

**THE ROLE OF FATHERS IN BALANCING
PROFESSIONAL AND FAMILY-PRIVATE LIFE**

THE ROLE OF FATHERS IN BALANCING PROFESSIONAL AND FAMILY-PRIVATE LIFE

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«The Role of Fathers in Balancing Professional and Family-Private Life»

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Preface of the Secretary General for Gender Equality, Mrs. Eugenia Tsoumani

The role of the father in the reconciliation of work and family life is vital for achieving full and substantial equality between men and women, especially in the professional field. This issue should be of concern not only to the state but also to the enterprises, the Mass Media, the Trade Unions, and the civil society associations.

In today's society, due to still deeply rooted perceptions and stereotypes, it is the women who are mainly charged with the responsibility of family care, while men, conversely, bear the financial responsibility for their family. These realities, as well as the pay gap between men and women, are the main reasons why women are forced to abandon their professional activities or suspend their professional careers. These roles need to be balanced. The state is intensifying its efforts by introducing new policies, but our society, as well as the family, must be sensitized, in an effort to change structures and attitudes and develop new models of cooperation between men and women.

The present survey, conducted by KETHI, reflects the current situation and I am certain it will be a useful tool for the formation of gender policies. Its findings, at the same time, send out an optimistic message, especially with regard to the trends developing in the families of the new generation. I wish to congratulate KETHI and its scientific team for this very interesting and responsible work.

The state will utilize the relevant findings in order to elaborate policies and measures already under way. At the same time, we must persuade society, businesses and enterprises that the combination of motherhood, fatherhood and employment is not an impediment, as it is falsely presented, but value added which is a credit to the individual and to the whole of society.

Secretary General for Gender Equality

Eugenia Tsoumani



Preface of the President of the Administrative Board of the Research Centre for Gender Equality (KETHI) Mrs. Meropi Kaldi

Harmonizing professional and family life for both men and women has recently become one of the most essential parameters for the creation of a flexible economy in the European Union and the corresponding improvement of the quality of life for both genders. Until recently, the debate concerning the national and European policies on the reconciliation of work and family responsibilities focused mainly on the quest for flexible work arrangements which concerned only women. So, therefore, the European experience shows that more women than men seek flexible work arrangements so as to be able to have more time available to dedicate to childcare and to other dependent family members. Consequently, these working women sacrifice their status in the work place thus weakening their financial independence. Given this obvious discrimination against women in this context, the European Union turned its attention to measures which would encourage equal and permanent employment opportunities for both men and women in an effort to exploit, in equal terms, the European workforce potential.

Acknowledging the above, the European Union and more precisely the Directorate General for Employment Social Affairs and Gender Equality, focused on the need to sensitize public opinion with regard to the participation of men in equality issues. Special attention was given to the matter of reconciling work and family life for fathers.

According to the European Commission Directives, each Member State will be called upon, sooner or later, to promote policies which will adjust the State services and structures to the reality both men and women face today in their employment. Many E.U. Member States have already transposed regulations, which encourage flexible employment conditions for working fathers. The Greek legislation is also moving towards this direction of late, by introducing specific measures favorable for working fathers. Nonetheless, public opinion is still rather reserved as concerns the need to encourage fathers to assume their family obligations by making use of their rights for parental and paternity leave. As a consequence, the question of stereotypes and perceptions linked to family roles and the working fathers' models should be studied.





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It is to this end that the Research Centre for Gender Equality has promoted the present research within the framework of the Fifth Community Action Programme on Equal Opportunities of the European Commission. The project was financed by the European Commission and the General Secretariat for Gender Equality under the title "Equal Partners: Reconsidering the Role of Men in Work and Private Life".

