility for taking whole days off for care			
		Generally possible	Rarely possible	Not possible	No answer	Generally possible	Rarely possible	Not possible	No answer
Sex	Males	27.6	34.5	31.1	6.8	17.1	23.2	51.7	8.0
	Females	31.1	36.1	27.0	5.8	19.3	23.4	50.6	6.7
Age	15-29	31.4	31.0	27.8	9.8	19.7	20.1	49.1	11.1
	30-34	24.2	37.6	29.2	9.0	18.9	19.8	50.5	10.9
	35-39	28.7	36.1	30.2	5.0	19.0	24.5	50.3	6.1
	40-44	28.2	37.0	29.7	5.1	17.6	23.6	52.6	6.2
	45-54	31.2	32.8	29.4	6.6	16.5	23.8	52.6	7.2
	55-64	34.6	32.5	23.9	9.1	22.2	22.7	45.2	9.9
Nationality	Greek	29.4	35.7	29.0	5.9	17.8	23.4	51.9	6.9
	Foreign	25.8	29.4	33.0	11.7	21.8	20.9	43.5	13.9
Occupation	Managers	46.5	25.5	22.5	5.5	29.5	20.5	41.5	8.5
	Professionals	32.2	36.8	25.5	5.5	20.5	27.0	46.2	6.3
	Technicians and associate professionals	35.7	31.2	27.2	5.9	19.5	21.8	52.2	6.5
	Clerical support workers	29.9	38.0	25.9	6.2	16.7	22.2	53.9	7.2
	Service and sales workers	29.5	34.6	30.0	6.0	17.4	21.8	53.9	7.0
	Skilled agricultural, forestry and fishery workers	30.8	26.8	36.7	5.6	27.8	19.7	46.9	5.6
	Craft and related trades workers	25.1	38.6	29.3	7.0	18.6	28.4	43.4	9.6
	Plant and machine operators and assemblers	14.9	39.2	38.1	7.8	9.2	24.4	58.6	7.8
	Elementary occupations	26.1	28.4	36.5	9.0	20.1	17.9	51.7	10.4
	Did not answer/not possible to classify	27.5	35.5	33.2	3.8	15.9	17.0	61.4	5.7

Respondents: employees aged 18-64 having childcare responsibilities

- It is obvious that changing working hours for care reasons is easier than taking whole days-off (64.4% and 41.4%, respectively, Graph 8).
- In general, flexibility in work settings seems to be easier for women than men. Moreover, changing working hours seems to be a little easier for Greeks than foreigners, while the opposite is observed for taking whole days-off. The occupations with the highest flexibility are managers and professionals and the least flexible are machine operators and unskilled workers. For the other occupations flexibility varies: for clerical support and service and sales workers it is more difficult to take whole days-off, whereas it is relatively easy to arrange their working hours (Table 4).

