



EQUAL

ΓΔ Απασχόλησης,
Κοινωνικών Υποθέσεων
και Ίσων Ευκαιριών



Community Initiative EQUAL

Developmental Partnership ELANI

Project “Open Doors”

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Delivered Project

Sub-project 4 - Charting of Gender Social Map of the Cyprus
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Republic

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Welcoming of the President of the board of directors of Cyprus Gender Equality Observatory-PIK and the President of the D.P ELANI Mrs. Anna Pilavaki

The Community Initiative Equal is a tool for the European Strategy of Employment, which is funded by the European Social Fund and aims to the experimental implementation and dissemination of new tools against discrimination and inequality in the working place.

The Project Open Doors of the Developmental Partnership ELANI, where the Project Coordinator is the Cyprus Gender Equality Observatory, has been planned in order to support women who are excluded or are facing the danger of exclusion from the labour market and to face the lack of coordination when it comes to applied policies.

The Gender Equality is a basic goal of the social policy of the European Union and it is considered as an essential constitution for social coherence and economic growth. The legislation for the gender equality is strongly safeguarded and it is an essential part of the community acqui. Nowadays the equality between men and women should be safeguarded in all political fields. The admission of the dimension of gender equality in the employment policies in a European and a National level, it is a quite recent development which can considered as a challenge for the equality and the employment policies.

The European goal to increase the women employment up to the 60% until 2010 is imposing decisive leaps in order to assist to the entrance and the continuation of women to the labour market. This strategy in this field needs to focus to fight against those factors which force women to work without prospects of advancement, with low income, little expectations and in some cases without even getting paid.

It is our duty to recognise that the discriminatory place of women when it comes to the labour market and in the society in general, is a result of the unequal allocation of power between the two genders and to the social predetermination of the roles, something which legalise discriminations. Many have been written about the circumstances of women employment



under the framework of gender relations, of the promotion of equal opportunities in different fields and of the structure of labour force.

Despite the fact that women employment is increasing, there is an absence of women when it comes to decision making bodies, a separation of women and men jobs, a professional inactiveness and a rear presence to managerial positions, an increasing participation in informal forms of employment and the discrimination in educational and professional training which creates many obstacles for the women employment.

The implementation of the gender dimension to the employment policy needs a multidimensional approach in the reproduction of gender inequalities in the labor market and a wide spectrum of interventions for the change of the institutions, the norms and the practices, in order to achieve equality to employment. (educational policy, policy for professional training, policy of conciliation of family and professional and private life etc).

The Project OPEN DOORS through the actions of the sub-projects worked for the change of the mentality, of the stereotypes and the perceptions when it comes to the social gender roles and in order to help the women to enter and to be in position to remain in the labor market.

Very crucial role in this effort has the family, the employers, the Trade Unions and the State in general. The sensitization of all the above mentioned was our priority and we hope that we managed to do the start through the Project OPEN DOORS.



The European experience for the professional and family life Reconciliation Strategies

Maria Gasouka

The expanded entry of women in the European labour market - with continuously increasing rates - is the basic characteristic of the last decades (Montana-Charnov, 2000: 608). This entry, however, is accompanied by a network of anachronistic concepts and stereotypes, which are linked to the gender and the social roles, resulting in women facing a multitude of discriminations and obstacles both in the process of integration in the workplace and in the choice of profession, but also in the development of their career. Thus, on the one hand a horizontal gender divide is created in the sectors of employment (the “glass ceiling” phenomenon), where the prestigious jobs, and thus high income jobs, are held by men, while women are restricted mostly to traditional care jobs, with serious repercussions, mainly in the sector of income inequality that still exist, although the EU has a long tradition in regulating equal pay (European Foundation for the Improvement in Living and Working Conditions, 2000). At the same time, we should not forget that women make up the majority of unemployed persons and long-term unemployed persons, but also the majority of the fifty million European citizens living under the poverty limit. On the other hand, the vertical division created minimises the possibilities of working women to advance professionally, taking high-ranking jobs and participating in financial decision-making Bodies (“glass ceiling” phenomenon).

At the same time, the increased participation of women in employment and the significant changes in family models, which led to the increase of nuclear and single-parent families, have created the pressing need for the reconciliation of the professional and family life (Mouriki, 2005). This fact was the result - apart from the structure of the labour market and the development of labour relations - of the observed contradiction that the exit of women to the labour market was neither accompanied by a respective redistribution of social roles in the family, nor by the obvious redistribution of inter-family time in favour of women. In other words, the rule continues to be that men are exempt from tedious and time-consuming family obligations, such as the care and

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upbringing of children, the care for elderly parents, and housework. They focus on their professional career and success, which results in them taking responsible and higher positions more often than women. On the contrary, women, in their effort to adequately meet what have been braded as “family/women’s duties” - which are translated into obvious women’s unpaid housework and multiple roles - are thus focusing on seeking other forms of employment (e.g. part-time employment, reduced hour employment etc), which has no prospect of social acknowledgement, professional advancement and careers with ambitious aims, while sometimes there are withdrawn (abandon) the productive process. It is not by chance that the female population is often pushed into solutions of flexible types of work and reduced hour work, since this gives them the opportunity to combine paid work with unpaid housework, which the patriarchal society norms make “obligatory” for women.

The European Union, recognising that the aforementioned gender inequalities have serious repercussions on social cohesion, economic growth and democracy, and lead to the loss of human resources, talents, skills, experience etc, has undertaken a long-term political commitment to promote the equality of the two genders - already through the 1957 treaty - in work and the society in general. Indeed, over the last decade it has been taking more and more into consideration the issue of reconciliation and harmonisation of the professional life of workers, especially women, making it a fundamental factor of gender equality and equal opportunities. In this context, there is a series of Community texts, such as:

- ***The Social Charter of Fundamental Workers’ Social Rights of 1989*** in which it is made clear that in order to bring about equality between women and men, the actions related to equality in job access, payment, terms, education and training should be intensified.

- ***The Charter of Fundamental Rights of the European Union of 2000*** which constitutes the trellis of protection for the family and every person wishing to combine family and work, without the danger of dismissal for reasons connected to maternity, and recognises the right to paid maternity and parental leave.



- ***Directive 92/85/EEC of the Council*** regarding the implementation of measures aiming at improving health and safety at work for pregnant, lactating working women.
- ***The Resolution of the Council and the Ministers of Labour and Social Policy, of 2000*** regarding the balanced participation of women and men in the professional and family life.
- ***The Decision of the Council of 20 December 2000*** on establishing a programme regarding the Community Strategy on equality between women and men (2001-2005).
- ***The Road Map on equality between men and women of 2006-2010 by the European Commission*** where attention is focused on the policy to harmonize family and work, which specializes in three basic axis: a) adoption on a member state level of flexible work regulations both for women and men, b) increase of care structures and services, c) better reconciliation policies both for men and women.

In the context of the above planning, during the previous five years the Commission set out its basic aims, which were separated into five relevant intervention sectors. According to the Framework Strategy, that is the total of Community activities linked to gender, they related to one or more of the following sectors: *economic life, equal participation in representation, social rights, everyday life and the roles and gender stereotypes*. The promotion of the equality of women in the economic life thus emerged as a basic priority (the Lisbon Council e.g. has set out quantitative aims for the equal participation of men and women in the economic life, such as the one concerning an increase in the percentage of employment of women from 51% in 2000 to 60% by 2010) and the achievement of reconciliation/harmonisation of the professional and family life of workers and indeed women as a necessary prerequisite for implementation. This view is verified, specified and expanded in the “*Road Map for equality between women and men 2006-2010*” (European Commission 2006 COM



(2006) 92 final) and specifically in the aim of “*Harmonious combination of private and professional life*”, where three important observations are made:

1. *Flexible work terms present many advantages. Nevertheless, the fact that this is being used mostly by women has a negative repercussion on their position in the workplace and their financial independence.* **2** *The demographic reduction results in the EU not being able to allow a waste of human resources. The better child care infrastructure permits finding a new equilibrium between work and private life.* **3.** *Few men apply for parental leave or work part-time. Measures should be taken motivating them to undertake their family responsibilities.*

According to the aforementioned, the special consideration given by the European Union to the adoption by the member states of practices and legislation favouring the combination of private and professional life becomes apparent. It is considered of great importance, for example, to establish maternity leave as well as other parental leave - if possible with pay -and indeed with the adoption of motives for men, so that they are urged to take them themselves. In this way, women will not be forced to stop working altogether during or after their lactating period and men will be able to undertake part of their responsibilities, thus obstructing the cancellation of the valuable women’s work force. Of course, it is imperative to safeguard that the use of these rights will not result in sanctions, such as dismissal (K.E.Θ.I., 2001). Special emphasis is also given by the EU - despite the criticism exercised - to taking measures aiming at flexible forms of employment, so that the citizens, men and women, will be able to regulate their stay in work according to their availability. Finally, it is deemed especially important for every member state to create an advanced system of infrastructure for child care and care for elderly persons, so that women, who usually take on the responsibility of their care, can continue their work unhindered and also allocate the necessary time to cover their personal needs and wishes. Especially regarding the issue of creating care service structures - which anyway is of great interest to the Cypriot society - it is worth making the following observation:

On a Community level, the Recommendation of the Council of 31 March 1992 is well known *regarding child care*. According to the specific Recommendation, The Project is coo funding 50% by the European Social found and 50% by the



initiatives are taken to encourage the creation, flexibility and variety of services, and also the possibility of access to them by parents, especially working mothers, who are following education or vocational training to find work, or who are looking for work, and even more. The services, wherever available (urban and rural areas etc), are provided at affordable prices for parents and are directly accessible to persons with disabilities. In a series of countries the planning, establishment and operation of such structures is in process - not always without difficulties - and positive and other experiences and good practices are being extracted.

The term good practices means the measures, actions and rules aiming at facilitating the combination of family and professional life for women and men (K.E.Θ.I.,2001). They are achieved through established and general application initiatives, initiatives of the businesses themselves, as well as a product of social deliberation between the social partners on a sectoral or national level. The good practices of European countries are divided into a) *Institutional Initiatives*, such as the funded care of pre-school age children (e.g. payment of allowance to parents who take care of their children themselves, personal coupon for choice of child care, child allowance etc), b) *Business Initiatives* (e.g. flexible planning of work process and the content of the work, stress management, provision of financial and practical facilities concerning child care and everyday household needs etc), c) *Social Partner Initiatives* (e.g. personalised work time “accounts” implemented by a series of businesses as a result of collective agreements). (Mouriki A, 2006). It would be useful to refer to some cases:

- In Austria, the child care services are provided by public and private institutions. There are nurseries for children from three years of age until school age, day care centres, nurseries for children from two to six years of age, kindergartens for newborns to three years of age, self-help groups organised by parents facing similar problems in securing adequate child care, care centres for after-school hours, schools (all day schools) and structures to care for children during holidays (children’s camps, Ferienspiel).

- In Spain, on the other hand, the public child care structures for newborns until three years of age consist of a socio-educational nursery station system, which however is not

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enough to cover current needs. For this reason, most children of this age are obliged to be enrolled in private stations. For children of three to six years of age, the public care structures with a high coverage (over 90%) are mainly the public nursery schools.

- Finally, in Sweden the local administrations have the responsibility to organise pre-school activities and provide care services for all children. For example, there are pre-school centres and innovative day care houses (private caretaker paid by the local administration to take care of children at their own house while the parents are working or studying, even sometimes in the afternoon or weekends).

Returning to a large number of EU member states, however, among which are Cyprus and Greece, there is still a delay in the sector of reconciling the professional and family life in general. The interesting part is that the workers and their collective bodies in many cases do not promote reconciliation as a primary demand in the collective bargaining process. The main causes could be considered (taking into consideration the particularities of each country) the under-representation of women in financial and trade union decision-making, the survival of informal, family support networks, which happens in Cyprus and Greece, the broad lack of information on current policies which are family-friendly and implemented in other European countries, the turn to overtime work, the fear of losing income etc. However, on the side of the employers, *obstacles* are put forward for the implementation and spreading of family and work reconciliation initiatives. The reasons are usually the high cost they entail, the predominance in the majority of businesses of a system or production and work organisation that does not leave room for innovation and flexibility etc. This fact demands the development of a network of action in the specific countries for information/awareness of all the workers and above all the women, the employers, the trade union officers, the state officers etc regarding issues concerning reconciliation and its beneficial effects on the economic and social life. Such issues could be reforming rigid organisation rules for work time, better coordination between social timetables (urban times) and work times, covering the increased demand for child care and the care of elderly people, regulating insurance and pension rights, encouraging men to take parental leave, providing motives to businesses, inter alia.



However, the aforementioned actions cannot exceed the private sphere of life and indeed with the argument of protecting this privacy. The fact that the consequences of inter-family relationships affect the public sphere - and especially in the workplace - gives them objectively a public interest. Either way, no one can ignore the mediation of gender in the family and work relationship. Consequently, however important the planning of inter-business equality strategies with emphasis on reconciliation is deemed, it is equally and even more important to redistribute the social roles of the genders within the family and form a new type of equitable and participatory family and spouse models, and the society and its organisations, as well as the state, have an obligation to understand and accept this in practice.

2. THE CYPRIOT EXPERIENCE

Chrystalla A. Ellinas

The Project *OPEN DOORS* of the Developmental Partnership ELANI falls within the topic priority *Equal Opportunities for Men and Women* of the Community Initiative *EQUAL*. Specifically, the Project focuses on the Measure “Combination (reconciliation) of the family and professional life and the reintegration of men and women who have abandoned the labour market, through developing more flexible and effective forms of work organisation with the development of support services.”

This chapter examines the previous and continuous study regarding the issue of reconciliation of family-personal life in Cyprus. Selective reference will be made to the European Union (EU) and its member states, only for specific comparative purposes.

The definition of reconciliation of professional-personal life, which is adopted, is that of the European Union, which refers to the policies that directly support the combination of professional, family and personal life (European Commission 2005). Other international organisations, such as the Council of Europe, use similar definitions. The issue has also been dealt with and has been incorporated in the public debate of many countries, not only in the EU. Special interest is apparent in the United States of

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America (USA) after statistics indicated that the percentage of women in employment dropped and the majority (54%) of women with post-graduate diplomas was not in full-time employment. Even though interest in reconciliation was already widespread in the USA, there appears lately to be a re-examination of the issue in combination with maternity issues,¹ even by the most influential media, such as *New York Times*, *Washington Post*, *ABC News*, *Times*, and *Wall Street Journal*.