The present research investigates the factors determining the role of fathers in modern Greek families, the participation of men in household chores as well as their commitment to childcare and the upbringing of children. The qualitative and quantitative profile of this publication aims at revealing the basic trends forming the relations of men with their families and children and the way they perceive these relations through the prism of their professional obligations. This research is quite innovative for Greek research standards and forms the basis for further scientific investigation. At the same time, this research can become a guide for drawing conclusions which will help the State take specific regulatory initiatives promoting equal work opportunities and rights for men and women in a modern, demanding society.

The comparative analysis presented in the present research is a useful source of information for the prevailing trends in the participating countries, Portugal and Poland. Cyprus, as a transnational partner, did not participate in this project since it had launched a similar national project. At this point I would like to express my gratitude to the scientific supervisor of the project, Mrs. Koronaiou, Assistant Professor in the Sociology Department of Panteion University and her research team for undertaking this task.

Meropi Kaldi
President of the Administrative Board of the
Research Centre for Gender Equality (KETHI)



INTRODUCTION

In recent decades balancing work, family and private life has become a more and more important issue and thus has been turned into one of the main objectives of the European policies aiming to improve the quality of life and promote gender equality in all fields of life. Experience from real life but also from pertinent research data has made it quite clear that the empowerment and the support of women is not enough to achieve greater harmony in their professional and family-private life. That is why men and their role in the family, their relationship with their children and the new standards for achieving an equal family life, have become the main point of interest. In many western societies we, thus, observe the emergence of a new kind of culture, which tries to strengthen the role of the father at both the level of discourse and the level of regulations as well as that of daily practice.

The Greek society has started dealing with this issue quite recently with the emergence of the problem in the public discourse, despite the fact that all of us, both men and women, observe many progressive male approaches to family and children, especially among younger men and fathers. Nevertheless, until today no effort has been made in promoting a balance in professional and family life in the male population. From this point of view the present research, conducted by The Research Centre for Gender Equality (KETHI), is quite innovative and is expected to contribute substantially to the wider reforms of the Greek society.

The aim of the present research is to identify the different factors which determine the role of the father in the contemporary Greek family, the participation of men in the family chores and their engagement in taking care of and raising their children. The nature of the present research is at the same time qualitative and quantitative and its ambition is to highlight the main trends in the relation of men with their family and children in the modern era. This research deals not only with the ways the Greek fathers perceive their parental role, but also with the specific practices/activities they take on within the family and relate to the upbringing of the children, the family responsibilities and the daily chores. Other things examined in the present research are the different factors that prevent fathers from spending more time with their children and families, as well as the use of their leisure time.

The ulterior purpose of this project is to draw conclusions which will be useful



for the sensitization–information campaign aimed at Greek men in the framework of the program “Equal Partners: Reconsidering the Role of Men in Work and Private Life”¹, implemented by KETHI. Moreover, the data collected forms the basis for a comparative study among the Member States participating in the Program (Greece, Portugal, Poland) and a starting point for the formation of proposals for active intervention in the existing status quo.

This comparison deals with the similarities and differences among the three countries. The differences, which are extremely valuable to comparative studies, reflect the distinctiveness of each country, the policies which relate to gender issues, the position of women and men in work, and in the family, the stereotypical perceptions as well as the traditions and customs. They also map the course of integration for each country and its level of adjustment to the European policies seeking to promote gender equality.

The research results are expected to contribute to the general and the specific objectives of the program. More particularly, they could contribute to:

1. A comparative analysis of the data available among the Partner-States and the formulation of social policy proposals relating to the promotion of equality and reconciliation of work and private life for both men and women.
2. An effective implementation of the sensitization campaign aimed at the Greek public regarding the gender stereotypes and the necessity for changes that will ensure a higher quality of living conditions for all family members.
3. The sensitization of men as regards the importance of their paternal role and the necessity to assume a more active role towards their children.
4. The educational intervention, aiming at the sensitization of boys with regard to gender equality issues within the family, work and society.
5. The sensitisation of labour organizations (companies, trade unions, associations) regarding the importance of family-friendly policies.

