



HELLENIC REPUBLIC
HELLENIC STATISTICAL
AUTHORITY



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SURVEY ON RECONCILIATION OF WORK AND FAMILY LIFE (AD HOC MODULE 2025)

The Hellenic Statistical Authority announces the results of the ad hoc survey on **Reconciliation of work and family life**. The target population of the survey was people aged 18 to 74 years. The survey was conducted in the four quarters of 2025 in the context of the Labour Force Survey, according to the specifications of the Commission Implementing Regulation (EU) 2022/2312.

The primary objective of the survey was to assess to what degree, work and care responsibilities (of young children or other dependent adults) limit one another.

Specifically, the module sought to examine the following:

- The characteristics of individuals who have care responsibilities for children under the age of 15, or dependent adults over the age of 15.
- The use of professional care services, or the lack thereof, and the reasons for not using them.
- The impact of care responsibilities on employment, and
- Assessing the proportion of individuals who interrupt their professional careers due to family responsibilities, as well as the duration of such interruptions.

Information on methodological issues

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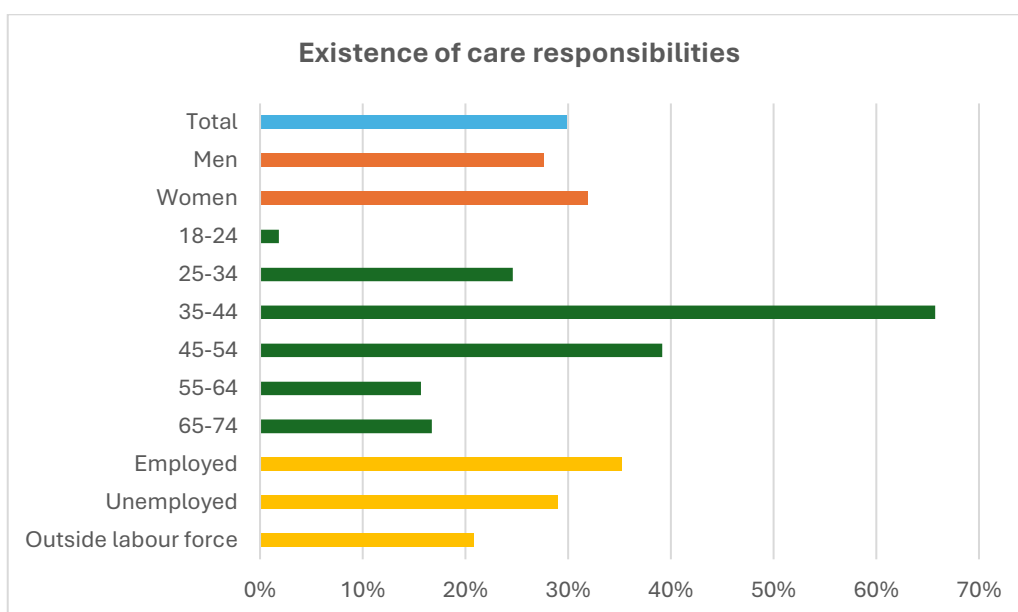
Caring for young children or for dependent relatives

The respondents were asked whether they had care responsibilities for children younger than 15 years that live in the same or in a different household, or if they had regular care responsibilities for dependent relatives aged 15 years and more who are ill, frail or with disabilities.

Table 1. Care responsibilities for children or dependent adults

	No care responsibilities	Care only for children	Care only for dependent adults	Care for children and dependent adults	Did not answer
Total	67.8%	25.7%	3.2%	0.9%	2.4%
Men	70.4%	24.4%	2.5%	0.7%	2.0%
Women	65.4%	27.0%	3.8%	1.1%	2.7%
18-24	98.0%	1.4%	0.4%	0.0%	0.2%
25-34	74.8%	23.2%	0.9%	0.5%	0.6%
35-44	33.8%	61.9%	1.9%	2.0%	0.5%
45-54	57.2%	34.1%	3.3%	1.7%	3.6%
55-64	79.2%	9.8%	5.5%	0.4%	5.1%
65-74	80.9%	11.4%	5.1%	0.3%	2.3%
Employed	62.3%	31.6%	2.4%	1.1%	2.5%
Unemployed	69.7%	24.0%	3.5%	1.4%	1.3%
Outside labour force	76.8%	16.1%	4.3%	0.4%	2.4%

Graph 1. Existence of care responsibilities



According to the survey results, 29.8% of respondents report having caregiving responsibilities. The largest share (25.7%) care exclusively for children, 3.2% care only for adults, and 0.9% care for both children and dependent adults.