The increase in interest and the debates of the issue worldwide have not substantively changed the definition. Division in the work and family sphere, as well as the terms equilibrium, harmonious combination, private, and family life presuppose a specific organisational model. In this model, pre-existing conditions are not replaced but altered partially. In the conclusions of the comparative report prepared by the national experts in the field of social gender, social exclusion and employment for the European Commission (2005),² we notice only a small reference to a different way of tackling the issue. The report suggests that in order to increase the percentage of employment, a different prospect for reconciliation issues must be adopted in the future. This will take into consideration the course of life of the children and will link care, education and free time activities, while at the same time increase flexibility and variety in the choices of parents (European Commission 2005, 80) .

For the time being, the European Union is adopting a specific prospect for the issue, with small references to other prospects by external experts.³ The critic and suggestions of many important studies funded by the EU, many times do not find political backing to be integrated in the European Social Policy agenda. The report of EQUALPOL research programme, which evaluates the integration of the gender gap in the EU and

¹ Leslie Morgan Steiner. 2006. *Mommy Wars: Stay-at-Home and Career Moms Face Off on Their Choices, Their Lives, Their Families*. Random House.

Judith Warner. 2005. *Perfect Madness: Motherhood in the Age of Anxiety*. Riverhead.

Joan Blades and Kristin Rowe-Finkbeiner. 2006. *The Motherhood Manifesto: What America's Moms Want - and What To Do About It*. Nation Books.

Wendy Sachs. 2005. *How She Really Does It: Secrets of Successful Stay-At-Work Moms*. Da Capo Lifelong Books.

Julie Bort, Aviva Pflock, Devra Renner. 2005. *Mommy Guilt: Learn To Worry Less, Focus On What Matters Most, And Raise Happier Kids*. AMACOM/American Management Association.

Miriam Peskowitz. 2005. *The Truth Behind the Mommy Wars: Who Decides What Makes a Good Mother?* Seal Press.

² EU Expert Group on Gender, Social Inclusion and Employment (EGGSIE).

³ EU Expert Group on Gender, Social Inclusion and Employment (EGGSIE).

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the member states, refers, for example, to an “instrumental approach” to gender equality (Braithwaite 2003). This approach is dominated by other economic and political aims, as they are expressed, for example, in the Lisbon process and aims: “The aims of economic growth and employment...reached the point of dominating the political priorities and procedures, using ‘other political priorities’ as plain tools for higher economic aims” (Braithwaite 2003, 22).

For the European Union, the combination of professional and private life is considered to be a measure with which the following problems, directly linked to employment, are faced:

- gender inequality,
- low employment percentages and
- population aging

The measures combining the professional-private life are expected to affect, not only the long-term solution of the above problems, but the direct welfare of the workers and competitiveness of the businesses and development. Although these measures and policies adopted by the EU member states differ, we can separate them into four categories (European Commission 2005, 5. European Commission 2005a).

- Measures focusing on improvement, availability and cost of child care services
- Measures focusing on providing parental leave
- Measures regarding flexible types of employment
- Financial allowances

One of the aims of Barcelona (2002) and the European Employment Strategy is to achieve a better combination of professional and private life through the increase of child care services by 2010. The specific aims set out the coverage of at least 90% of children aged three till the beginning of schooling, and at least 33% of the children under three years of age. In Cyprus, even though the National Action Plan for

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Employment (NAPE) 2004-2006 refers to these European aims, it only adopted the first of these as a national aim for children aged three till the beginning of schooling. It did not set an aim regarding children under the age of three, alleging a lack of data “for the needs of families with children of this age” (National Action Plan for Employment 2004-2006, 33). However, it waited for a pan-cyprian study to be carried out to determine the social needs and “future setting of aims in the specific sector of children” (National Action Plan for Employment 2004-2006, 33). NAPE refers to figures provided by the Statistical Service (2002/2003) which during the time the Plan was being drafted showed an 82% coverage in Cyprus for children aged three till obligatory schooling. For children under three years of age, the coverage was 12%.

The very low aim for children under three years of age, both on a national and European level, indicates the existence of other informal care forms at home, such as care by grandparents, house maid, or outside the house such as paid care by women at their own home. Also, it indicates the stance of various cultural groups regarding their preferred type of care for small children and the varying forms and duration of mother, father and parental leave existing in the member states. Only five member states have managed to meet the Barcelona aim with 33% of coverage for children less than three years of age (Belgium, Denmark, France, Sweden and The Netherlands). In many countries, the percentage of coverage is under 10%, such as Spain, Austria, the Czech Republic, Germany, Greece, Lithuania, Italy, Hungary and Poland (European Commission. 2005, 34).⁴

The percentage in Cyprus for covering children less than three years of age is around the same low levels (12%) with the percentages of the aforementioned group of states (Statistical Service 2002/03). However, the differences are tremendous compared to the Scandinavian countries, where childcare is considered to be a social right (Denmark, Finland, Sweden). Specifically, in Sweden (2003) the child care services cover 45% of children aged one and 86% of children aged two to five.

For every child aged four, free pre-school education is provided.

⁴ The statistical source of the report of EGGsIE for the Commission is: *European Childcare Strategies*, Statistical Annex.



The recent determination of the highest level for the cost of childcare had direct results in increasing the already high percentage of women's employment (European Commission 2005 and Fagan and Hebson 2004).

Although the Scandinavian countries offer a different picture, especially compared to the Mediterranean countries, we notice a convergence in the EU regarding some statistical data (Fagan and Hebson 2004):

- The percentage of employment for women with young children is 13.6% lower compared to the percentage of women without children
- The percentage of men with young children is 10% higher in relation to that of men without children

In Cyprus, the *National Action Plan on Equality* (2006) incorporates the Barcelona aims (2002) for the percentages of child care services in the context of the first aim, which is “the promotion of equality between men and women in the economic life and especially in the labour market area”. The Plan proposes specific actions for its implementation:

- “Recording and upgrading the existing structures for child care and care for the elderly. Creation of new ones in the centre and regions. Adaptation of the operation terms and provision of services to the needs of the workers, according to the pursuits of the National Action Plan for Employment.
- Establishment of motives so that the businesses proceed with actions to create a business environment that will be women-friendly - Establishment of an annual relevant award” (National Action Plan for Equality, 2006).

Apart from the incorporation of the Barcelona aims (2002), both the National Action Plan for Equality and the National Action Plan for Employment respond to the specific gender gap of employment in the EU and Cyprus. If the percentage of women's

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employment is considered to be high because it almost reaches the Lisbon aims (60%), it is far from the employment percentage of men (80%). According to the latest EUROSTAT figures, Cyprus presents the largest gap in pay between men and women (25%), while the average in the EU25 is 15%. Even though the gap remains wide, there appears to be a reduction. The difference was 33% ten years ago, in 1999 it dropped to 27% and in 2004 to 25%. Only 13.6% of Cypriot women is represented in administrative positions, with the lowest percentage in the EU25, which is under half of the average in the EU, which is 32.1%/ Apart from Malta (15%), which is on a similar level with Cyprus, the next country with the lowest percentage is Denmark with 23%. Regarding the remaining statistics, which draw the profile of women's employment, Cyprus shows a higher percentage of unemployment among women (6.4%) in relation to men (4.5%), and a professional differentiation in employment. These differences appear in almost all the other countries of the EU. However, the statistics that show Cyprus as a leader of the rear-guard in Europe were broadly publicized by the media after the EUROSTAT figures and the Commission's annual report on the labour market were released in the context of implementing the Lisbon aims. The publication in the press happened just before the World Women's Day with titles such as "Cypriot women, the most hard done by in the EU".⁵

The European Directives relating to the issue of reconciliation of professional-personal life, such as parental leave, part-time employment, maternity and work time organisation, have been incorporated in the national policy during the country's harmonisation with the *acquis communautaire*. The harmonisation introduced many new norms (parental leave) and in other cases amended existing legislation (maternity). The proposal to amend the Directive on Working Time could bring about important changes, because it proposes the worker's right to adjust their working hours to better combine their professional and private life.

With Cyprus' accession to the EU, mobility is apparent regarding equality issues between men and women. This mobility emerges from the necessary implementation of

⁵*POLITIS* newspaper, 28/02/2006, page: 19. *Cyprus Mail* newspaper, "Gender wage gap among highest in EU" 8/3/2006.



directives and Community processes, such as the European Strategy on Employment, the drawing of funds from the Structural Funds and generally from all the obligations of an EU member state. The National Action Plans 2004-06 for Employment, Social Integration and Gender Equality introduce policies, aims, actions and ideas that in many cases are pioneering for the Cypriot social policy. The European Commission takes into consideration the evaluations of the National Plans by independent experts, with the setting up of teams of experts. Regarding Cyprus, the first National Action Plans 2004-06 for Employment and Social Integration received broad and important reviews concerning gender prospects (Panayiotou 2004a, 2004b, 2004c).

The post-accession mobility is also apparent in the research activity in Cyprus and the participation of many institutions in various programmes co-funded by the EU:

- Programmes of Aim 3 European Social Fund (ESF)⁶
- Community Initiatives *EQUAL*⁷
- Fifth and Sixth Framework Programme of the European Union⁸

Very important studies have been completed by trade unions and employer's organisations. The Employers and Industrialists Federation (OEB), apart from its multiple participation in the Community Initiatives *EQUAL*, has concluded two very important gallops. The first pancyprian study regarding "The position of women in the modern Cypriot business" (2004) aimed at pin-pointing the percentage of participation in various sectors and the reasons for low participation. One of the conclusions of the study was the very low percentage of women's participation in managerial positions. This specific result and its concerns regarding the issue was the reason for conducting a

⁶ Social Welfare Service, *from Public Allowance*, Programme Aim 3, ESF (A pancyprian study has already begun).

⁷ Apart from *Elani*, two other development collaborations, *Pandora* and *New Routes for Women*, are preparing studies.

⁸ Organisations from Cyprus do not participate in the following interstate programmes. The comparative results, however, provide directly to the expansion of the relevant research in Cyprus:

a) *Care Work In Europe*, 2001, EC Fifth Framework Programme (cross-national study)

b) *Family life and professional work: Conflict and synergy*, EC 5th Framework Research Programme

c) *Transitions, Gender, parenthood and the changing European workplace: Young adults negotiating the work-family boundary*, EC 5th Framework Research Programme

d) *Households, Work and Flexibility*, Fifth Framework Research Programme, HWF Research Consortium.

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second study to better focus on the reasons of women's absence from managerial positions in two sectors of the economy (OEB 2005).⁹ One of the results announced is that: "The main reason that restricts women's participation in higher management positions is family obligations and stereotypes" (OEB 2005).

Other recent gallops in Cyprus were conducted by the Department of Women workers of PEO trade union (2004) titled "*Provision of facilities to working parents: The role of the state and the local administration*". The study was pancyprian and covered households with mothers up to 55 years of age with children aged 4 months to 16 years. Finally, the women's organisation of the Democratic Party (GODIK) conducted a study on the reconciliation of family-professional life and its results were presented in March 2006.

Through the aforementioned studies, the inequality of men and women in businesses, public organisations and within the family in Cyprus has begun being recorded. So far we did not have any information regarding the implementation of special measures on the reconciliation of family-professional life and the child care services on the employers' level. Reports to the Commission refer to the absence of measures on the level of organisations and businesses (Panayiotou 2004c).

However, a pioneering measure, unique for Cypriot standards, was implemented with great success and no advertising whatsoever by maritime company Interorient Navigation Co. Ltd. (INC), in Limassol. Two-and-a-half years ago, Interorient established an all-day free-of-charge nursery station for employees' children. Further down I will refer in detail to the content of the interview I had with Mrs. Alexia Papadopoulou, Legal Advisor of INC Company.¹⁰ The case of Interorient provides multiple lessons for researchers, employers and state authorities alike. This case could be used as an example of a measure and a model for the reconciliation of family-professional life in Cyprus.

⁹ "Woman and higher managerial positions in the banking and semi-governmental sector"

¹⁰ Interview with Mrs. Alexia Papadopoulou, Legal Advisor and Member of the INC Board, Limassol, Thursday 14/12/06.



CASE STUDY: INTERORIENT

Mrs. Papadopoulou, the only woman on the Board of Directors of Interorient, undertook to materialize the idea of the Chairman of the Board, Mr. Adonis Papadopoulos, for the establishment of a nursery station for the children of the company's employees. Mr. A. Papadopoulos knew that such measures had been implemented in companies abroad and that the issue of caring for pre-school age children caused problems to his employees. The problem was especially apparent for the women workers regarding the specific timetable of the company (9am - 6pm with a one-hour break at noon) and the public or private nursery schools.¹¹

He was "a strong supporter of the idea" and positively influenced the other members of the Board with his enthusiasm. Mrs. Alexia Papadopoulou admitted she was the only one who had some reservations, not about the idea itself, but regarding the huge responsibility for the safety and education of the children that the company would bear. She herself, through personal experience in taking care of her own children knew the difficulties of combining a professional life with child care very well. The idea was not discussed with the staff at all, which never made a demand to the management to discuss the issue.

After a Board decision, Mrs. Alexia Papadopoulou undertook the relevant research to implement the decision, which concerned specialised issues of setting up a nursery station, finding staff and a place. Mrs. Papadopoulou claimed that the financial cost was not a negative factor for implementation, since the decision of the Board was based on and in accordance with the general philosophy of the company, which sees the staff not only as dynamic and productive, but also as a receiver of services from the company. Apart from the nursery station, the company offers a daily free meal to its staff in the building's canteen during the one-hour lunch break.

¹¹ The timetable for public and community nursery schools is 7.45am - 1.05pm for children aged 3-6. That of private schools varies, with many operating until 1pm and others with additional afternoon times, which rarely cover the working time of employees in various sectors of the economy. Many unemployed women admit to officers of the Ministry of Labour that it is too costly and impossible to work, due to the cost and timetable of nursery schools (Debate with Labour Department officers).

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After many preparations, the hiring of staff, approvals by state services of the Ministry of Education, the Welfare Office, the Fire Department etc, the station, called “*The Little Magic Boat*”, operated in 2004 exclusively for the children of the company’s employees. Attendance was free for children aged three months to five years that is from the time maternity leave ends up to the obligatory pre-school education. Due to specifications of the Ministry of Education, the station cannot include pre-school education for children aged five to six yet. However, there are future plans for the station to offer pre-school education. Free attendance is offered to all the children of the specified ages and covers lunch and other extra activities, such as outings, shows etc. Usually the cost for such activities is not covered even in public or community nursery schools. In many cases, up to two children of a worker attend the station at the same time.