The present study is divided into four different parts:

The first part presents the theoretical part of the research, the background of the

1 «Equal Partners: Reconsidering the Role of Men in Work and Private Life», within the scope of the Fifth Medium-Term Community Action Plan of the European Commission for Gender Equality. Co-funded by the European Commission (80%) and the General Secretariat for Gender Equality (20%).





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concept of fatherhood, as well as the existing legal framework for the facilitations provided to both working men and women so as enable them to participate in family life and especially in the process of bringing up their children.

The second part presents the methodology of the research and the results derived following the statistical analysis of the collected data.

The third part presents the conclusions of the research.

Finally, the fourth part of the book presents a comparative study of the research results from Poland and Portugal.

We hope that the present research will promote a more multifaceted dialogue at both the national (Greek) and the European level on gender relations, the equality of men and women in the private and the public life and its positive results in a life of a higher quality for all and especially for children.



PART A

1. THE THEORETICAL BACKGROUND OF THE RESEARCH

In the last two decades the issue of balancing (reconciling or harmonizing) professional and family life is in the limelight of European social policies aiming to promote gender equality in the vital sectors of employment and family-private life. Since the 1980's relative researches have underlined the difficulties of balancing professional and private-family life because of the new demands placed on work (new working hours, competitive working conditions etc.), the increasing daily pressures and the contradicting roles both men and women are called upon to assume in modern societies. Various pressures lead to the absence from work due to stress attacks and reduced employee efficiency.

At the same time, since 1960 there have been enormous changes in the family structure on the one hand and in the legal framework of the Member States of the E.U. on the other. These changes concern the family policies and as François de Singly, a family sociologist, suggests, "the individualistic rationale is stronger than the "familiarization" according to a uniform family pattern" (François de Singly, 1996, p. 48).

A characteristic example of the distance the European societies keep from references to the typical family is the introduction, during the 1980's, of the term "single parent family" as well as that of "single mother". The recognition of such social categories, even at the legislative level, means that the social hierarchy, which placed great value to married women and legitimate children and little value to unmarried women and illegitimate children or to divorced women, has now changed. Terms like, "single parent family", "single mother" or "free cohabitation" reflect the changes in the family structures and counteract the social stigma, which is linked to divorce or to extramarital motherhood.

At the scientific level, one should note the fact that most researches and studies focused, at least recently, on the female population due to the increased participation of women in the labour market, the simultaneous increase of single families and the identified "non participation" of men in family responsibilities and especially in the children's raising.



Generally speaking, in all European countries we can observe certain basic trends, which determine the existing changes in the gender relations and the family structures at different rates and extends, of course, depending on the historical and cultural background of each and every country.

These trends are the following:

1. Increased participation of women in the labour market even in cases when they are mothers of very young children.
2. Increased percentage of men-fathers (divorced, separated, etc), who do not participate in the raising of their children, and more generally in their children's lives.
3. Increased participation of fathers in child rearing and household chores in the nuclear families, the members of which cohabit.
4. Reduced number of marriages and increased numbers of free unions and cohabitations.
5. Increased numbers of divorces and separations.
6. Increased number of single parent families, as well as increased number of reestablished families (second / third marriage with one or more children from previous marriage / marriages of the spouses).
7. Reduced total number of births and increased number of extramarital childbirths.

Within this framework of great social changes associated with the “marital status” and the severe demographic problem European countries face, the active participation of men in the upbringing of their children and their equal involvement in family tasks hasn't been properly studied. The Nordic countries are the exception to the rule and it is in these countries that we can observe an impressive involvement of men in family affairs. Generally speaking, though, there are indications that in other European countries too, one may observe a change of trends in this direction, that is of men-fathers assuming more responsibilities towards their children and their families. This is exclusively due to the employment of mothers, as well as the constant change of the traditional stereotypes and of the patterns, which influence and form the gender relations and the parental roles.