Caregiving duties are more prevalent among women (31.9% compared to 27.6% of men), individuals aged 35–44 (65.7%, significantly above the 29.8% average), and the employed (35.2%).

Use of childcare services

Participants who reported care responsibilities for children under the age of 15, were asked if they used professional childcare services (i.e. extended school hours, nursery, babysitters etc.) for some or all the children.

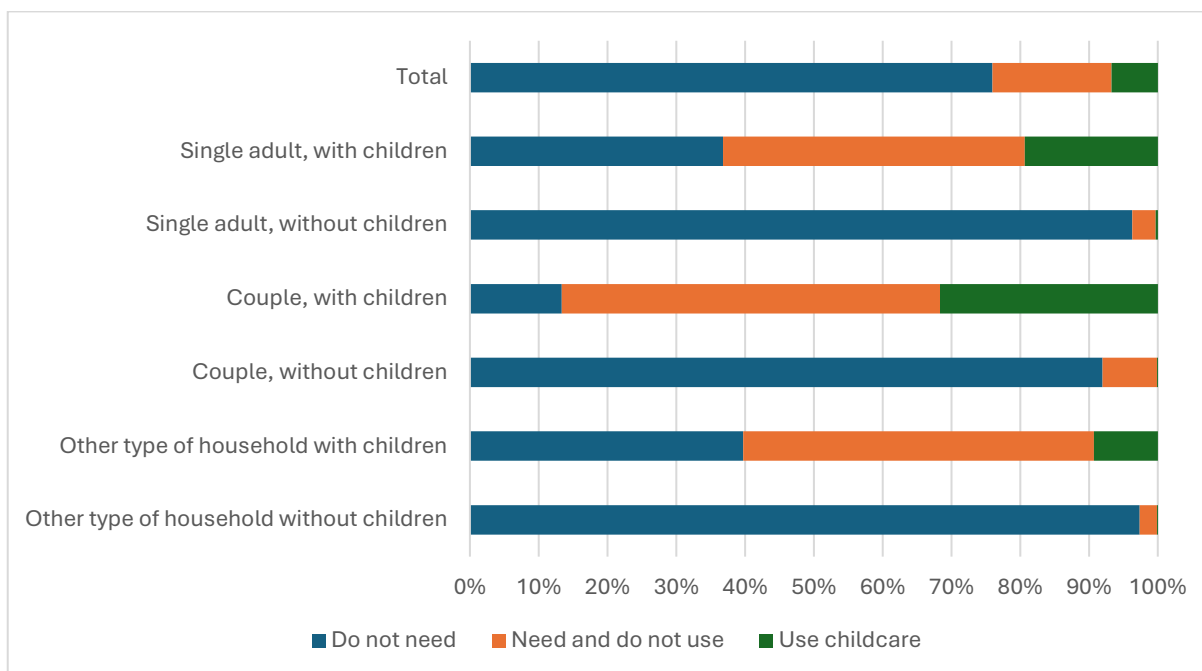
Table 2. Use of professional childcare services

	Yes, for all children	Yes, for some of the children	No	Did not answer
Total	25.5%	6.2%	67.9%	0.4%
Men	25.5%	6.2%	67.7%	0.6%
Women	25.6%	6.1%	68.1%	0.2%
18-24	8.8%	5.3%	85.9%	0.0%
25-34	19.8%	7.5%	72.4%	0.3%
35-44	29.6%	6.9%	63.2%	0.2%
45-54	23.9%	5.0%	70.4%	0.7%
55-64	14.7%	1.0%	83.1%	1.2%
65-74	22.1%	6.7%	69.5%	1.6%
Employed	28.7%	6.1%	64.7%	0.4%
Unemployed	10.3%	6.7%	82.2%	0.8%
Outside labour force	13.8%	6.1%	79.7%	0.3%

The majority of the respondents do not use childcare services for any of their children (67.9%). The use of such services is higher among the 35-44 age group (36.5%) and the employed (34.9%)¹, compared to lower rates among the unemployed (17.0%) and young adults aged 18-24 (14.1%).