The station has a total of six employees for 35 children, of which four are qualified nursery school teachers, one caretaker, and one administrative officer. Since the station opened, the number of children is around the same level, with infants taking the place of children who leave for pre-school education. The timetable of the station reflects the timetable of the company (9am - 6pm) with half an hour extra before work starts and half an hour after the working day is over, that is 8.30am - 6.30pm.

For the time being, the station is not within the premises of the building due to lack of space. Mrs. Papadopoulou showed me the blueprints of the new building, which will host the company and includes a huge area for a nursery school of very high specifications. This practical planning proves not only the long-term commitment of the company to this institution, but also its dedication to continue offering high quality care. The quality of the service provided is also proven by the fact that parents who are not working for Inteorient have asked to be allowed to bring their children to the station due to the fame its has acquired in the short time it has been operating. However, the regulations of the station forbid the attendance of other children, apart from those whose parents work for the company or the station. The quality of care provided by the station is verified by two other workers, with whom I have talked. They have also stressed the huge financial benefit for a family with two children from the operation of the station, which could reach 50% or more of the salary of a low income worker.

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This pioneering measure is unique for Cypriot standards, not only in the private sector, but also in the public sector. Higher public and private educational institutions offering nursery schooling could organise nursery schools much easier to cover the needs of workers. These institutions have the teaching staff and with the obligatory practical work of students could offer high quality care at a low cost. The provision of this care by Inteorient is not only pioneering for Cyprus, but also for Europe due to the fact that it is totally free and fully covers all the children from infancy. Many European public and private organisations, offering such services to their workers, are based on fees which may be funded to some extent and restrict the total number of children, as well as the age of attendance. For example, a large organisation of the European Union, such as the European Development Bank, offers care for children of a pre-school age with fees reaching 10% of the monthly salary of the worker and a maximum of 700-800 euros per month for all-day schooling. Furthermore, there is a restriction on the number of children and the age of attendance.

Many private organisations in the EU have implemented policies for equal opportunities, reconciliation of professional-family life and integration of social groups which are excluded from the labour market. Apart from the moral and legal reasons, these organisations have used these policies to advertise the company, promoting specific business aims, and have evaluated these actions based on the economic benefit they will bring about (European Commission. 2005c). A study in the framework of the European Action Plan on Eliminating Discrimination 2001-2006, which covered the 25 member states, focused on the evaluation of benefits to be brought about by the integration of equality strategies in businesses, and presents many examples of “Good Practices” in many large organisations, such as Ford, Deutsche Telekom, Deutsche Bank, Tesco, Shell and IBM in the United Kingdom and Germany (European Commission. 2005c).

Interorient, although the only case we find in Cyprus, did not use some form of promoting the company’s image. The free nursery school is not listed in the company’s brochures or its website, but is merely mentioned to the candidates for new jobs. In her interview, Mrs. Papadopoulou expressed her personal view that any benefits could not

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cover the huge cost of the nursery school. Irrespective of the results, the company will continue this institution. In any case, there are no plans for the evaluation of benefits.



PART II: RESEARCH AND ITS CONCLUSIONS

Chrystalla A. Ellinas

1. THE IDENTITY OF THE RESEARCH

POPULATION:

Workers, men and women, with dependant persons in the three largest urban centres (Nicosia, Limassol, Larnaca) in economic activities in which both genders are represented.¹²

METHODOLOGY:

Random layered sampling. The sample is relative to the workers in each area and in each economic activity, according to the figures of the Workforce Study.

METHOD OF SAMPLING:

Self-completed written questionnaires without supervision and the presence of an interviewer, which were distributed at workplaces by the members of the three organisations of the sub-project group: Union of Bank Employees of Cyprus (ETYK), Employers and Industrialists Federation (OEB) and Cyprus Gender Equality Observatory (PIK).

SIZE OF SAMPLE:

300 persons

PERIOD OF RESEARCH:

10/4/2006-28/4/2006

HEAD OF RESEARCH:

¹² The economic activities not included due to non-representation of the two genders are: agriculture, fishing, mining and construction. Furthermore, the categories “other services”, private households and extraterritorial organisations were excluded (Workforce Study 2004).

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Chrystalla A. Ellinas, Mediterranean Institute of Social Gender Studies (MIGS)

Sub-project Team: Joseph Anastasiou (PIK), Christina Vassila (OEB) and Mimis Theodotou (ETYK) in cooperation and communication with scientific head of Research Dr. Maria Gasouka.



Introduction

The aims of the research (See Short Description of Sub-Project, Technical Bulletin of Project ESF) are to determine:

1. “the social situation of Cypriot women in the labour market”,
2. “the relationship of this situation with the distribution of inter-family duties and obligations, among the two genders”, and
3. “its consequences on professional expectations and taking of relevant decisions by women (workers, unemployed, those who never worked with relation to dependant work or self-employment in the public sphere of life)”

Specifically, with the quantitative research the following was charted (Technical Bulletin of Sub-Project ESF):

- “discrimination and inequality of working time of men and women in businesses and public organisations
- discrimination and inequality of working time and care of men and women within the family
- perceptions, notions, image of self etc of workers - unemployed - “traditionally” unemployed women, in relation to the dilemma family-professional obligations, especially in areas such as self-guilt, resignation, stress etc.
- Perceptions, notions, “image of self” etc of men working in businesses regarding the integration of Equality Strategies in their operation and the possibility of implementing “Reconciliation Frameworks” of family-professional life and workers”.

The questionnaire was drafted based on the aims set out in the Technical Bulletin of the Sub-project. The head of research submitted a preliminary questionnaire to the team as a basis for discussion. For comparative purposes and in order to examine tools already used, we contacted the head of the European Social Survey to use questions from the



alternating unit (G1 - G124), *Family, work and prosperity, Work-life equilibrium*, European Social Survey 2004/05).¹³

This pan-European survey is carried out every two years and covers 20 countries. The first round was carried out in 2002/2003 and the second in 2004/2005. The programme is funded by the European Commission, the European Science Foundation and academic national organisations in every participating country. The national research organisation in charge in Greece is the National Centre for Social Surveys, which uses the common questionnaire, translated into Greek. A European Social Survey researcher at the City University told me that, even though there was interest by people in Cyprus, they could not find the necessary national organisations to co-fund the project. The absence of Cyprus from this pan-European project leaves a huge gap in collecting data in the field of comparative politics and sociology. Some of the questions of the unit *Work-life equilibrium* were partially adopted and implemented for the needs of our questionnaire (See questionnaire ELANI, questions 11, 13, 14, 15, 21, 24, 25, 26, 27).

This research was conducted between 10-28 April, among men and women workers with dependant persons in the three largest urban centres (Nicosia, Limassol, Larnaca) in the economic activities in which both genders are represented. The economic activities not included due to unsatisfactory representation of both genders are: agriculture, fishing, mining and construction. Furthermore, the categories “other services”, private households and exterritorial organisations were excluded (Workforce Survey 2004).

The methodology implemented is random layered sampling. The sample is relative to the workers in each district and in each economic activity, according to figures of the Workforce Survey. Self-completed written questionnaires without supervision and the presence of an interviewer were distributed in the workplaces by the members of the three organisations of the sub-project team: ETYK, OEV and PIK.

¹³ ESS round 2, R Jowell and the Central Co-ordinating Team, European Social Survey 2004/2005: Technical Report, London: Centre for Comparative Social Surveys, City University (2005)

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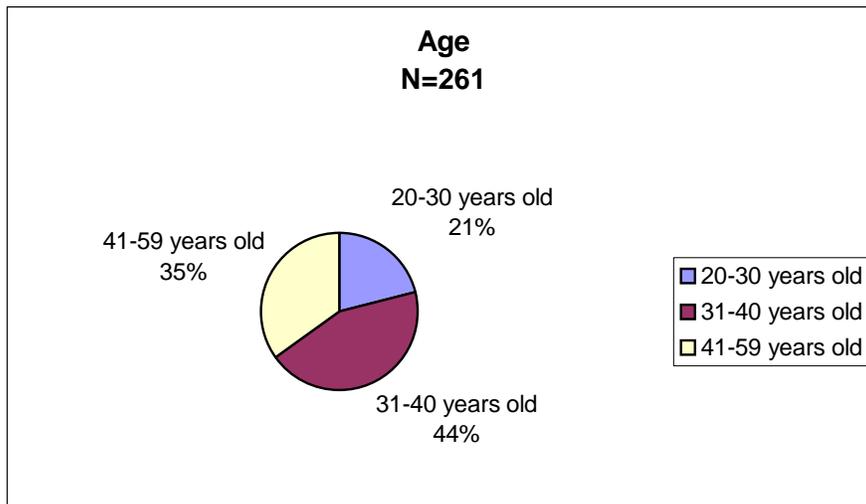
The size of the sample was 300 persons, out of which 272 returned completed questionnaires (91%). Of these, 54% were from the Nicosia district, 31% from Limassol and (N=269) from Larnaca.

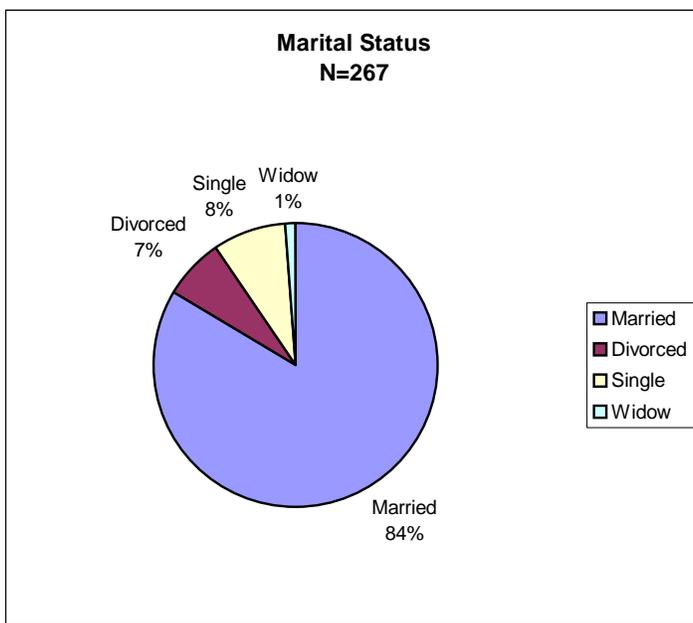
Unit 1: Demographic characteristics of sample

Gender, age and marital status

Men represent 36% of the sample and women 63% (N=253). The reason for the high representation of women compared to the employment percentage of the population is the disproportional representation of the professional category “Secretary/Cashier” with 24.7% of the sample. In this category, there is an obvious gender separation, where 93.8% of those asked are women and only 6.3% are men.

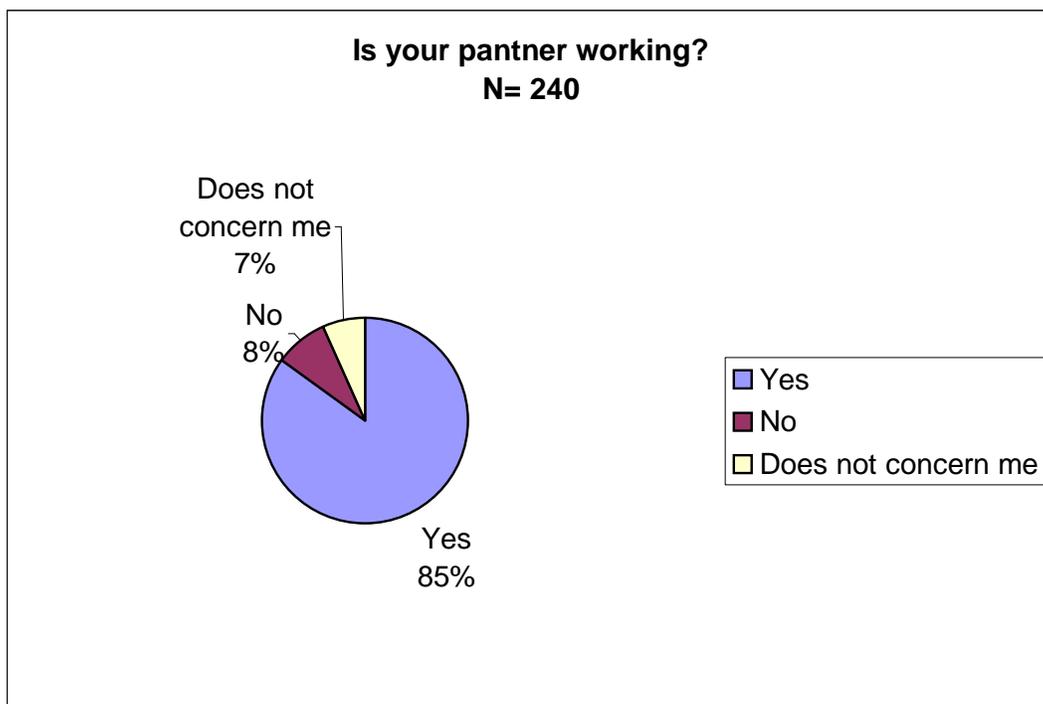
The average age of those asked is 38, the lowest being 20 years and the highest 59 years (N= 261). The highest percentage is found in the category of 31-40 years of age (44%), followed by the category of 41-59 years of age (35%) and the lowest percentage in the ages 20-30 (21%).





Regarding the marital status, the majority of workers with dependants (82%). The divorced are 7%, single 8%, and widows/widowers 1% (N=267).

The majority of those asked belong to households where both spouses work (85%, N=240).



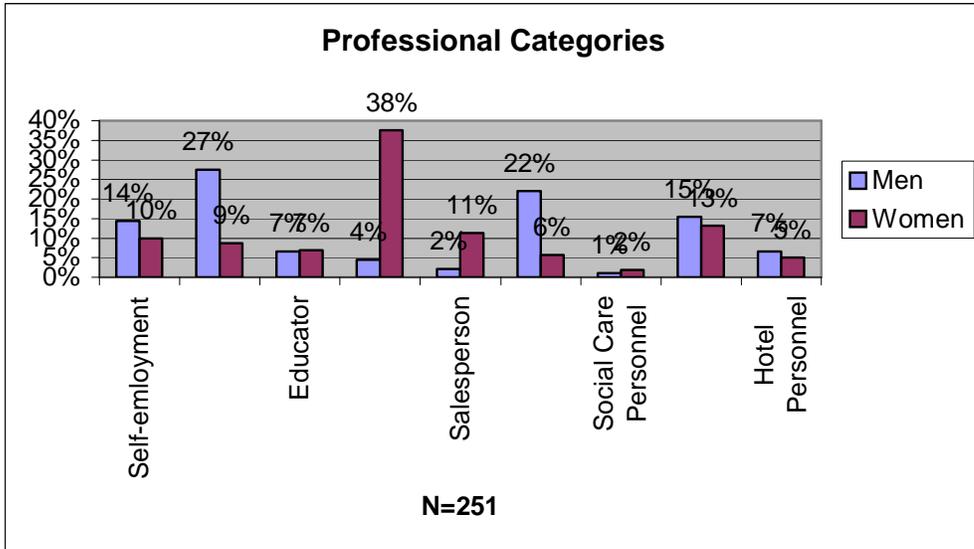
Sector of work, profession and education

In the public and semi-governmental sector and in local administration, we find 26% of the sample, while 71% is in the private sector.