1.1. The concept of fatherhood

In recent years the concept of **fatherhood** has been touched upon by different theories and researches within the framework of which arise difficulties in finding a satisfactory definition of the term. Of course, it is obvious that these difficulties in finding a definition are linked to the sophisticated reality that has brought great changes to the forms and structures of the family in the developed societies of the western world. One can also note remarkable differentiations among European countries (e.g. Nordic countries and southern Mediterranean countries).

In the approaches of the Nordic (but also of the American) researches, the concept of fatherhood involves numerous dimensions. The different dimensions of fatherhood are determined by the role the male assumes in the family and the relation he develops with his child/children. On this basis we can identify four different kinds of fatherhood:

- 1) The **biological** fatherhood, which refers to the biological origin of a child from a specific male.
- 2) The **legally recognized** fatherhood, which actually determines, according to the law and/or court decisions the rights as well as the obligations of the fathers.
- 3) The **social** fatherhood, which attributes the role of the father to someone who shares his daily life with a child irrespective of the fact that he may not be the biological father of that child.
- 4) The **psychological** fatherhood, which refers to the close relation a man and a child might develop irrespective of the fact that they may or may not live together (Conference Report, 2006, p. 28-29).

It becomes obvious that these different types of fatherhood correspond to the different family patterns one can find nowadays in the developed western societies, which are indicative of an important change: **the point of reference is no longer the male-paternal authority, but the family structure within the framework of which a man assumes his role as a father.**

Thus, despite the bigger or smaller differences among the Member States of the European Union, there is a common point no one can question: the emergence of a



specific culture linked to the concept of *being a father or of doing a father*².

Moreover, the discourse about the concept of fatherhood found in the international literature suggests an element of paramount importance: both the concept of fatherhood and the ways men assume their roles as fathers have dramatically changed (Frank, 1998, Lamb, 2000). The focal point of these changes is identified in that which we have traditionally been defining as “paternal responsibility”. This kind of responsibility exceeds the limits of the financial sphere that is the obligation of the man-father to ensure the survival and satisfy the needs of the children and the mother. Nowadays, under the existing circumstances the role of the father becomes more “comprehensive” or “spherical”, more “integrated”, demanding from the father not only to assume financial responsibility, but also emotional support for the children and the mother.

Within this framework, one of the issues that arise, amongst others, is the stress/frustration experienced by men-fathers in their effort to counterbalance their professional and family roles, something that was repeatedly mentioned in all the researches which dealt with the issue of working mothers (Berry & Rio, 1997).

1.2. Equal roles for both parents and child rearing

Until recently, there have been a lot of studies and researches which dealt with the issue of men and housework. Thus, we know that on a daily basis men have more leisure time than women, who have to take care of the house as well as all the work deriving from the rearing of the children and childcare (Maratou-Alipranti 1995, Koronaiou 1996).

In recent years more and more researches focus on the specific responsibilities fathers assume systematically and not on a temporary basis, as regards childcare (e.g. feeding, bathing, studying, school visits, etc).

2 In English there are three different terms: father, fatherhood, fathering. The first two of them seem not to create problems when translated into other languages. The term fathering nevertheless, seems to create many problems and it is rather difficult to translate. Typically, fatherhood means **being a father**, in other words it gives a certain identity, whereas fathering means **doing a father** it refers, in other words, to a series of practical behaviors which characterize someone as a father (Conference Report, 2006, p. 28).





This turn reflects more or less the changes which have occurred with regard to the perceptions about the “good” father. Generally speaking, a father who sets a “good example” is a father who participates in the daily family practices and housework, is dedicated to childcare and upbringing and offers auxiliary support to his spouse during pregnancy.

In general, the typology suggested in the international literature can be summarized in the following triptych: “the good, the bad and the indifferent father” (Marks & Pal Ovitz, 2004). More precisely, the following classification-typology is proposed:

The “**participating father**” who is actively involved in the daily family life and participates in the household chores and the rearing of children.

The “**good father**” who, along with the main financial responsibility, assumes other roles as well. He dedicates part of his time to his children, taking part in pleasant and enjoyable leisure time activities (play, sports, walks, excursions, etc).

