



Date 20-03-2019

MEDIATION BRIEFING

Parental leave for adoption to fathers civil servants after the intervention of the Ombudsman

A father civil servant applied for parental leave on the ground that he adopted a child and his wife did not qualify for such leave, being self-employed. His employer refused to grant the leave, as, according to the civil service code, parental leave for adoption is only foreseen for women.

The Ombudsman sent a document to the competent Ministry of Administrative Reconstruction, stating that failure to grant the leave to fathers is direct discrimination based on sex and is contrary to the provisions of Articles 3 (1) (equal treatment for men and women) and Article 12 of Law 3896/2010 (prohibition of any direct or indirect discrimination with regard to working conditions, on the of sex).

The Ministry responded positively and recently passed legislation amending the Civil Service Code (Articles 52 and 53 of Law 3528/2007) extending parental leave to fathers, adopting children.

Further information: +30 213 1306600, press@synigoros.gr