Work sector		N	%	Valid %
Valid	Public, semi-governmental, local administration	71	26.1	26.3
	Private	191	70.2	70.7
	Other	8	2.9	3.0
	Total	270	99.3	100.0
Void	.	2	0.7	
Total		272	100.0	

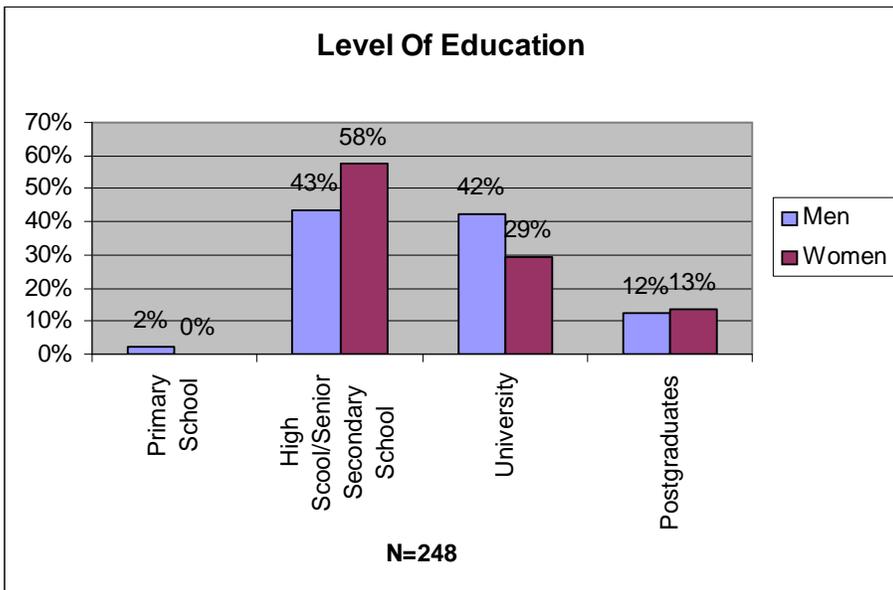
The horizontal and vertical separation into professional categories reveals the gender form of employment. The horizontal division is obvious with the gathering of women in the profession “Secretary/Cashier”. Among women, 37.5% say they belong to this professional category, while only 4.4% of men said the same. Among men, the technical staff, workers and drivers make up 22% compared to only 5.6% among women. The vertical gender separation becomes apparent through the comparison of two professional categories which are at the same time in opposite hierarchical grades. While 27.5% among men said they hold managerial positions, only 8.8% of women are on the same level. The situation is reversed in the lower hierarchical grade of secretaries and cashiers with 37.5% of women compared to only 4.4% of men.





Education

The level of education for more than half of the women of the sample is high school (57.6%), followed by the university level as the second highest percentage (29.1%). For men, the percentage in secondary and higher education is almost equal, with 43% having finished high school and 42% university.



Number of children

Half of those asked (50.6%) have two children, 26% have only one child and 13% three children.

Number of children		N	%	Valid %
Valid	Without children	16	5.9	6.2
	1 child	67	24.6	26.1
	2 children	130	47.8	50.6
	3 children	35	12.9	13.6
	More than 3 children	9	3.3	3.5
	Total	257	94.5	100.0
Void	.	15	5.5	
Total		272	100.0	

Regarding the ages of the children, most of those asked have children in primary school (45%). The next categories are shared equally between children of pre-school age (34%), high school (32%) and higher education (36%).

Children/Dependants	Percentage %
Pre-school age	34
Primary school	45
High school	32
Higher education	36
Army	4
Adults	10



UNIT 2: Distribution of inter-family obligations

2.1. Child/infant care and care of other dependants

The question regarding infant care concerns 40% of the sample with the majority saying that this care is shared among more than one person (26.6%).

Infant care		N	%	Valid %
Valid	Mother	15	5.5	6.0
	Grandparent	11	4.0	4.4
	House maid	1	.4	0.4
	Nursery schools	7	2.6	2.8
	Other person	2	0.7	0.8
	Many people	66	24.3	26.6
	Does not concern me	146	53.7	58.9
	Total	248	91.2	100.0
Void	.	24	8.8	
Total		272	100.0	

Of those who said the care is undertaken by one person, 60% say it is the mother, while the father takes just over half the percentage of the mother (34%). The grandparents undertake the care of infants in most cases (48%) compared to the father (34%).

Summary Table A

	Mother %	Father %	Grandparent %	House maid %	Nursery schools %	Only one person %	N
Infant care	60	34	48	8	22	35	102
Child care after school	42	29	31	10	4	51	186
Care of elderly parents	30	25	2	10		20	83
Transport of children to school	41	40	11			38	182
Transport of children to private lessons	48	44	16			50	160
Homework	51	45	10			49	172

A similar situation exists with the care of children after school. This care concerns 79% of those who answered.

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Child care after school		N	%	Valid %
Valid	Mother	42	15.4	17.9
	Father	5	1.8	2.1
	Grandparent	35	12.9	14.9
	House maid	4	1.5	1.7
	Nursery schools	4	1.5	1.7
	Other person	5	1.8	2.1
	Many persons	90	33.1	38.3
	Does not concern me	50	18.4	21.3
	Total	235	86.4	100.0
Void	.	37	13.6	
Total		272	100.0	

However, from those who said one person is responsible for the care of children after school, the hierarchy, beginning from the largest percentage, is as follows: the mother (18%), a grandparent (15%) and the father (2%). The largest group of those asked say that this care is undertaken by many persons (38%). Among these, the hierarchy of care is repeated with one of the persons being the mother (42%), a grandparent (31%) and finally the father (29%) (See Summary Table A).

Regarding the care of elderly parents, only 31% of those asked responded to this question. Of those who responded and said that only one person was responsible, it was the mother again that had the greatest responsibility (25%), followed by the elderly parents who take care of themselves (23%) and the house maid (12%). In cases where the responsibility is shared among many persons, it is again the mother that has the greatest responsibility (30%), along with the father (25%) and the house maid (10%).

Care of elderly parents		N	%	Valid %
Valid	Mother	21	7.7	25.0
	Father	3	1.1	3.6
	Grandparent	19	7.0	22.6
	House maid	10	3.7	11.9
	Other person	2	0.7	2.4
	Many persons	28	10.3	33.3
	Does not concern me	1	0.4	1.2
		Total	84	30.9
Void	.	188	69.1	
Total		272	100.0	



The transportation of children to school is shared almost equally between the two parents. When only one person transports the children, it is 21% the mother and 17% the father. Most (35%) share the responsibility, with the mother (41%) and the father (40%) having a similar participation. A similar image appears regarding the proportion of responsibility for their transportation to private lessons.

Transportation of children to school		N	%	Valid %
Valid	Mother	47	17.3	20.8
	Father	38	14.0	16.8
	Grandparent	10	3.7	4.4
	Nursery schools	1	.4	.4
	Other person	8	2.9	3.5
	Many persons	78	28.7	34.5
	Does not concern me	44	16.2	19.5
	Total	226	83.1	100.0
Void	.	46	16.9	
Total		272	100.0	

When only one person is responsible, the mother (19%) has almost double the responsibility than the father (10.8%). When this responsibility is shared by more than one person (35%), the parents have the main and almost equal responsibility (mother 48%, father 44%).

Transportation of children to private lessons		N	%	Valid %
Valid	Mother	44	16.2	19.0
	Father	25	9.2	10.8
	Grandparent	6	2.2	2.6
	Other person	5	1.8	2.2
	Many persons	81	29.8	34.9
	Does not concern me	71	26.1	30.6
	Total	232	85.3	100.0
Void	.	40	14.7	
Total		272	100.0	

Regarding the children's homework, the mother has a much higher responsibility both when she says she is the main person responsible (28%) as when she shares the responsibility with the father (51%, see Summary Table A).

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Homework		N	%	Valid %
Valid	Mother	65	23.9	27.5
	Father	11	4.0	4.7
	Grandparent	3	1.1	1.3
	Other person	5	1.8	2.1
	Many persons	88	32.4	37.3
	Does not concern me	64	23.5	27.1
	Total	236	86.8	100.0
Void	.	36	13.2	
Total		272	100.0	

2.2. Childcare, apart from parents, after school

Apart from the parents, childcare beyond school hours is undertaken to a great extent (67%) by the grandparents. This hyper-dependency on an informal form of care is a special characteristic of the Cypriot society. This explains why the childcare system of workers has not collapsed despite the absence of public and private forms of care after school hours. The implementation of the all-day school has been applied only to a restricted number of primary schools. Even in these cases, the afternoon occupation of the children does not cover the working hours of most parents in the private sector.

Who usually takes care of your children after school hours, apart from you or your current partner?	%
Grandparents	67%
Ex-spouse/partner	1
Another member of the family	4
Another form of free care, care by someone here or at their own house	4
Paid care, care by someone here or at there house	0.5
Free child station or care outside the house	2
Child station or paid care outside the house	8
The child stays home alone	10
It does not need care from outside (I do not work outside the home, there is always a parent at home)	1

N=218



2.3. Persons responsible for other family obligations

As we see from the results presented in the following Summary Table B, there is a common picture for all the responsibilities included in the table.

Summary Table B

Responsibilities	Only one person %						Many persons %				
	Mother	Father	Grandparent	Many persons	Does not concern me	N	Mother	Father	Grandparent	House maid	N
Medical care of elderly parents	23	10	18	44		125	41	36	10	6	125
Medical care of children/infants	23	4	1	57	16	248	67	60	17	2	209
Communication with teachers	38	6	0.4	36	20	240	45	44	2		192
Child care on school holidays	12	3	15	48	19	229	57	52	20	5	88
Shopping for children's needs	48	1		34	16	256	41	39	8	1	213
Mobility/entertainment of elderly parents	22	8	18	49		122	48	45	5	4	122
Entertainment of children/infants	13	3		68	16	250	80	78	25	3	209

Among those asked who said one person is responsible, the mother always has the primary role with a great difference compared to the father and the rest of the persons. One exception is the childcare during school holidays, when the grandparents (15%) have a very small lead compared to the mother (12%). The large differences in undertaking duties by women and men are evident in a very characteristic manner in communication with teachers, where 38% of women take on the role, compared to only 6% of men. The same huge differences appear in shopping for children's needs with almost 50% of women doing it compared to 1% of men.

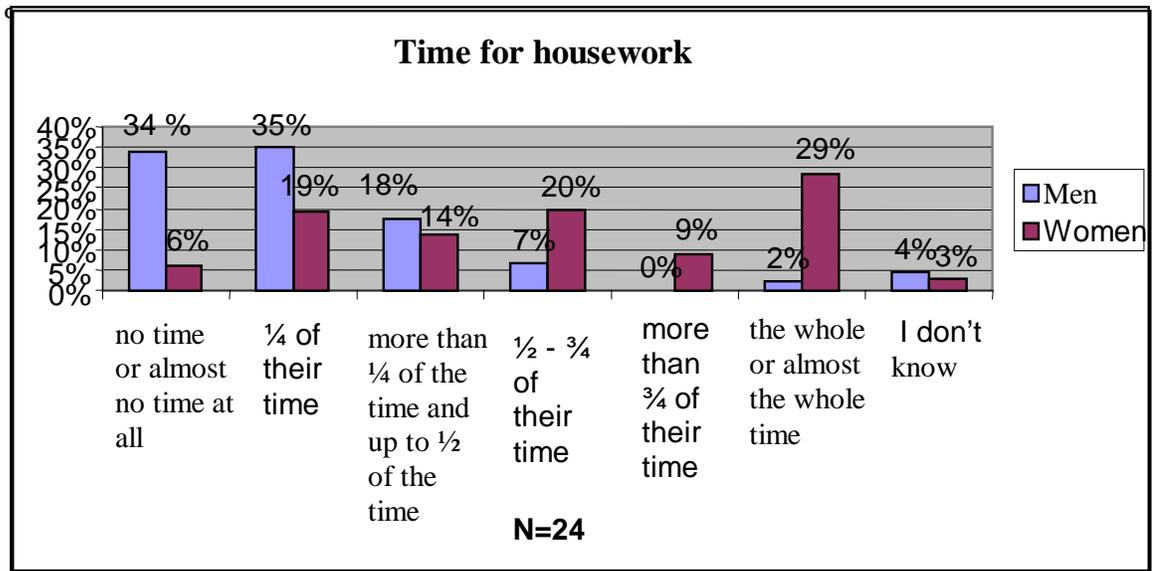
When there are many persons undertaking the responsibilities, the differences between men and women are reduced significantly, however with the mother leading compared to the father in all cases.



UNIT 3: Men-women work time

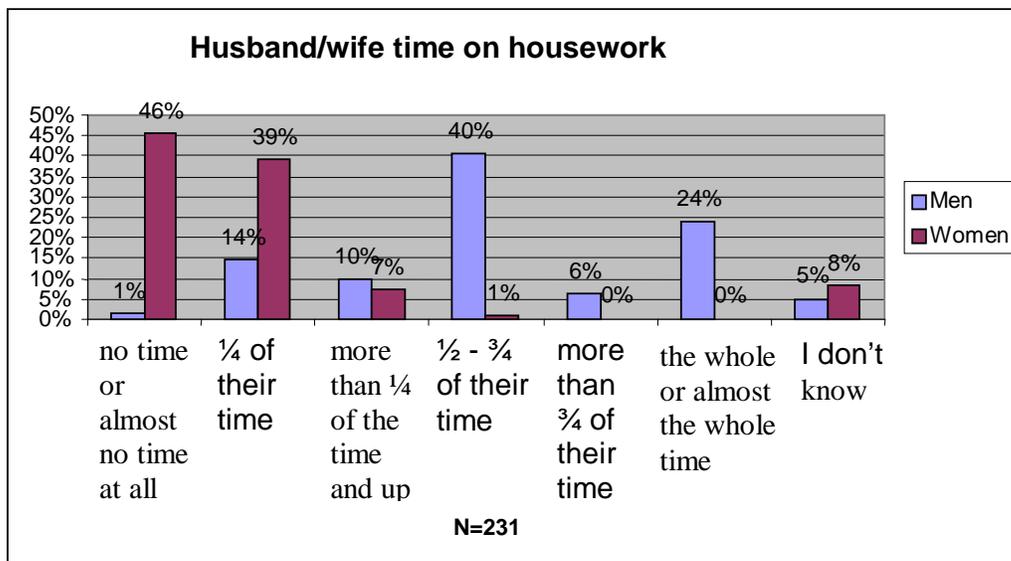
3.1. Time for housework

The average time allocated for housework by all members of the household is four hours daily. Housework includes cooking, washing up, cleaning, clothes care, shopping, property maintenance, but not child care and leisure activities. Personal time is divided as follows:



The differences between men and women are significant and show the unequal distribution of housework. The scale for measuring work time is between “no time at all” and “the whole of the time”. As the work time at home is reduced, the percentage of men in this category increases. On the contrary, as the work time increases, so does the percentage of women. Specifically, 34% of men compared to only 6% of women spend “no time or almost no time at all”. On the other hand of the scale, 29% of women compared to 2% of men spend “the whole or almost the whole time”. The differences are reduced somewhat only in the category “more than ¼ of the time and up to half the time” with 18% of men compared to 14% of women. This situation is also verified when those asked are called on to measure the time from their total time that their spouse/partner dedicates to housework.