¹ Minor discrepancies in totals may occur due to rounding

Graph 2. Use of professional care services by household type



An analysis of care service usage by household type (Graph 2) reveals that the highest usage rates are observed in households with children under the age of 15. Specifically, couples with children account for the largest share (31.7%), followed by single adults with children (19.3%).

Main reason for not using childcare services

Individuals who, despite having childcare responsibilities for children under 15 years of age, do not use childcare services, were asked about the primary reason for choosing not to do so.

The majority of the respondents stated that they prefer to care for the children by themselves or with their partner (47.6%). This percentage appears to be particularly high among individuals outside the labor force (68.0%) and those aged 25 to 34 (64.1%). Quite often, as main reason for not using professional childcare services, the respondents mentioned receiving assistance from friends and relatives as well as that the children can take care of themselves.

Regarding the share of those not using professional childcare services (9.6%, Table 3), they stated that there is a specific reason for not doing so: 5.6% identified the cost of the services as the main reason, 3.0% mentioned the availability of the services and 1.0% mentioned other services-related problems.

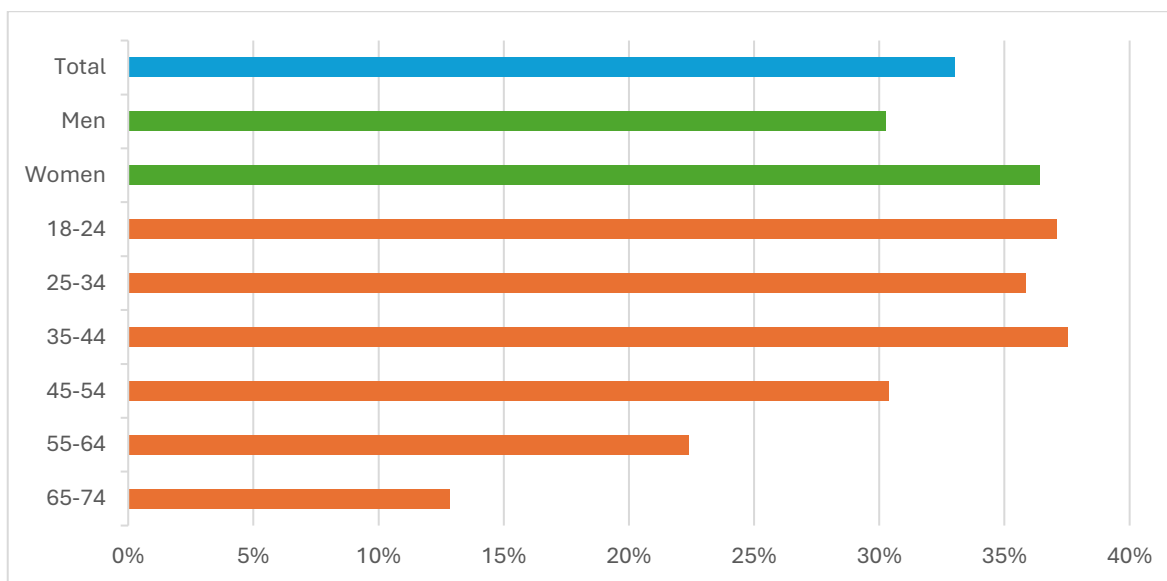
Table 3. Main reasons for not using professional childcare services (%)

