

**Question for written answer E-001020/2025
to the Commission**
Rule 144
Elena Kountoura (The Left)

Subject: Violation of European legislation due to discrimination in maternity leave for substitute teachers in Greece

In Greece, there is a serious issue of discrimination regarding maternity leave for substitute teachers, who are only entitled to 119 days of parental leave¹. Because of this, many women are forced to return to work early or even resign², with multiple negative consequences for their family as well as for their financial and professional situation. The Greek Government's refusal to equalise maternity leave for this category of workers raises a serious problem, both for the protection of women's rights and for the country's compliance with European law.

Taking into account: a) the Commission's letter of formal notice to Greece for the incorrect transposition of Directive 1999/70/EC³ into national law, setting a two-month deadline for Greece to eliminate discrimination between workers, b) Article 5(1) of Directive (EU) 2019/1158 on work-life balance, which stipulates that every worker is individually entitled to four months of parental leave⁴, c) the deadline for equalising leave for substitute and permanent staff by the end of September 2024⁵, d) the fact that substitute teachers are not entitled to leave in the event of threatened miscarriage, and e) the fact that the Greek Government has ignored all of the above:

1. What actions does the Commission intend to take to ensure the protection of female workers and the country's full compliance with European law?
2. How does the Commission intend to support Member States in protecting gender equality in the workplace?

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¹ In contrast to the nine months provided for permanent teachers, see Article 142 of Law 3655/2008, as amended by Article 43 of Law 4997/2022 (<https://www.kepea.gr/uplds/file/2022/n4997%202022.pdf>) and Article 33 of Law 4808/2021 (https://www.minedu.gov.gr/publications/docs2021/adeies_anaplirotwn_ekpaideutikwn.pdf).

² It is noted that resignation is accompanied by a two-year exclusion from recruitment competitions, <https://www.minedu.gov.gr/publications/docs2018/N4589FEK13.pdf>.

³ The directive prohibits discrimination against workers with fixed-term contracts.

⁴ Member States shall put in place the necessary measures to ensure that each worker is individually entitled to four months of parental leave to be taken before the child reaches a certain age, up to the age of eight, to be determined by the Member State or by collective agreements, <https://eur-lex.europa.eu/legal-content/EL/TXT/?uri=CELEX:02019L1158-20190712>.

⁵ https://ec.europa.eu/commission/presscorner/detail/el/inf_24_3228.