Among women, 46% say that their husband does not spend any time, while only 1% of men said the same about their wives. The image is reversed on the other end of the scale, where 24% of men say their wife spends “the whole or almost the whole of her time”, while no woman said the same about her husband (0%). There are also big differences when the working time exceeds half to ¾ of the total working time. The largest percentage in men (41%) believe their wives spend more than half their time, while among women it is almost zero (0.7%).

3.2. Time for other family obligations

Apart from the housework, those asked counted the monthly hours they allocate to the following family obligations:

Obligations	N	Minimum	Maximum	Average
Bank transactions	217	0	30	3.05
Medical coverage	173	0	30	2.75
Insurance coverage	111	0	10	1.05
Family budget	169	0	60	4.21
Obligations with the public sector	164	0	20	1.95

The average monthly time for each obligation, such as bank transactions, medical coverage, insurance coverage, family budget and κατ obligations with the public sector does not exceed four hours per month. As we mentioned above, the average daily time for housework is four hours, with women spending more time on it than men.

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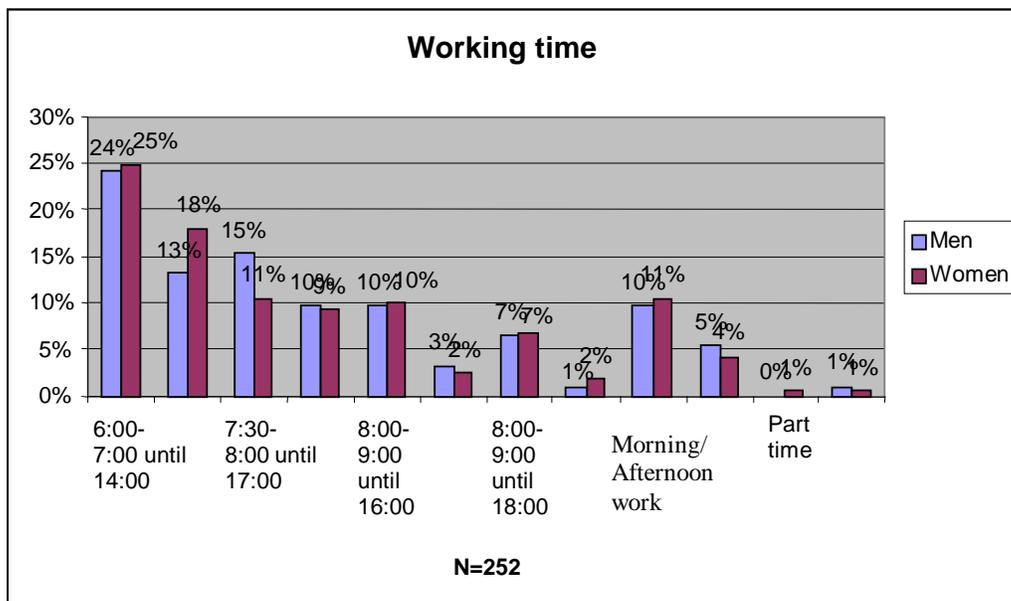
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3.3. Working time

Regarding the working time, there do not seem to be significant differences between men and women. A fourth of the sample works with the somewhat “privileged” timetable of 6am-7am to 2pm-2.30pm, which mainly covers the public and semi-governmental sectors, local administration and banks. This timetable is considered to be “privileged” because it reduces to the minimum the time of absence of parents from their children after school hours.

	Timetable	N	%	Valid %
Valid	6:00-7:00 to 14:00-14:30	67	24.6	24.8
	7:00 to 15:00-16:00	45	16.5	16.7
	7:30-8:00 to 17:00-19:00	32	11.8	11.9
	8:00 to 14:00-14:30	27	9.9	10.0
	8:00-9:00 to 16:00-17:00	26	9.6	9.6
	8:00-9:00 to 20:00-21:00	7	2.6	2.6
	8:00-9:00 to 18:00-19:00	19	7.0	7.0
	Afternoon work	5	1.8	1.9
	Morning/Afternoon work	27	9.9	10.0
	Flexible timetable	12	4.4	4.4
	Part-time employment	1	0.4	0.4
	Other	2	0.7	0.7
	Total	270	99.3	100.0



3.4. Overtime

The average of weekly overtime is 8 hours with 40% of the sample saying they work overtime.

Do you work overtime?		N	%	Valid %
Valid	Yes	102	37.5	39.7
	No	155	57.0	60.3
Total		257	94.5	100.0

Out of those who work overtime, 82% work in the private sector and 15% in the public or semi-governmental sector of local administration. This comparatively low participation of the public sector in overtime improves the already “privileged” timetable of the workers in this sector. This is in relation to the time outside work, which remains and can theoretically be dedicated to the needs of the family.

Sector	Do you work overtime?					
	Yes		No		Total	
	N	%	N	%	N	%
Public, semi-governmental, local administration	15	14.7%	56	36.6%	71	27.8%
Private	84	82.4%	93	60.8%	177	69.4%
Other	3	2.9%	4	2.6%	7	2.7%
Total	102	100.0%	153	100.0%	255	100.0%

A larger percentage of men (48%) seems to work the most overtime compared to the percentage among women (35%).

Do you work overtime?	Men		Women		Total	
	N	%	N	%	N	%
Yes	42	47.7%	53	34.6%	95	39.4%
No	46	52.3%	100	65.4%	146	60.6%
Total	88	100.0%	153	100.0%	241	100.0%



3.5. Time for professional activities

The average for vocational training is 12 days per year, for seminars 9, for professional trips 7 and for leave for family reasons 15 days.

	N	Minimum	Maximum	Average
Vocational training	153	0	150	11.86
Seminars	152	0	50	9.08
Professional trips	94	0	90	7.49
Leave for family reasons	208	0	30	14.00

3.6. Personal-family income

The gender form of employment we described in Unit 1 with the horizontal and vertical professional division, is verified with the layering of income.

Annual gross personal income	Men		Women		Total	
	N	%	N	%	N	%
Up to 7,000	6	6.7%	58	36.0%	64	25.5%
7,001-15,000	45	50.0%	78	48.4%	123	49.0%
15,0001-20,000	19	21.1%	17	10.6%	36	14.3%
Over 20,000	20	22.2%	8	5.0%	28	11.2%
Total	90	100.0%	161	100.0%	251	100.0%

Even though in the middle category with an annual gross personal income of £7001-£15,000, men (50%) and women (49%) have a similar representation, the differences are intense in the extreme categories. Among men, only 7% are in the lowest income category with an annual gross personal income of up to £7000, while in women this percentage reaches 36%. On the contrary, in the high income category with an income of over £20,000, one finds 22% of men compared to 5% of women.

When the personal income is half of less than the total income, the percentage among women is higher than that among men. When the income is over half, the roles are reversed. Only 9% of women compared to 21% of men has an income that constitutes a “very high” percentage of the total income of the household.



What percentage does your personal income represent in the total income of your household?	Men		Women		Total	
	N	%	N	%	N	%
Zero	0	0%	3	2.0%	3	1.3%
Very small	3	3.4%	9	5.9%	12	5.0%
Under half	4	4.6%	32	20.9%	36	15.0%
About half	21	24.1%	58	37.9%	79	32.9%
Over half	24	27.6%	17	11.1%	41	17.1%
Very high	18	20.7%	14	9.2%	32	13.3%
The whole percentage	14	16.1%	17	11.1%	31	12.9%
I will not answer	3	3.4%	2	1.3%	5	2.1%
I do not know	0	0%	1	0.7%	1	.4%
Total	87	100.0%	153	100.0%	240	100.0%

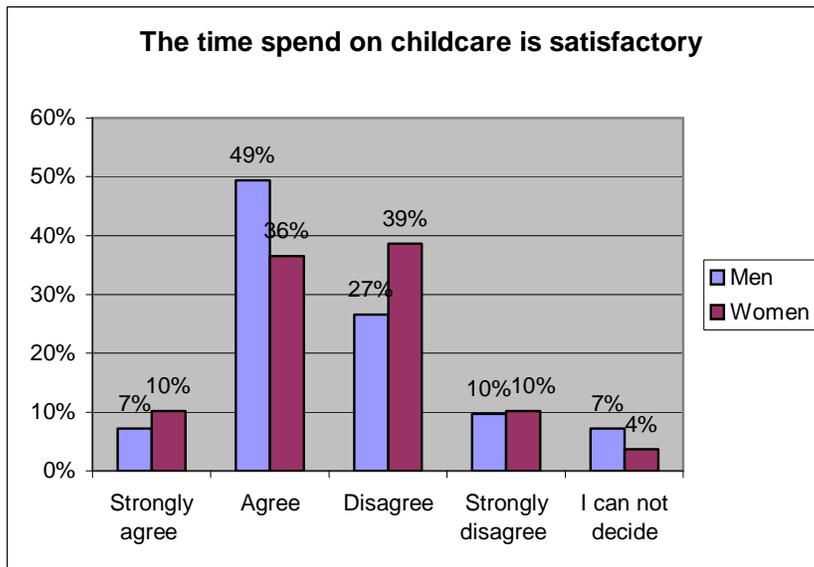


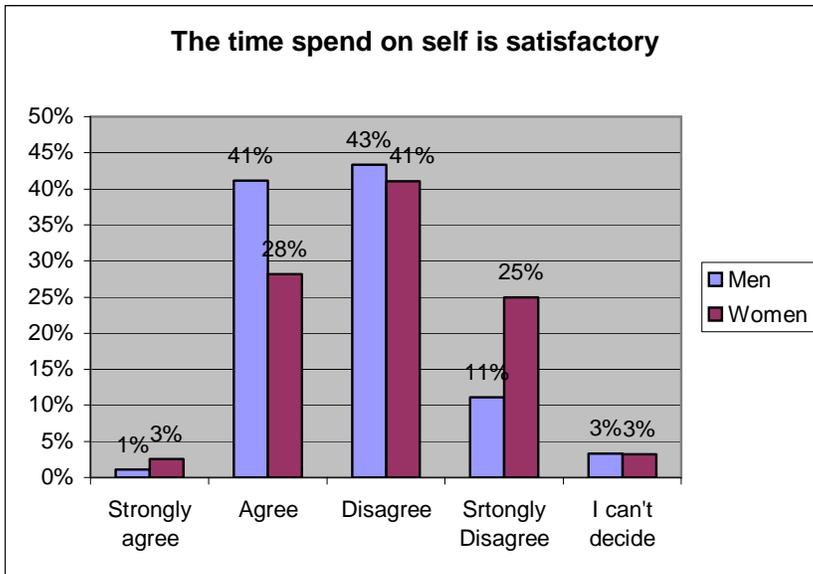
UNIT 4: Stances in relation to the “family-professional obligation dilemma”

In this unit, the sample was asked to say to what degree they agree or disagree with a number of statements, which will be indicative of their stances and the differences between the genders in relation to the “family-professional obligation dilemma”.

4. 1. Time for childcare and self

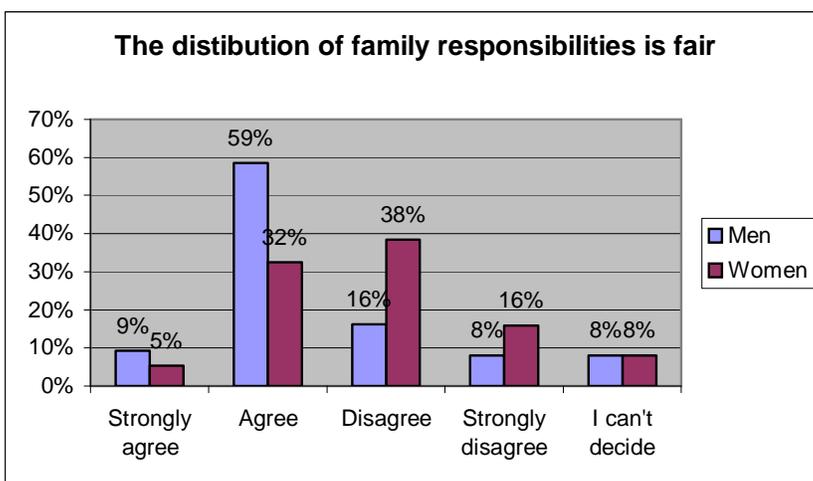
Men and women of the sample react differently to the first two statements if the time they spend on childcare and themselves is satisfactory. Men seem to be more satisfied compared to women about the time they have at their disposal both for the children and themselves. Specifically, as we see in the following graph, almost half the men (49.4%) say they agree with the statement about children, compared to 37% of women. On the other hand, only about a quarter of men (26.5%) disagree compared to 39% of women. The same situation exists regarding available time for the self. A quarter of women seem to disagree to a great extent with the statement that they have time for themselves, while only 11% of men feel the same.





