

(English version)

Question for written answer E-003414/25
to the Commission
Konstantinos Arvanitis (The Left)
(4 September 2025)

Subject: Unequal treatment of military parents with regard to the parental leave regime

Article 28 of Law 4808/2021, by which the Greek legal order incorporates Directive (EU) 2019/1158 on work-life balance, provides for parental leave of up to four months, ⁽¹⁾ while for parents of three or more children, parental leave of three months is granted with full pay, in accordance with circular number ΔΙΔΑΔ/Φ.69/213/οικ.13594/2022 of the Ministry of Interior.

However, with regard to employees in the Armed Forces, Ministerial Decision Φ.400/34/292616/Σ.4753/2016, which does not provide for any form of remuneration or allowances during parental leave, continues to apply.

This establishes a selective application of the EU regulation and introduces unequal treatment to the detriment of military parents in comparison to other working parents, while at the same time the measure loses its power as a tool to support the family, combat the demographic problem and enhance equality.

In light of the above:

1. Is the Commission aware of this specific legislative failure?
2. How does the Commission intend to act so that the relevant directive is correctly incorporated into the Greek legal order and produces the appropriate legal effects?

Submitted: 4.9.2025

Answer given by Ms Lahbib on behalf of the European Commission
(31 October 2025)

1. The Commission confirms that the right to compensated parental leave under Directive 2019/1158 (WLB Directive) ⁽¹⁾ fully applies to workers in the public sector, including in the armed forces or the military.

According to the information available to the Commission, Greece transposed Article 5 of the WLB Directive ⁽²⁾ on parental leave by Article 28 of the Act 4808/2021 ⁽³⁾. Its personal scope explicitly covers both the private and the public sector ⁽⁴⁾, without any exception. Therefore, it seems that Article 28 of the Act 4808/2021 is directly applicable to employees in the armed forces.

Furthermore, according to the information available to the Commission, Ministerial Decision Φ.400/34/292616/Σ.4753/2016 ⁽⁵⁾, setting the framework of the various leaves in the army, should in principle only be applicable to the extent that it is more favourable than the relevant provisions of Act 4808/2021 that transposes the WLB Directive.

2. In the context of the ongoing assessment of the conformity of the national transposition law with the WLB Directive, the Commission will carefully look into the question of application of the rights of the directive to all workers, including in the armed forces.

¹ Art. 28(3) 'For the first two (2) months of parental leave, the Manpower Employment Organisation shall be obliged to pay a parental leave allowance to each parent, monthly, at a sum equal to the minimum statutory wage, as determined each time, as well as holiday bonuses and leave allowance pro rata on the basis of the aforementioned amount.'

⁽¹⁾ Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU, OJ L 188, 12.7.2019, pp. 79-93.

⁽²⁾ Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU, OJ L 188, 12.7.2019, pp. 79-93.

⁽³⁾ OJ A 101/19.06.2025.

⁽⁴⁾ Article 25 Act 4808/2021, transposing Article 2 of the WLB Directive.

⁽⁵⁾ OJ B 2808/6.9.2016, as amended by Ministerial Decision Φ.400/33/328233/Σ.7547/3-11-2018, OJ B 5455/05.12.2018.