	No service accessible or vacant	Cost	Quality or other service-related obstacle	Preference to arrange care alone or with partner	Preference to arrange care with further informal support	Children take care of themselves	Other (personal) reasons	Did not answer
Total	3.0	5.6	1.0	47.6	19.4	18.1	4.7	0.5
Men	2.9	4.9	0.7	47.3	19.2	19.3	5.2	0.4
Women	3.2	6.2	1.3	47.9	19.5	17.0	4.3	0.6
18-24	19.6	13.8	0.0	50.2	16.4	0.0	0.0	0.0
25-34	4.9	8.9	0.0	64.1	17.9	1.5	2.5	0.2
35-44	3.6	6.9	0.7	48.9	21.0	13.8	4.5	0.5
45-54	0.9	2.1	1.8	38.8	18.5	30.9	6.3	0.6
55-64	2.5	4.2	2.1	37.3	14.5	34.2	5.3	0.0
65-74	0.0	0.0	5.5	34.5	28.7	16.7	8.8	5.8
Employed	3.2	4.5	1.1	42.1	23.1	20.7	4.8	0.4
Unemployed	2.1	8.0	1.1	59.5	7.8	17.9	2.7	0.9
Outside labour force	2.7	9.6	0.6	68.0	7.1	6.1	5.4	0.6

Impact of care responsibilities on employment

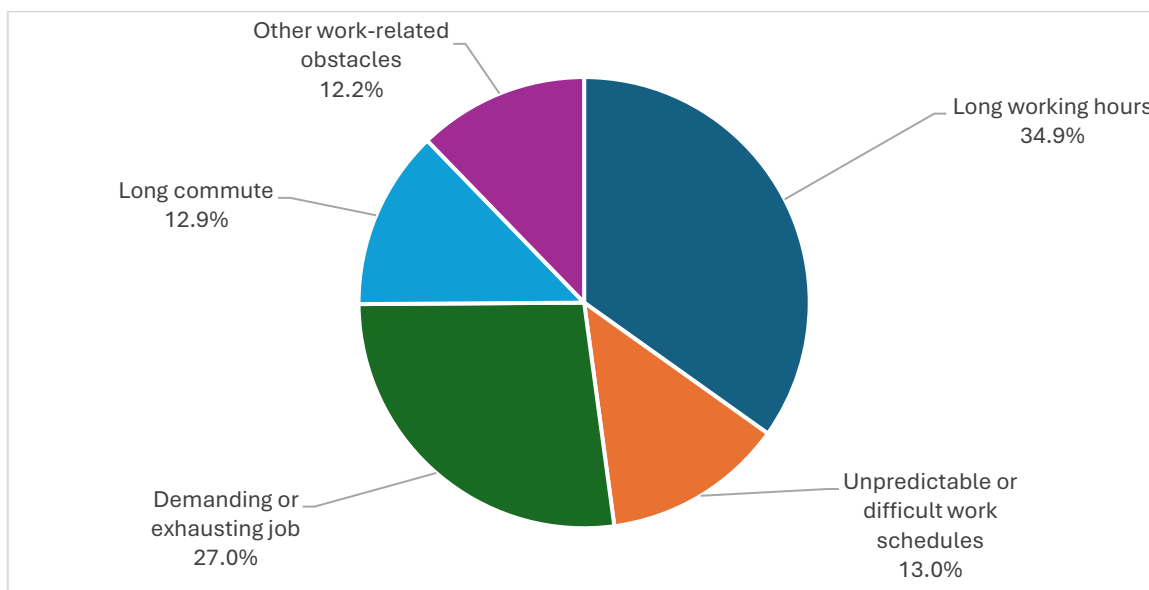
Approximately one in three employees (33.0%) reported conflict between their work and their caregiving responsibilities for their children or dependent adults. This figure is higher among women (35.4%) and individuals aged 35-44 (37.5%) (Graph 3).

Graph 3. Work conflicts with caregiving responsibilities



Long working hours was the most commonly reported problem (34.9%) followed by demanding or exhausting job roles (27.0%). Furthermore, commuting time and unpredictable or difficult to manage working schedules account for 12.9% and 13.0% respectively, among individuals who experience work – caregiving balance difficulties.

Graph 4. Main reported obstacles at work to reconcile work and family life



Number of own children raised

Respondents aged 18–54 reported the total number of children they have raised over their lifetime. Across the entire population, the average reported figure was nearly one child per person. A higher number of children was reported in semi-urban areas (1.26), whereas the lowest average was recorded in the region of Greater Athens (0.81).