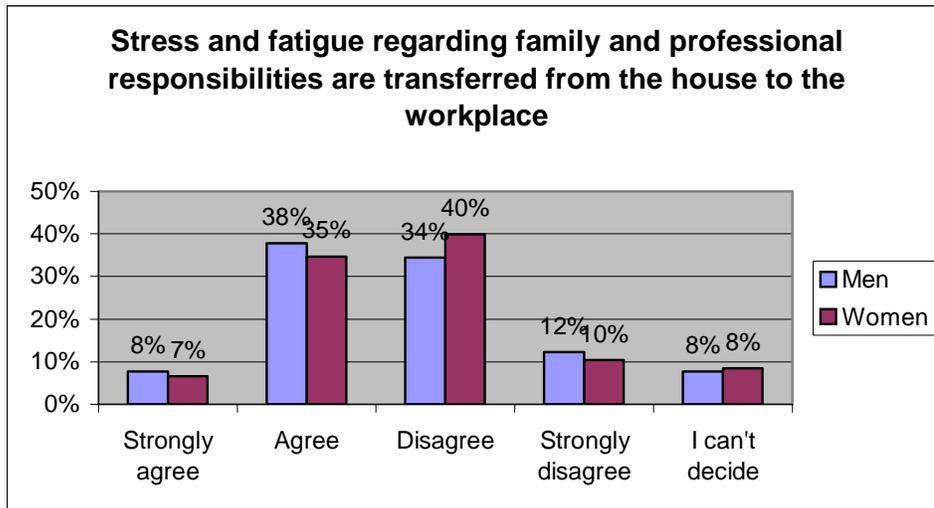
4.2. Distribution of family responsibilities

The differences in the perceptions of men and women are much more significant regarding the statement that the distribution of family responsibilities is fair. On the whole, men are much more positive, with 68% agreeing and agreeing intensely, compared to 38% of a positive stance by women. The majority of women (54%) do not agree with the statement compared to 24% of men. From these stances the great difference of views and notions of the two genders is apparent regarding the multiple responsibilities of the family. Basically, for a large percentage of men, multiple family responsibilities are considered to be a “fair” privilege of women.



4.3. Influence of family and professional responsibilities

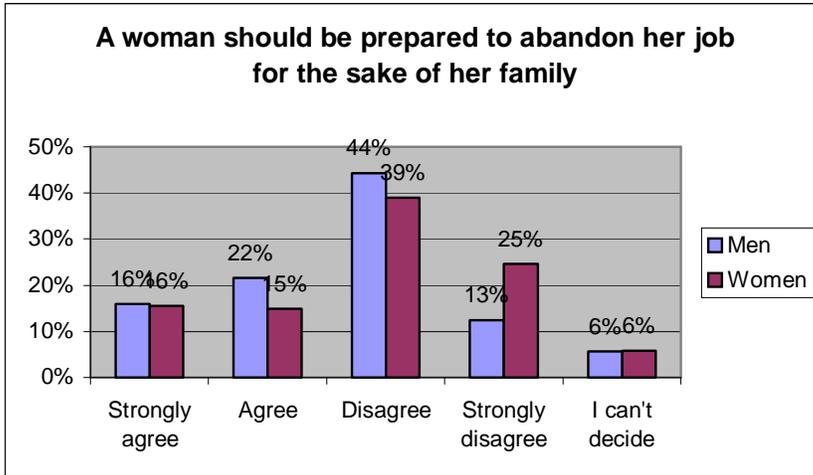
The views of those asked are divided around the issue of stress and fatigue regarding family and professional responsibilities are transferred from the house to the workplace and vice versa. There are no significant gender differences.



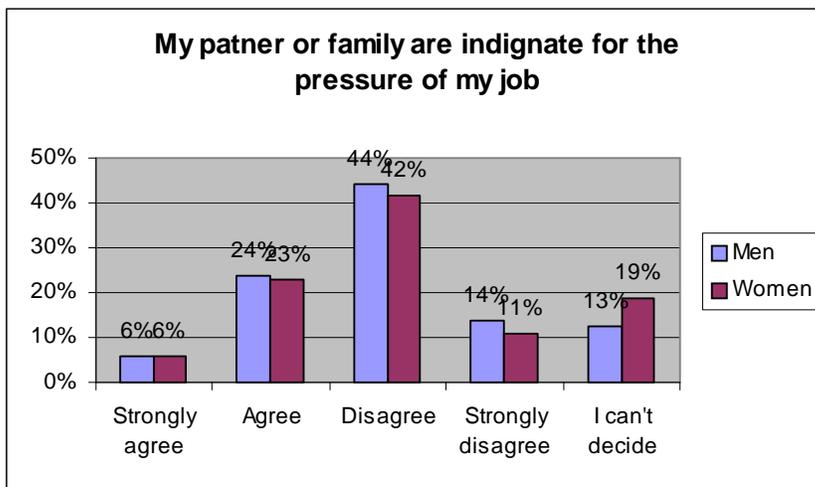
4.4. Women, family and work

To the statement if a woman should be prepared to abandon her job for the sake of her family, the women disagree more intensely (25%) than the men (13%). However, the majority of both genders react negatively to the statement, with 64% of women and 56% of men.





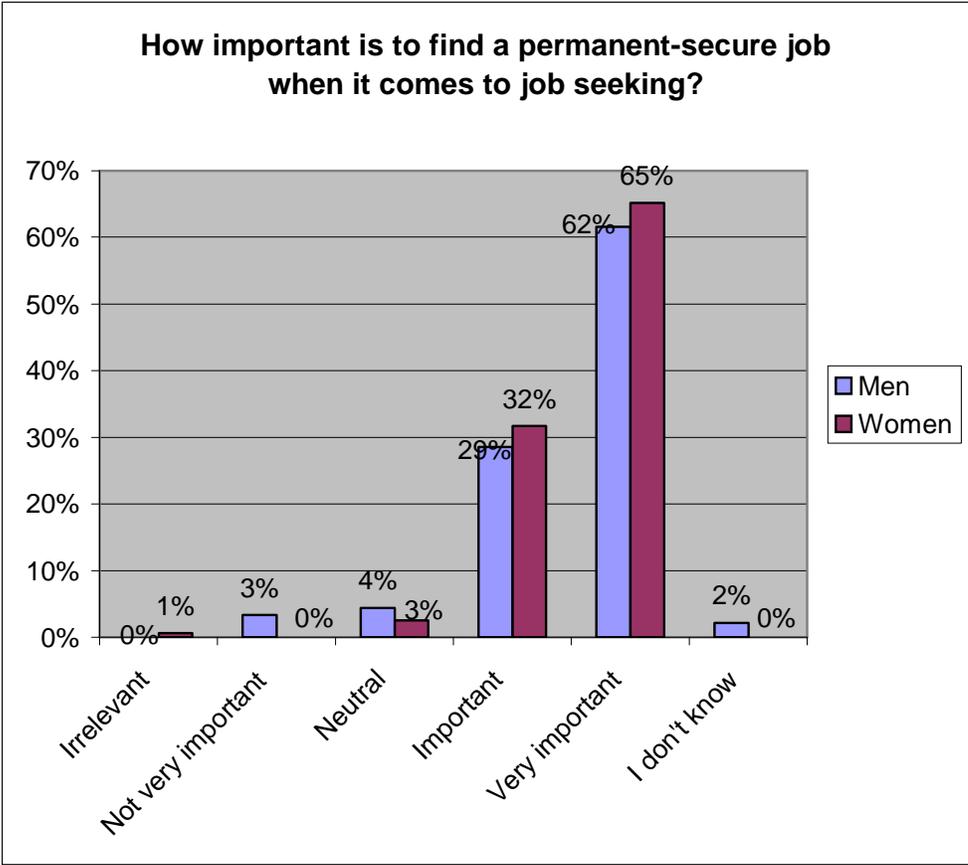
Both spouses appear tolerant regarding the pressure of work, with more than half of the men and women disagreeing with the statement.



4.5. Importance of criteria in choosing a job

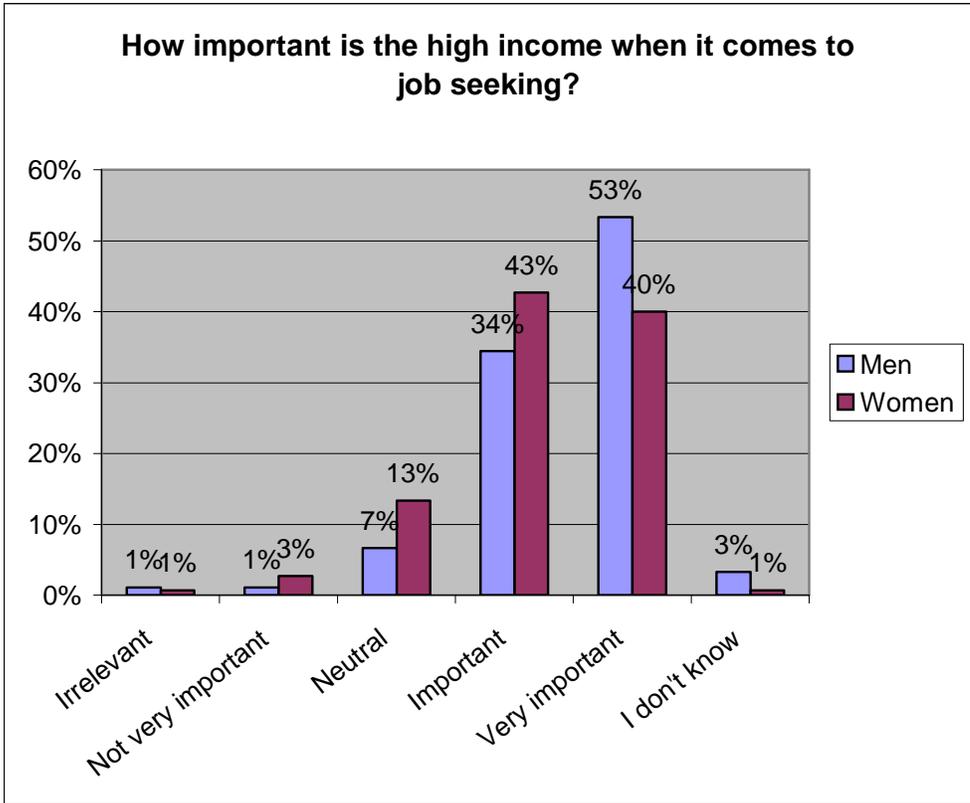
The overwhelming majority considers important all the criteria in choosing a job, such as: security, high income, good prospects for advancement, taking initiative and the possibility of combining professional-family life (See the five following tables in detail). The only difference between men and women is the degree of importance they give to the criteria. Men consider them more important compared to women, who just consider them important.



