

HELLENIC REPUBLIC
GREEK NATIONAL COMMISSION FOR HUMAN RIGHTS

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| <p>Resolution concerning the Reconciliation between Professional and Family Life in view of the Incorporation of EU Directive 73/2002/EC into Greek Legislation</p> |
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Following a proposal by its President, the GNCHR's 2nd Sub-Commission convened twice to discuss the above issue (on 27.06.2005 and 02.11.2005) before referring it to the Plenary session.

The latter (on 09.03.2006), considering: (a) that the general principle of EC Law regarding the reconciliation ("harmonisation") of professional and family life concerns both parents, if reconciliation is perceived in its broader sense, (b) that parental leave is not the only means to facilitate "harmonisation", and (c) that neither "harmonisation" nor maternity should constitute exceptions to the principle of equality between the sexes, recommended:

- 1) the adoption of a concrete definition of the concept of "family";
- 2) the adoption of specific proposals-regulations relating to the matter of parental leave (such as providing for the judges' right to parental leave);
- 3) the general granting of paid parental leave to persons working in the public and private sector, especially to single-parent families;
- 4) that the father's parental leave constitute an individual and non-transferable right;
- 5) that, as far as working hours are concerned, the workers' rights be secured either through collective negotiations or other consultations;

6) that variations of working hours, particularly flexible working hours (part-time employment etc.) be always promoted on a voluntary basis, with respect to workers' rights;

7) that women's right of return to the same or a similar position they occupied before childbirth be secured after childbirth; and,

8) that support mechanisms be strengthened to cover workers' needs.

Finally, the GNCHR expressed its satisfaction regarding the provision, under Law 3386/2005, regarding the family reunification of third country nationals', as well as for the granting of family allowances, while reserving the right to express its specific observations when notified of the relevant Bill.

Athens, 9 March 2006