

## ANNEX

### **Measures for the Protection of children against Covid -19 Pandemic**

Following the 11th/3/2020 Legislative Act, the Ministry of Interior issued a number of circulars making more specific the measures introduced which deal with the way of operation of public sector and the Civil Servants, especially those with family obligations . The first Circular (DIDAD / F.69 / 108/ oik.7874) was issued on 12/3/2020, just one day after the Legislative Act and defined the overall framework within which all ministries were expected to continue their operations while safeguarding the health of public servants and of the staff employed in local authorities of the first and second degree, consequently of their families and relatives as well as of the citizens who are served by central public services and local government services, maintaining these services in operation. The following circulars specified the new measures adopted, such as turn-based work in office, working from home/distanceworking, teleworking in order to combine public service effectiveness and interest with parental obligations. The DIDK/F.38/oik.8192/20-3-2020 Ministerial Decision provided the guidelines on teleworking and turn- based work in office, for the employees of the Ministry of Interior.

Moreover, Article 2 of the Act of Legislative Content of 11.03.2020 (of 55A/11.03.2020) provides for a special purpose leave for civil servants. In the event that public servants have children attending nurseries, kindergartens and school units the operation of which is temporarily suspended, they may be absent from their service during the period of suspension of the operation of the educational units which their children attend. For every four days of absence due to the above purpose, three days are recorded by the competent service as a paid justified absence due to temporary suspension of operation of the daycare facility or school attended by the the employee's child and one day of absence is considered to be a regular leave. It has to be mentioned that, if both parents are civil servants, only one of them can make use of this “special” leave.

Instead of using the special purpose leave, employees of public administration may, upon their request, work part- time, up to 25% per day, without a corresponding reduction in their salary. It is worth mentioning that the special leave granted to civil servants whose children are obliged to stay at home due to the schools’ closure was extended during Easter Holidays, in order to help parents stay with them, despite the fact that the schools were closed.

### **Leaves for the protection of children in Code of Civil Servants (Law 3528/2007)**

- 1) Issuance of a 22-day leave to parents with a child in need of hospitalization (No. 50 par. 2) or with severe mental deprivation (para. 3)
- 2) Granting maternity leaves 2 months before and 3 months after childbirth (maternity leave) (No. 52 par. 1a)
- 3) Issuance of a maternity leave of an additional month for the second child onwards (No. 52 par. 1b)
- 4) Issuance of a sick leave for threatened pregnancy (No. 52 par. 3)
- 5) Granting an unpaid leave without opinion of the Service Council for a child rearing up to 6 years (No. 53 par. 1a)
- 6) Issuance of a 3 month leave after the birth of a third child onwards (No. 53 par. 1b)
- 7) Issuance of a nine-month leave or a corresponding period of reduction of working hours for child rearing (No. 53 par. 2) and an increased leave for special categories (divorced, widows, etc.)
- 8) Issuance of extension of reduced hours for 2 years in case of birth of 4th child (No. 53 par. 2)
- 9) Issuance of an additional 6 month parental leave for each child in case of multiple pregnancy (No. 53 par. 2)
- 10) Issuance of a leave for being informed on the child's school performance (No. 53 par. 6)
- 11) Issuance of a leave for a child's illness (No. 53 par. 8)
- 12) Issuance of a leave to foster parents - surrogacy (No. 53 par. 9)