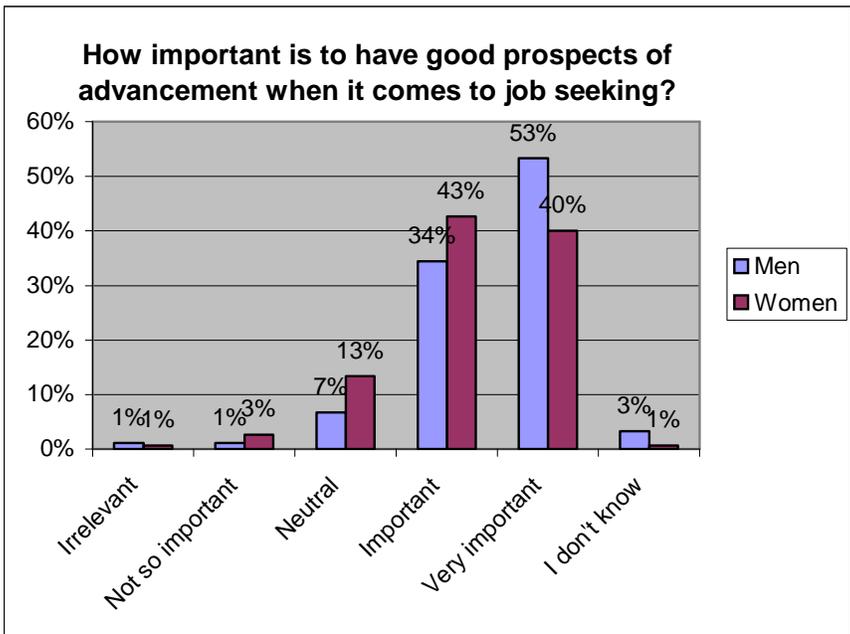


N=249



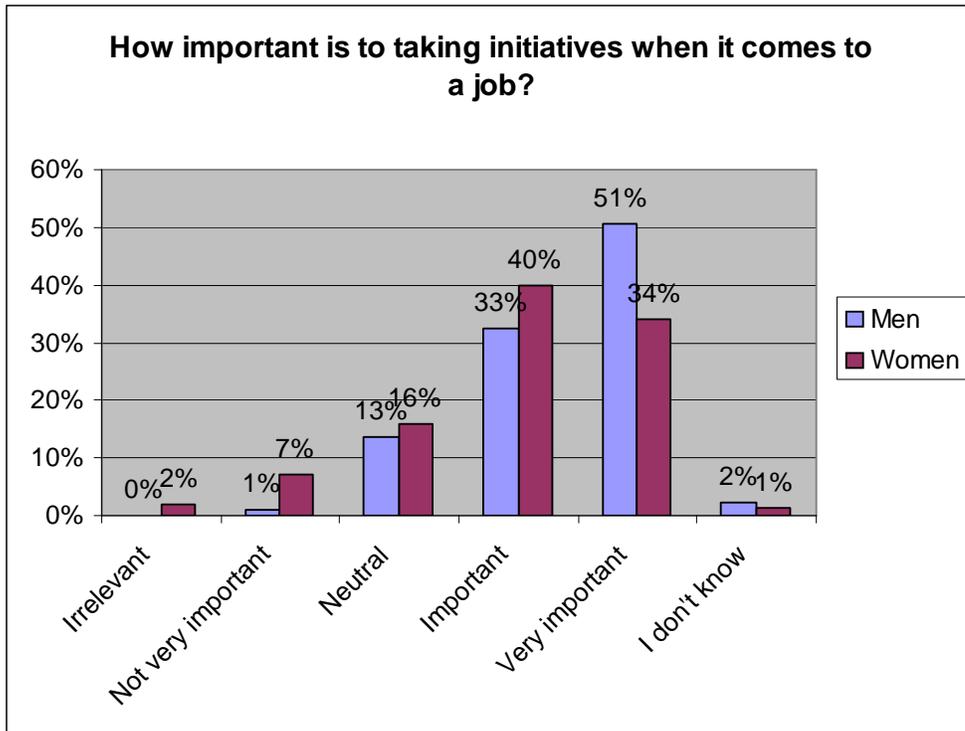


N=247

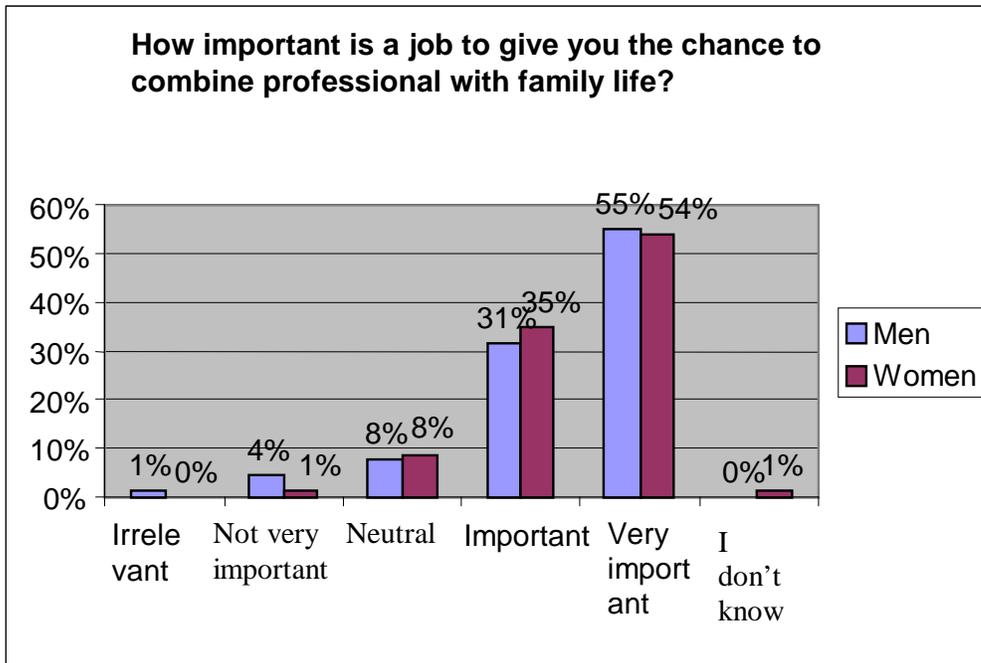


N=240





N=245



N=244

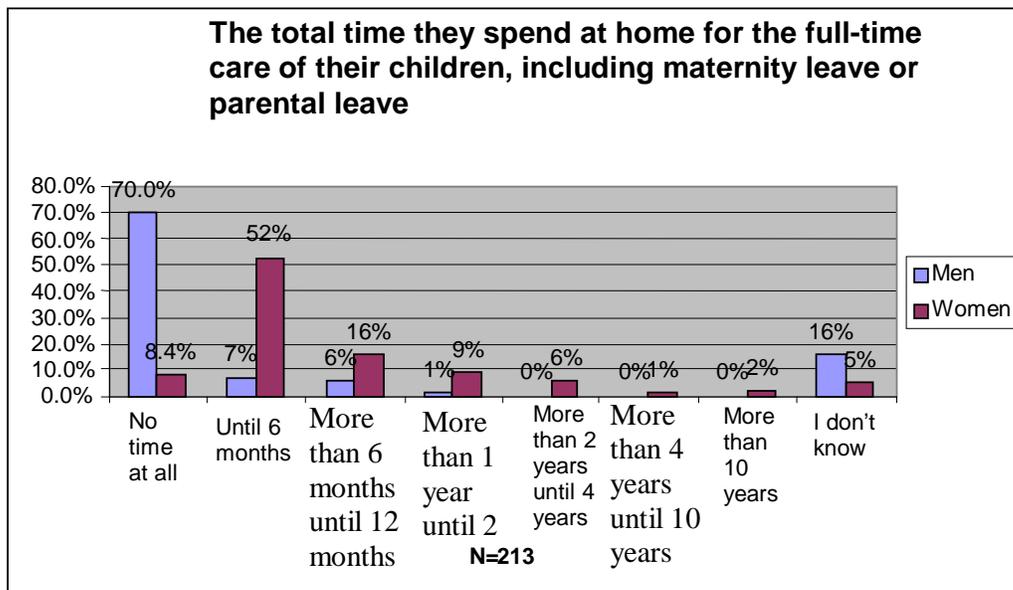


4.6. Preferred working time

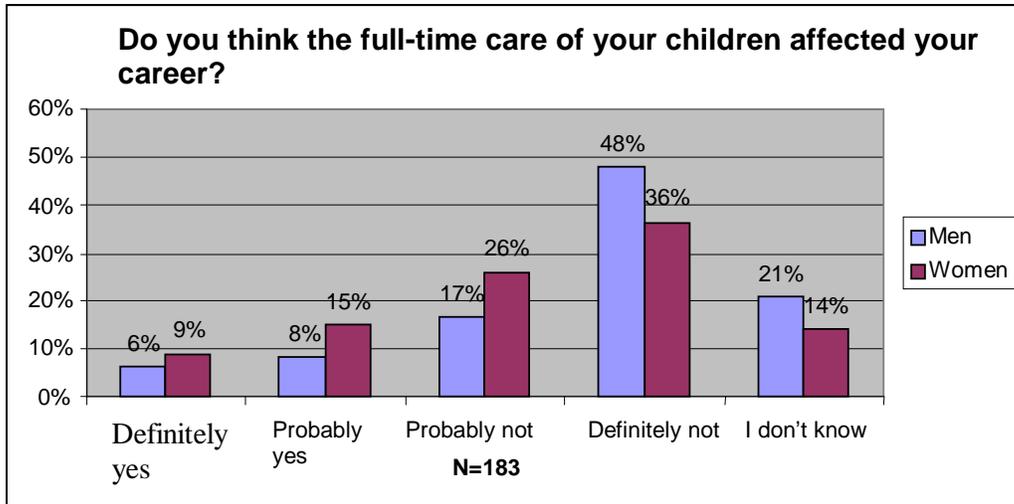
The workers of the sample were asked about the working time they would like to work, having in mind that the remuneration would be proportional to the working hours. The average on working time is 36 hours per week with values fluctuating between 20 to 72 hours (N=232).

4.7. Total time at home for full-time care of children

Those asked were requested to calculate the total time they spend at home for the full-time care of their children, including maternity leave or parental leave. The answers are indicative and are directly linked to the legal measures existing in this sector. The highest percentage of women (52%) says it dedicated 6 months, that is not more time than the legislation provides for regarding maternity leave. With the absence of a measure for paid paternity leave, the large majority does not dedicate time to the children. Recent parental leave, as long as it is unpaid, has not yet been used much by working parents.



For those who have dedicated time for the full-time care of their children, the majority believes their career has not been affected negatively.

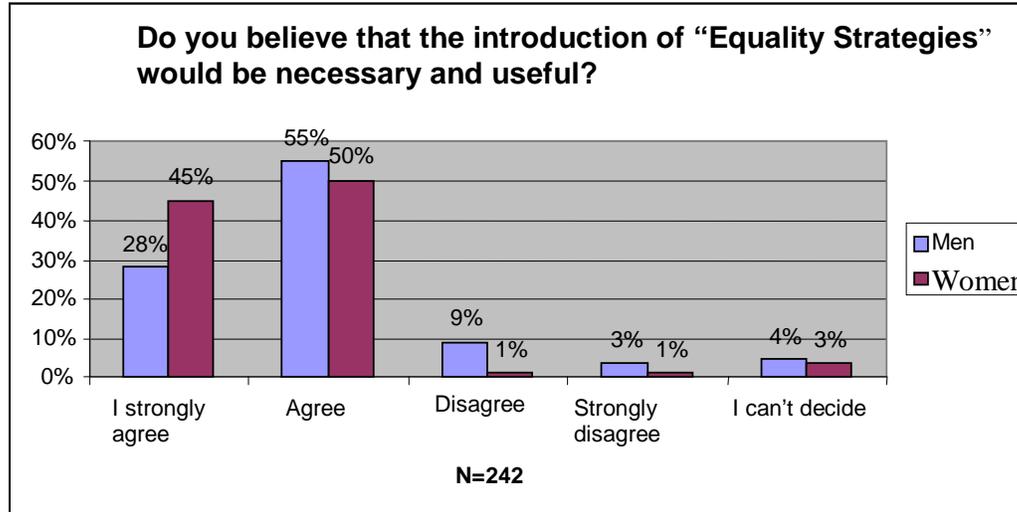


UNIT 5: Views regarding the introduction of “Equality Strategies”

The purpose of the last unit was to chart the views of the workers regarding the introduction of “Equality Strategies” in businesses. These strategies were interpreted as measures through which working environments that are women-friendly would be created, e.g. with the implementation of flexible timetables and flexible forms of employment, provision of child care stations (See Bibliography Review and the case of Interorient company) and Equality Advisors. Those asked were requested to agree or disagree with a number of statements concerning the hypothetical introduction of “Equality Strategies” in businesses. The reactions in general were very positive for all four measures presented.

5. 1. Usefulness of measures

Regarding the first statement, if such measures would be necessary and useful, the only difference between men and women was the degree of agreement, with women agreeing more intensely (45%) with the statement than men (28%).

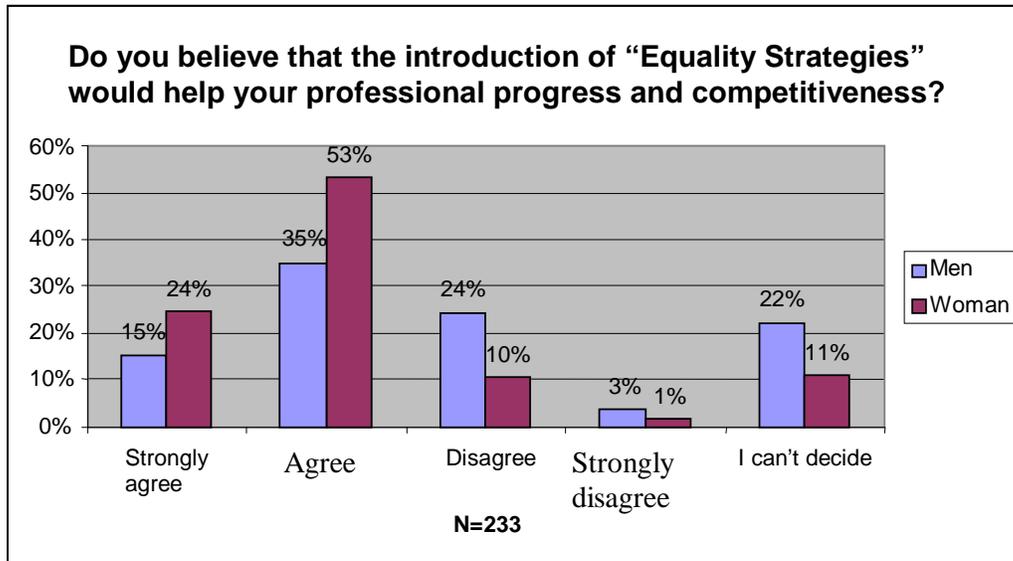


5.2. Professional progress and competitiveness

In the reactions regarding the statement if the measures would help professional progress and competitiveness, there appears to be a differentiation of views among the two genders. Among women, 78% agree or agree intensely, while only half of the men



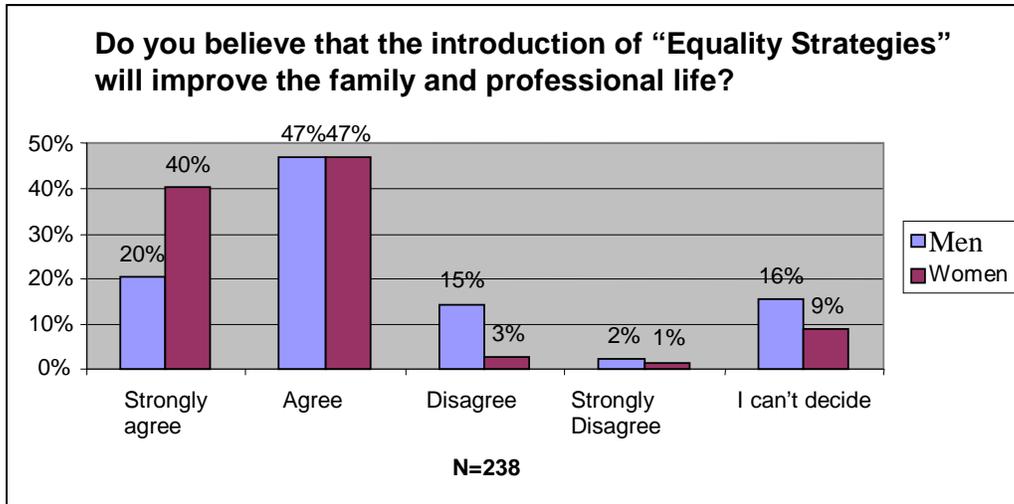
are positive. A fourth of the men disagree with the statement, while in women the percentage is only 10%.



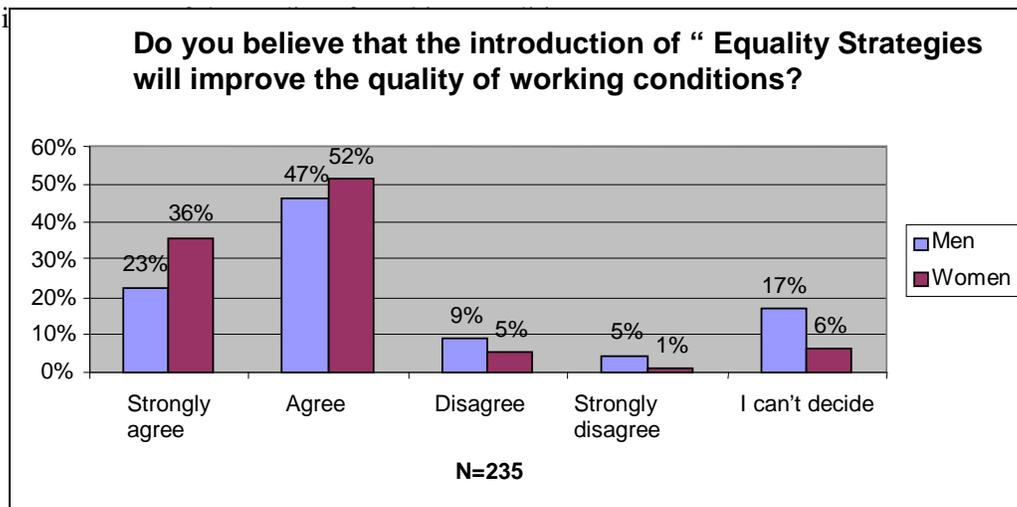
5.3. Influence of Equality Strategies on the family and professional life

Even though the majority of both genders agree with both following statements regarding the influence of Equality Strategies on the family and professional life, the percentage of positive answers among women is higher than that of men. In total, 67% of men have a positive stance to the statement that it will improve the quality of family life, compared to 87% of women.





