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Factsheet for case GR-2020-11/691

Special purpose leave for working parents

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Country	Greece, applies nationwide
Time period	Temporary, 11 March 2020 - 10 May 2020
Type	Legislation or other statutory regulation
Category	Employment protection and retention – Temporary period of leave (e.g. mandatory leave)
Case created	16 April 2020 (updated 23 April 2020)

Background Information

The government, with a law within the framework of the labor market extraordinary and temporary measures aimed to address and limit the spread of coronavirus, with regard to the organization and the place of work (art 4 of the Official Government Gazette A55, March 11, 2020) with regard to the organization and the place of work, introduces the “special purpose leave for working parents” in the private sector, for their convenience for the duration of the shutdown of school units or special schools for children with disabilities and the extraordinary measure. Also, the circulars of the Ministry of Interior no 108/oik.7874/2020 and 109/oik.8000 provide “Special purpose leave” for the employees in the public sector.

Content of measure

The working parents of preschool children, compulsory education students and children attending special schools, are entitled to use the special purpose leave during the period 11/3/2020-10/4/2020 and for the duration of enforcement of the extraordinary and temporary measures aimed to address the spread of coronavirus. The employer is obligated to grant it. The leave applies to employees of the public and private sector. According to the law, the minimum duration of the leave is 4 days, of which 3 days are special purpose and 1 day of regular leave. The regular leave days are deducted from the annual leave. The leave may be used exclusively by one parent or alternatively by both. During the special purpose leave the employee's salary and social security contributions are paid regularly. 2/3 of the expense are paid by the state and one third by the employer. The use of the special purpose leave is not allowed in case of suspension of the operations of the enterprise due to the extraordinary measures. After the decision to extend the closure of schools until 10 May, newer arrangements (decisions of the Ministry of Labour and

Interior) provide for the extension of the special purpose leave for working parents until 10 May in both the public and private sectors

Use of measure

The number of employees affected by the measure is not known

Actors, target groups and funding

Actors	Target groups	Funding
National government	employees	National funds

Social partners

Role of social partners	Not applicable
Form of involvement	Not applicable

The government has designed this measure. There were no reactions to that. The measure was considered positiv

Sectors and occupations

This case is not sector-specific.

This case is not occupation-specific.

Sources

- 11 March 2020: Legislative Act “Emergency contingency measures to tackle the adverse effects of the outbreak of COVID 19 and to address the need to limit the spread of the virus”, Official Government Gazette A55, March 11, 2020. (www.et.gr)
- 07 April 2020: Extension of validity of the extraordinary measures taken in the labour market to address and limit the spread of COVID 19, on the organisation of working time and the special purpose leave for working parent (www.ergasiaka-gr.net)
- 11 April 2020: Public: Special purpose leave extended until 10 Ma (www.aftodioikisi.gr)
- 22 April 2020: New extension of the special purpose leave in the private sector-Until 10 Ma (www.dikaiologitika.gr)