A notable disparity is observed between Greek and foreign citizens (1.03 and 1.41, respectively). Regarding the level of education, the highest number of children is reported by individuals with lower secondary education or below, followed by University graduates (1.01) while the lowest number of children is recorded among those with post-secondary education (0.93).

A significant difference is also observed between employed (1.15) and unemployed individuals as well as persons outside the labor force (0.81 in both cases). A similar difference is also observed between people who work in the public and the private sector (1.48 and 1.07, respectively) (Table 4).

Table 4. Number of own children raised, by degree of urbanization, educational attainment level, nationality and employment status

	Own children raised
Total	1.06
Greater Athens	0.81
Greater Thessaloniki	1.05
Other urban areas	1.10
Semi-urban areas	1.26
Rural areas	1.21
ISCED 0-2	1.61
ISCED 3	0.96
ISCED 4	0.93
ISCED 5-6	1.01
ISCED 7-8	0.97
Greek nationality	1.03
Foreign nationality	1.41
Employed	1.15
Unemployed	0.81
Outside labour force	0.81
Working in public sector	1.48
Working in private sector	1.07

Interruption of work and use of family leave

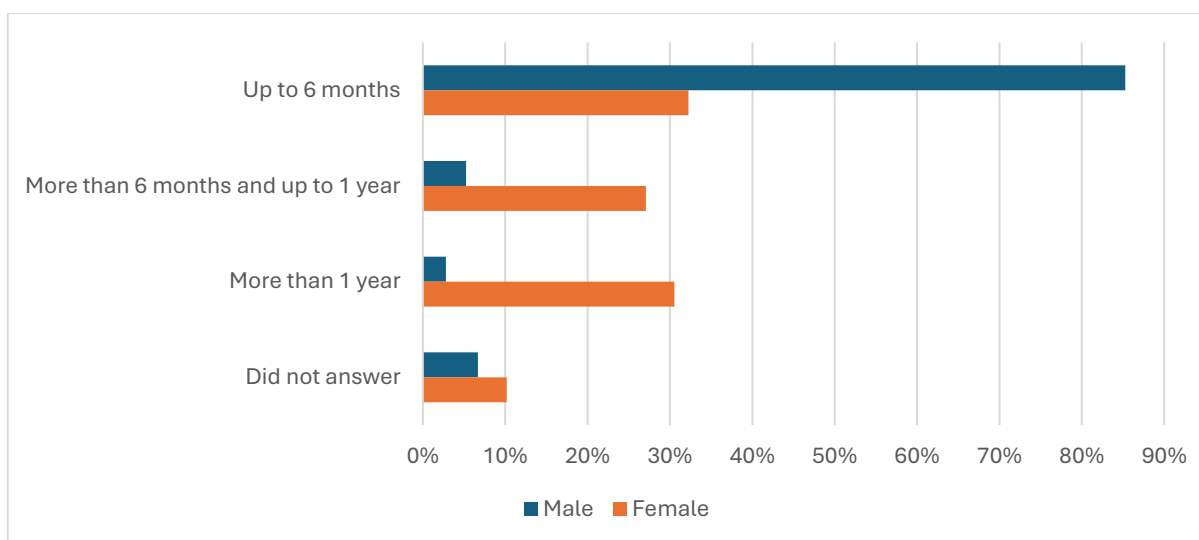
The largest share of working or previously employed parents (59.9%) report that they have never taken any form of family leave (Table 5). When examining the use of family leave by gender, utilization is less common in men (24.0%) while most women have used maternity leave, parental leave or both (51.0%).

Utilization of family leave is more prevalent among individuals aged 18-24 (57.3%), those holding a tertiary education degree (59.2%), post-graduate degree holders (58.7%), as well as employees in the public sector (80.9%). On the other hand, taking family leave is particularly rare among foreign nationals (14.3%) and individuals whose highest level of educational attainment is up to lower-secondary (9.2%).