V. Career breaks for childcare and parental leave

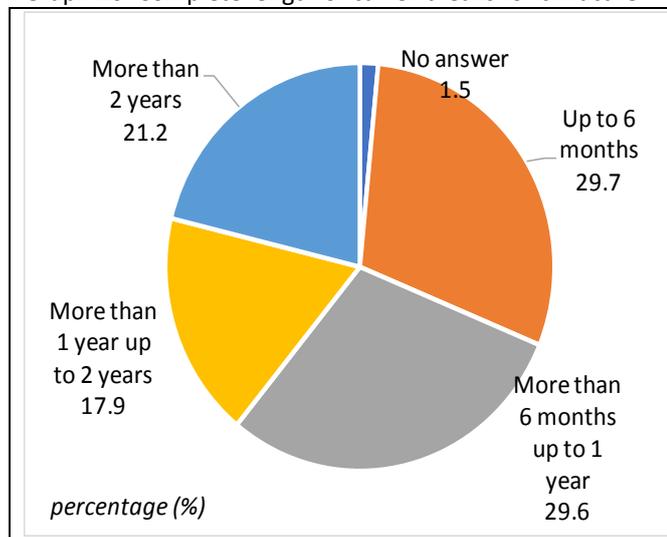
Graph 9. Career break for childcare



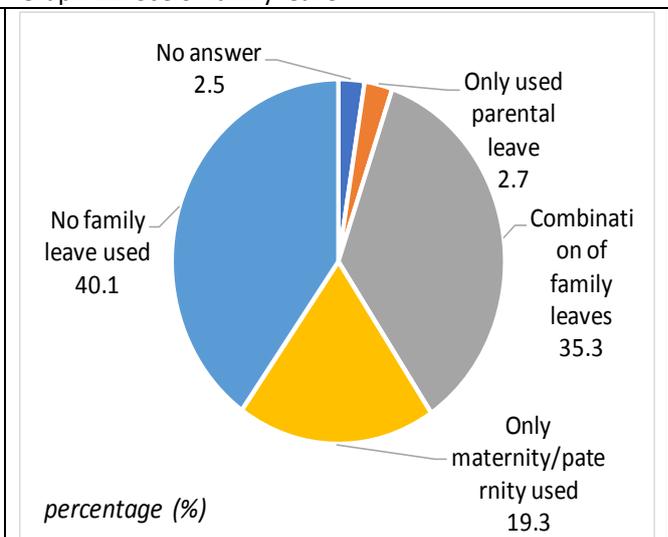
Respondents: persons aged 18-64 who ever had children

- Career break for childcare mainly concerns women (49.7% compared to 4.0% for men). Moreover, 10.1% of women never worked for childcare reasons (Graph 9).

Graph 10. Complete length of career breaks for childcare



Graph 11. Use of family leave



Respondents: persons aged 18-64 who had career break for childcare

- Among the respondents who had a career break for childcare purposes, 29.7% stopped working for up to 6 months, whereas, cumulatively, the share of those who did it for up to one year is approximately 60.0%. Furthermore, 21.2% report having stopped working for more than 2 years (Graph 10).
- Combination of maternity/paternity leaves with family leaves is the most prevalent use of the available forms of family leaves (35.3%). 19.3% used only maternity or paternity leave and 40.1% did not use any family leave at all (Graph 11).

EXPLANATORY NOTES

Ad hoc survey on reconciliation between work and family life	The ad-hoc survey on reconciliation between work and family life was conducted in the 2 nd quarter of 2018 together with Labour Force Survey (LFS). Its main objective was to collect information on the reconciliation between work and family life and conditions that facilitate it, and in particular on care responsibilities, flexibility of work arrangements and career breaks and parental leave.
Legislation	Commission Implementing Regulation (EU) 2016/2236, 12/12/2016.
Reference Period	Reference period for current care responsibilities refers to at least once a week and no more than once in three months.
Coverage	The target population of the Quarterly LFS comprises of all persons that are living in private households. The ad-hoc survey on “Reconciliation between work and family life” addressed a subset of that population, and in particular, persons aged 18-64.
Methodology	The ad-hoc 2018 survey estimates are produced by means of a suitable unbiased estimator which takes into account a) the probability of selection of every sampled household, b) the response rate in every primary sampling unit, c) the estimated population, allocated by NUTS II region, gender and age group.
Definitions – Clarifications	<p>Care for children: children aged 14 or less, including also adopted children, foster and step-children.</p> <p>Care for incapacitated relatives: care to relatives and children from the age of 15 or to partner in need of care because they are sick, elderly or disabled. Also includes the relatives of the spouse/cohabiting partner and is irrespective of whether they live in the same household or not.</p> <p>Childcare services: kindergarten, babysitter, all day school.</p> <p>Maternity/paternity leave: is the interruption of work in case of childbirth</p> <p>Parental leave: can be taken either by the mother or the father after the end of maternity /paternity leave until the child reaches the age of 6.</p>
References	More information (tables, methodology) about the ad-hoc module can be found on ELSTAT website: http://www.statistics.gr/en/statistics/-/publication/SJO31/