The “**bad father**”, who actually is an indifferent father. He is a father who cannot or refuses to assume any kind of role or responsibility. In this case, it is the wife-mother who is forced to take responsibility for everything, at the financial, emotional and social level (Hutton, 2006).

1.3. The negative consequences of the father’s “absence”

In the majority of studies and researches, which refer to the concept of fatherhood in the modern societies, emphasis is placed on the negative consequences the father’s “absence” has on the psycho-emotional and social development of children. Apart from the psychological or/and the psychoanalytical effects from the above mentioned absence, it seems that a high rate of absence of a father figure is linked to a poor performance at school, a low participation in the labour market and high rates of destructive or self destructive behavior (aggressiveness, smoking, alcohol and other substances use or abuse). It’s worth mentioning that this is something which mostly influences boys, because in the absence of a father figure they find it difficult to form an identity, have a good performance at school, integrate into society and develop behavioral self control.



In the United States the phenomenon has reached such alarming dimensions that many scientists who deal with the issue, dare talk about an “America Fatherless”. We find similar fears expressed not only in the United States but also in the Nordic Countries, as relative research shows an increasing trend amongst men (higher than that among women) to avoid having children or to abstain from their lives and upbringing in cases of family crises (separation, divorce, etc).

1.4. The broader European framework

Based on the aforementioned, the Resolution of the Council and the Ministers for Employment and Social Policy on Balanced Participation of both men and women in Work and Family Life, of 29 June 2000, confirmed the will of the European Union to encourage the Member States to promote an integrated solution and policies for equal participation of men and women in work and family life. The European Union considers motherhood, fatherhood and the rights of children as fundamental social values, which the society, the Member States and the European Union have to protect.

The main objective of these policies is to recognize the important role women play in the labour market on the one hand and to facilitate men in assuming a more active role in the family.

Thus, the Resolution, expressing previous positions of the European Commission as well, invites the Member States to suggest measures for a more balanced allocation of duties between working men and women. These duties relate to childcare, care of the elderly or handicapped or other persons with special needs, who depend on them. At the same time, the 2000 Resolution recognizes the difficulties in the implementation of Directives concerning parental leave (especially paternity leave) if substantial changes don't occur. These changes refer to the stereotypes of gender social roles in the family, at work and the society. Finally, in an attempt to combine the positions adopted by the European Commission, it outlines two important fields of social policy and interventions:

- 1) Further reinforcing of the care network for children and the elderly.
- 2) Promoting family friendly policies by enterprises.

As far as the second point is concerned, we need to underline that a public





opinion, which pushes for family friendly policies at the level of social policies about the family as well as at the level of enterprises, is considered to be an important factor in promoting a new culture for fatherhood. From this point of view, it is not surprising that a father's right to make use of their paternity leave more frequently has been established as one of the most successful ways to increase male participation in family obligations and their commitment to their role as fathers.

In this context, the European Union encourages via research, actions and specific measures the promotion of Best Practices implemented in various Member States of the Community. These practices include, in addition to the above mentioned, the following:

- Encouragement of the enterprises, especially the small and medium sized, to introduce human resources management taking into consideration the family life of their employees.
- Planning and implementation of information and sensitization programs aiming at changing the mentality of the general population as well as that of target groups.
- Possibility of harmonizing working hours and school curricula.
- Scientific research and assessment of the results for further reinforcement of gender equality in work and family life.

1.5. The Greek framework

The historical, social and cultural changes of the last decades in the Greek society have changed the perceptions and concepts on families, parental roles and the place of children in the family.

One of the most important changes is the increasing participation of women in the labour market in the course of the last two decades, in spite of a higher female unemployment rate (more than twice as high as that of male unemployment). Of course, when compared to female employment rates in other European countries, the percentage of female employment in Greece remains quite low (42.5%). In the European Union of the Fifteen it was 55.6% in 2002. In the same time period the male employment rate in Greece was 71.4%, more or less the same as the corresponding European Union rate (72.8%) (National Report of Greece, 2005).