The difference among the two genders remains similar to the statement regarding the improvement of the quality of working conditions as the result of the future introduction of Equality Strategies.



2. Summary of Main Findings

The main findings of the quantitative study are summarised as follows:

- **Gender form of employment** with a horizontal and vertical division in professional categories (37.5% of women are “secretaries, cashiers” compared to 4.4% of men. 27.5% of men hold managerial positions compared to 8.8% of women)
- When **infant care** is undertaken by more than one person, 60% state the mother, 48% a grandparent and 34% the father
- **Child care after school hours**
 - When one person is responsible for childcare after school hours, the hierarchy of care is: the mother (18%), a grandparent (15%) and the father (2%).
 - When the care is undertaken by many persons (38%): the mother (42%), a grandparent (31%) and the father (29%).
- **Care of elderly parents**
 - When only one person is responsible, the mother has the highest responsibility (25%), both elderly parents (23%) and the house maid (12%).
 - When the responsibility is shared, the mother has the largest responsibility (30%), along with the father (25%) and the house maid (10%).
- The **transportation of children to school** and to private lessons is shared almost equally between both parents.
- The mother has a much higher responsibility for **the children’s homework** both when she is stated as the main person responsible (28%) and when she shares the responsibility with the father (51%)

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- Apart from the parents, the **childcare after school** is undertaken to a great extent (67%) by a grandparent.

- **Persons responsible for the medical care, communication, shopping, transportation and entertainment**
 - When one person is responsible, the mother always has the primary role with a great difference:
 - In communication with teachers the mother undertakes the role by 38% and the father by 6%.
 - In shopping for children's needs: 50% of women compared to only 1% of men.
 - When there are many persons, the differences between men and women are reduced significantly with the mother, however, leading compared to the father in all cases.

- There are significant differences between men and women in **sharing housework**
 - 34% of men compared to only 6% of women spend “no time or almost no time”
 - 29% of women compared to 2% of men spend “all their time or almost all their time”

- **Layering of income:** There are intense differences in extreme categories: only 7% of men are in the lowest income category with an income of up to £7000, compared to 36% of women. In the highest income category (>£20,000), 22% of men, compared to 5% of women.

- **Perceptions regarding the family-professional obligation dilemma**
 - Men are more satisfied regarding the time they spend on their children and themselves: 49.4% of men agree with the statement on children, compared to 37% of women. A quarter of women disagree intensely that they have time for themselves, while 11% feel the same.



- Men are much more positive: 68% agree intensely that the **distribution of family responsibilities** is fair, compared to 38% of women. 54% of women do not agree, compared to 24% of men.
 - Views are divided regarding the statement that stress and fatigue concerning family and professional responsibilities are transferred from home to the workplace and vice versa. There do not appear to be significant gender differences.
 - To the statement is a woman should be prepared to leave her job for the sake of her family, women agreed more intensely (25%) than men (13%). The majority of both genders reacts negatively, with 64% of women and 56% of men.
- The overwhelming majority considers all the **criteria in choosing a job** to be important, such as security, high income, and good prospects for progress, taking initiatives and the possibility of combining professional-family life.
 - 52% of women dedicated up to 6 months for the **full-time care of her children**, including maternity or parental leave.
 - Differentiation of views between the two genders on the **influence of measures for the introduction of “Equality Strategies” on professional progress and competitiveness**: 78% of women agree or agree intensely, while just half the men are positive. A quarter of the men disagree with the statement, compared to 10% of women.
 - The majority of both genders agree with the **positive influence of Equality Strategies on the family and professional life**: 67% of men maintain a positive stance to the statement that it will improve the quality of family life, compared to 87% of women.



INSTEAD OF AN EPILOGUE

Maria Gasouka

In a recent resolution, the EU Council and the European ministers of labour and social policy (Official Journal of the European Communities 2000/C218/02) call on the member states to form a group of proposals for measures to achieve the balanced undertaking of family responsibilities concerning dependant persons by working men and women. Spot-on, the resolution points out the network of anachronistic concepts and stereotypes that urge men in many even European societies to consciously or unconsciously avoid taking paternal leave and in this way stay away from their children and families (K.E.Θ.I. 2007) and determines as especially important two spheres of social policy and interventions: a) the further strengthening of child and elderly care networks, and b) the promotion on behalf of the businesses of family-friendly policies. Both the redistribution of social roles of the genders and the reconciliation strategies that should be planned and implemented by the state and the businesses are at the centre of attention of the project Open Doors, and the philosophy that supports the forming of the “Gender Charter of the Republic of Cyprus”.

The current survey reaffirmed the observations of its theoretical framework and ratifies respective conclusions of surveys conducted in other European and other countries. The conclusions also indicate the horizontal and vertical gender division of the Cypriot labour market, and the strong, resistant and even patriarchal structures of the Cypriot family, despite the apparent tendency towards change. It is obvious that it is women who bear the main burden of inter-family responsibilities in Cyprus, linked to what we are used to calling “household”, and also the care and upbringing of children and the care of other dependant members. And if it is not the working mother, it is always a grandmother or house maid that is other women, in the predominant ideological framework which links the female being with the household and the duties and responsibilities emanating from it. So, it is not by chance that the women of the sample have less personal time compared to the men of the sample and their partners and show an increased interest in the implementation of equality strategies. Nevertheless, in the framework of the specific survey a new type of father/spouse begins to emerge, which

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modern bibliography calls the “new involved father”, who is characterised by a change in attitude and understands his paternal capacity as “a more responsible and equivalent relationship with the woman, during which the duties and satisfaction ‘within’ and ‘outside’ the house are shared equally. The attitude of being a family, rather than having a family is more apparent.” (K.E.Θ.I. 2007). The fact produces optimism, but not complacency. The leading father and husband model continues to be that of a good provider and not rarely the “bad” and/or “uninterested” one, which leads to maintaining and reproducing gender inequalities within the family. From the aforementioned, it becomes obvious that the demand for the redistribution of social roles in the family context, directly linked to the redistribution of inter-family time in favour of women as well and the achievement of social maternity by both parents, is in fact a deeply democratic - and thus political - demand of our times, concerns both genders and is the basis and precondition for the success of any relevant measures the state undertakes to implement or any family- and women-friendly strategies the businesses are called upon to apply. Regarding the latter, it is nevertheless stressed that any anachronistic family structure cannot be allowed to be an alibi for slacking and delays by the state to respond to the EU call, forming the necessary institutional framework, securing the necessary funds and organising the necessary campaigns and other information/awareness of the public opinion activities, and the businesses on the other hand must assume their social responsibility, mover toward the choice and implementation of inter-business reconciliation strategies, linking them with the development of human resources and business profit.

The specific study is a significant action of the project “Open Doors”, which was designed and implemented by Development Collaboration ELANI, co-funded by the Republic of Cyprus (50%) and the European Social Fund (50%) in the framework of Community Initiative EQUAL. It reflects and expresses the feminist ideology of the project and its conclusions fully justified the choice of aims and pursuits, as well as the necessity for the actions (sub-projects) chosen to be relevantly developed. It also constitutes an important tool of knowledge and understanding of the modern Cypriot society and from this point of view will be very useful in the future for anyone who wishes to utilize it in studies, and thus contribute to the viability of the project.

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ANNEX
The survey's questionnaire





ELANI “OPEN DOORS”



March 2006

You have been randomly chosen to participate in the survey carried out by the Programme “**OPEN DOORS**” of the Development Collaboration “**ELANI**” in three districts, aiming at studying the views of Cypriots regarding the issue of reconciliation of professional and family obligations. The European Social Fund is co-funding this Programme in the framework of the Community Initiative *EQUAL* aiming at combating all forms of discrimination and inequality in employment.

The questionnaire of course remains anonymous and you will need to give 20 minutes of your valuable time. Please **circle** the answer(s) you wish. Thank you.

1. District: Nicosia 01 Limassol 02 Larnaca 03

2. Fender: Man 01 Woman 02

3. Age: _____

4. What is your marital status?

Married 01	Divorced 02	Single 03	Widow(er) 04
------------	-------------	-----------	--------------

5. Work sector:

Public, Semi-governmental, Local administration	01
Private	02
Other	03

6. Profession:

Open to all work/Scientific staff	01
Manager of company/department	02
Teacher	03
Secretary/Cashier	04
Salesman/woman	05
Technical staff, worker, driver	06
Para-medical staff / Social Care Services	07
Other	08

7. Does your spouse/partner work? YES NO

8. Level of Education:

Primary school	01
High school	02
University	03
Post-graduate	04

9. How many children and dependants do you have in the following categories? Please specify number:

	Number
Pre-school age	
Primary school age	
High school age	
University	
Army	
Adults	

10. Which person(s) undertakes the following responsibilities for the care of children/infants and other dependants? Your answers can include more than one choice.

	Mother	Father	Grandparent	House maid	Nursery schools	Other person (specify)
Infant care	01	02	03	04	05	06
Child care after school hours	01	02	03	04	05	06
Elderly parent care	01	02	03	04	05	06
Transport of children to school	01	02	03	04	05	06
Transport of children to private lessons	01	02	03	04	05	06
Homework	01	02	03	04	05	06

11. Who usually takes care of your child(ren) after school hours, apart from you or your current spouse/partner?

Grandparent	01
My ex spouse/partner	02
Another member of the family	03
Another form of free care, someone takes care of them here or at their own house	04
Paid care, someone takes care of them here or at their own house	05
Free child station or care outside the home	06
Child station or paid care outside the home	07
The child stays home alone	08
Care from outside is not necessary for the child (I do not work outside the house, there is always a parent at home, I or my current spouse/partner take care of the children)	09
Other	10
I do not know	88

12. Who mainly undertakes the following responsibilities of child/infant care and care of other dependants? You can circle more than one answer.

	Mother	Father	Grandparent	House maid	Other person
Medical care of elderly parents	01	02	03	04	05
Medical care of children/infants	01	02	03	04	05
Communication with teachers	01	02	03	04	05
Child care during school holidays	01	02	03	04	05
Shopping for children's needs	01	02	03	04	05
Mobility/entertainment of elderly parents	01	02	03	04	05
Child/infant entertainment	01	02	03	04	05

13. Regarding housework, namely cooking, washing up, cleaning, clothes care, shopping, property maintenance, but not the care of children and leisure activities. In one typical day, how many hours do the members of the household dedicate to these chores?

NOTE:

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14. And how much time do you allocate to the housework?

- No time or almost no time 01
- Up to ¼ of the time 02
- More than ¼ of the time up to half the time 03
- Over half the time, up to ¾ of the time 04
- More than ¾, less than the total time 05
- The total or almost the total time 06
- I do not know 88

15. And how much of this total time does your spouse/partner dedicate to the housework?

- No time or almost no time 01
- Up to ¼ of the time 02
- More than ¼ of the time up to half the time 03
- Over half the time, up to ¾ of the time 04
- More than ¾, less than the total time 05
- The total or almost the total time 06
- I do not know 88

16. How many hours **monthly** do you dedicate to the following family obligations?

Bank transactions	
Medical coverage	
Insurance coverage	
Family budget	
Obligations to the public sector	

17. Which of the following categories is closest to your work timetable?

6:00-7:00 to 14:00-14:30	01
7:00 to 15:00-16:00	02
7:30-8:00 to 17:00-19:00	03
8:00 to 14:00-14:30	04
8:00-9:00 to 16:00-17:00	05
8:00-9:00 to 20:00-21:00	06
8:00-9:00 to 18:00-19:00	07
Afternoon work	08
Morning/Afternoon shift	09
Flexible timetable	10
Part-time	11
Other (specify)	12

18. Do you work overtime? YES NO

19. If yes, how many hours weekly?

20. What is your annual gross personal income?

Up to £7000	01
£7001-£15,000	02
£15,001-£20,000	03
Over £20,000	04

21. What percentage of the total household income does your personal income constitute?

Zero	01
Very low	02
Under half	03
About half	04
Over half	05
Very high	06
The whole percentage	07
I will not answer	77
I do not know	88

22. How many days **annually** do you dedicate to

vocational training	
seminars	
professional trips	
leave for family reasons	

23. We would like to ask you regarding the stances in relation to the “family-professional obligation dilemma”. To which degree do you agree or disagree with the following statements?

	Agree intensely	Agree	Disagree	Disagree intensely	I cannot choose
The time I dedicate to child care is satisfactory	01	02	03	04	05
The time I dedicate to myself is satisfactory	01	02	03	04	05
The distribution of family responsibilities is fair	01	02	03	04	05
Stress and fatigue from family responsibilities are transferred to work	01	02	03	04	05
Stress and fatigue from professional responsibilities are transferred home	01	02	03	04	05
The woman should be prepared to abandon her job for the sake of her family	01	02	03	04	05
My spouse/partner or my family are exasperated by the pressure of my job	01	02	03	04	05

24. How important would you personally consider each of the following, if you were to choose a job?

	Not at all important	Not so important	Neither important nor unimportant	Important	Very important	O do not know
A steady job	01	002	03	04	05	08
A high income	01	02	03	04	05	08
A job with good prospects for progress	01	02	03	04	05	08
A job that would allow you to take initiatives	01	02	03	04	05	08
A job that would allow you to combine your professional and family obligations	01	02	03	04	05	08

25. How many hours a week would you want - if you wanted - to work, keeping in mind that your remuneration would be proportional to your working hours? _____

26. In total, how much time have you allocated to the home for full-time child care, including your maternity or parental leave?

I have not allocated any time to the home to exclusively take care of the children	01	GO TO QUESTION 28
Up to 6 months	02	
More than 6, up to 12 months	03	
More than 1, up to 2 years	04	
More than 2, up to 4 years	05	
More than 4, up to 10 years	06	
More than 10 years	07	
I do not know	88	

27. Do you believe this had negative repercussions on your career?

IF YES, surely or possibly? **IF NOT**, surely or possibly?

Certainly yes	1
Possibly yes	2
Possibly not	3
Certainly not	4
I do not know	8

28. We would like your opinion regarding the introduction of “Equality Strategies” in businesses aiming at creating a women-friendly work environment, e.g. with the implementation of flexible timetables and flexible forms of employment, the provision of child care stations and Equality Advisors.
 To which degree do you agree or disagree with the following statements that the future introduction of “Equality Strategies”...

	Agree intensely	Agree	Disagree	Disagree intensely	I cannot choose
Would be necessary and useful	01	02	03	04	05
Would facilitate my professional advancement and competitiveness	01	02	03	04	05
Would improve the quality of my family life	01	02	03	04	05
Would improve the quality of my working conditions	01	02	03	04	05

THANK YOU FOR THE TIME YOU TOOK TO ANSWER THESE QUESTIONS.