Table 5. Use of family leave

	Use family leave	which was:			No family leave	Did not answer
		Only maternity/ paternity leave	Only parental leave	Combination of family leaves		
Total	38.1%	5.9%	9.0%	23.3%	59.9%	2.0%
Men	24.0%	1.7%	16.5%	5.8%	75.0%	1.0%
Women	51.0%	9.7%	2.1%	39.2%	46.1%	2.9%
18-24	57.3%	54.2%	3.0%	0.0%	41.1%	1.7%
25-34	31.1%	10.8%	4.8%	15.5%	65.7%	3.1%
35-44	41.1%	7.2%	7.7%	26.2%	57.5%	1.4%
45-54	37.2%	3.7%	10.7%	22.8%	60.5%	2.2%
ISCED 0-2	9.2%	1.6%	2.2%	5.4%	88.6%	2.2%
ISCED 3	28.8%	4.5%	8.3%	16.0%	68.8%	2.4%
ISCED 4	47.2%	8.1%	10.3%	28.9%	51.2%	1.6%
ISCED 5-6	59.2%	10.3%	12.0%	36.9%	39.1%	1.7%
ISCED 7-8	58.7%	5.3%	13.7%	39.7%	39.9%	1.4%
Greek nationality	40.7%	6.0%	9.7%	24.9%	57.4%	2.0%
Foreign nationality	14.3%	4.6%	2.2%	7.5%	83.5%	2.1%
Working in public sector	80.9%	7.2%	26.6%	47.1%	18.0%	1.2%
Working in private sector	27.4%	5.3%	4.7%	17.3%	70.7%	1.9%

Regarding the duration of family leave, there is a notable difference between males and females. A very large share of men (85.3%) took a leave lasting up to six months, 5.2% took a leave lasting six months to one year, and 2.8% took a leave exceeding one year. In contrast, 27.1% of women took a family leave ranging from six months to one year, and 30.5% had a leave exceeding one year.

Graph 5. Duration of used family leave

EXPLANATORY NOTES

Survey on Reconciliation of work and family life	The ad hoc survey on Reconciliation of work and family life was carried out in the 4 quarters of 2025 in the context of the Labor Force Survey. The purpose of the survey was to assess to what degree work, and care responsibilities limit one another.	
Legislation	Implementing Regulation 2022/2312	
Reference Period	Not defined	
Definitions	Caring for children: refers to children up to the age of 14 including natural, adopted, foster and/or stepchildren. Caring for dependent relatives: refers to regular care responsibilities for relatives aged 15 years and more who are ill, frail or with disabilities, including partners' relatives living in the same or a different household. Childcare services: all forms of care organized by private or public structures like the so-called center-based pre-schools, nursery school, day care centers and crèches, kindergartens or afterschool centers organized family care (e.g. au pair) or care by professional childcare providers arranged with an intermediate service or directly employed by the family. Maternity/ paternity leave: it includes maternity and puerperium leave, as well as childcare leave (maternity or paternity). Parental leave: All parents are entitled to this leave during the period from the end of maternity/ paternity leave until the child reaches the age of 6.	
Household Type	Single adult with children	A household comprising of a single adult (aged 18 or older) and at least one child under the age of 15.
	Single adult without children	A household comprising only a single adult (aged 18 or older (no children under the age of 15).
	Couple with children	A household comprising exactly two adults who are spouses, along with at least one child under the age of 15.
	Couple without children	A household comprising exactly two adults who are spouses, without children under the age of 15.
	Other type of household with children	A household comprising two or more adults, with no couple present and at least one child under the age of 15.
	Other type of household without children	A household comprising two or more adults, with no couple present and no children under the age of 15.
Coverage	The target population of the ad hoc survey comprised people aged 18 to 74 years, who participated and surveyed for the first time in the Labour Force Survey (about 1/6 of the quarterly sample).	

Methodology The ad-hoc 2025 survey estimates are produced by means of a suitable unbiased estimator which takes into account a) the probability of selection of each sampled household, b) the response rate in each primary sampling unit, c) the estimated population, allocated by NUTS II region, gender and age group, d) the fact that the sample of the ad-hoc survey is a sub-sample of the total Labour Force Survey's sample.

References More information (tables, methodology) about the ad hoc module can be found on ELSTAT website: <https://www.statistics.gr/el/statistics/-/publication/SJO38/->