Great changes are also observed at the demographic level, since it is well known that Greek society has the lowest birth rates and the highest percentage of elderly people. The total fertility rate, which during a twenty-year period (1960-1980) remained at around 2.4 children per woman of reproduction age, has fallen drastically after 1981. This low fertility rate has remained unchanged up until recently and in 1997 the overall fertility rate was around 1.32 children per woman, lower than the 2.1, which is considered the minimum replacement rate (Simeonidou, 2000).

As regards the participation of men in household tasks and the upbringing of the children, Greek society belongs (along with Portugal, Spain and other countries) to the traditional European countries. At the same time, the divorce rates in Greece remain low (with a tendency to increase) just as the percentage of single parent families³.

Data obtained from the European Working Conditions Survey (2000) in the Europe of the Fifteen, show that among men with full time employment and children younger than fifteen years, the Greeks rank first in difficulty to combine working hours with other obligations outside their professional field (34% with children younger than ten years old and 27% without children say that they have difficulties, whereas the respective percentages in Finland are 15% for men with children and 15% for men without children and in Portugal 24% for men with children and 13% for men without children).

We also observe an important differentiation between men and women in the use of parental leaves. In Greece, according to a research conducted among 1408 employees, 562 men and 846 women made use of parental leave, whereas only 39 men availed themselves of their right to paternity leave (A Guide to Good Practices for the *Reconciliation of Family and Professional Life, May 2005, Community Initiative EQUAL*).

Based on the above, the European Commission in its Directives⁴ of 22 / 07 / 2003 suggests that Greece should take action so as to:

- 3 In 2003 the analogy was 56,6 marriages per 1000 inhabitants, whereas in 1980 it was 62,4. Divorces in 2003 were 11,1 per 1000 inhabitants against 6,7 in 1980. The out of wedlock birth rate was 4,4% in 2002 against 2,9% in 1984. The single parent families are 351.177, out of which the 292.485 (83,15%) have a woman as a head of the family. See relevant statistical data supplied by the National Statistical Service of Greece.
4. OJ L197, 05/082003 "Council Recommendation of 22 July 2003 on the implementation of Member States' employment policies", p. 0022-0030.





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- Reduce the increased difference in the rate of participation between men and women in the labour market,
- Continue the efforts to reinforce the services network to children and other dependents,
- Raise awareness among the population with regard to promoting gender equality and make known the importance of balancing professional and family life, for men and women.



2. THE LEGAL FRAMEWORK

2.1. Brief historical background

In general, Greece is a country which has adapted its national law standards to those of the European Union following Community Directives (maternity leave, parental leave, leave for illness of dependent family members, etc). Nevertheless, we need to note that a thorough study of the legal framework shows that the “first generation” of legislative interventions does not avoid a reproduction of stereotypes. The primary task of the relevant legislation was to protect the reproductive role of the working mother. The proposed measures aimed at facilitating women to exercise both their professional and their family duties (e.g. labour / maternity leave). Thus, the protection of the “female nature” by law led to opposite results and mainly to the perpetuation of inequalities in the work place. Remnants of this extremely conservative model which supported job allocation on the basis of gender, exist even nowadays, thus reserving a strictly defined traditional social role for women.

Nevertheless, the constant social developments, the appointment of women to executive positions with more responsibilities, the demographic changes, the different roles assumed by both men and women in an ever changing society in the family and at work, the emergence of different models of personal and professional relations, as well as other similar factors, have rendered this system of rules partly ineffective.

The “new generation” of regulations, adapted mainly to the E.U standards, is characterized by the modern ideals of cooperation between men and women, ideals that actually exceed the traditional patriarchic perceptions. The new generation of regulations does not confine itself to just “facilitating” women in their effort to assume professional activities along with their responsibilities to their families, but aspire to create an adequate framework, to prevent family responsibilities from becoming an impediment to a woman’s professional life.

It’s worth mentioning that the most important milestone for gender equality at the legislative level in Greece is without a doubt L. 1329/83, which actually adapted the Family Law to the Constitutional requirement for gender equality and





contemporary demands. More precisely, it abolished the concept of a patriarchal family and replaced it with a family of equals; it abolished the institution of dowry and provided that both spouses are liable to contribute in accordance with their capacity to the family well being.

2.2. Legislative regulations for the reconciliation of work and family

2.2.1. The work time management and the social organization of time

Work time and its management is one of the most important problems one needs to deal with in order to be able to balance family and professional life. The issue of reducing work time is in the limelight not only at a national but at the European level as well. The possible negative consequences this reduction will have on the national economy constitute the main impediment for a positive decision in this direction.

In Greece part-time employment is regulated by **L. 2639/1998**, article 2, and L. 3174/2003, which provides for measures concerning the social organization of time and the satisfaction of the needs a Welfare state entails (e.g. more flexible timetables in the Public Sector). All the labour law provisions apply to the part timers as well, with the exception of the unpaid leave for illness of dependent family members which does not include the part timers and can be perceived as an indirect discrimination against women.

The basic criteria which have to be met so as part time jobs are conducive to a reconciliation between family and professional life are the freedom of choice, the flexibility of changing between full time and part time employment and the indiscriminate treatment of part timers (A Guide to Good Practices for the *Reconciliation of Family and Professional Life*, May 2005).

2.2.2. The legal framework of parental leaves

2.2.2.1. Leave for illness of family members

Full time salaried employees are entitled to an unpaid leave of up to six working days every year, in case of dependant children or other family members. This leave can be given all at once or in several periods and can be increased to eight working



days if the beneficiary has two children and to twelve days for beneficiaries with three or more children. In cases where the beneficiaries are husband and wife they are both entitled to said leave (**article 7, L.1483/84 and article 11 of the 23.5.2000 National General Collective Agreement**-Journal of Insurance Labour Law (EAEΔ) 2000, page. 478, DOC 2000, page 665) (See Labour and Legislative Legislation, Ioannis D. Lanaras, Athens 2005).

2.2.2.2. School Leave

Employees with children up to 16 years old who attend a primary or secondary school, are entitled to some hours leave or to a whole day leave with their employer's permission, up to 4 days per year, so as to be able to visit their children's school and inquire as to their progress. (article 9 **L. 1483/84**. Document 1754/90, 1814/90 Ministry of Labour, Journal of Insurance Labour Law (EAEΔ) 1991, page 77, 351 Supreme Court 447/99, 4/2000, Labour Force Survey (LFS) 2000, page 309).

Said leave is granted to the working parent irrespectively of whether the other parent works or not. It is a **full pay** leave which is given irrespectively of the number of employees in the company. If both parents are employed, they jointly decide each time which of the two will make use of this right and for how long. There is no protected right for the days and hours the school is closed (holidays, bank holidays, etc) or in cases where the school hours do not coincide with the working days or hours of the beneficiaries (Document 588/87, 1265/88 Ministry of Labour, DOC 197, page 1104). Parents whose children go to kindergarten, are also entitled to this leave. In case there are more children, the days do not increase in number, even in cases where children attend different classes or schools (e.g. Labour and Legislative Legislation, Ioannis. D. Lanaras, Athens 2005).

As far as the public enterprises are concerned, this kind of leave refers to parent whose children attend primary or secondary school (**Law 2683/1999** article.53).

2.2.2.3. Single Parent Leave

For widowed employees and for single parents, either men or women, who have the custody of the child, a 6-day, full pay leave is granted per year, in addition to the





ones they are entitled in accordance to other provisions. Parents, with three or more children are entitled to an 8-working day leave (article 7 of the **15.4.2002 National General Collective Agreement**).

Said leave is granted due to increased needs for the care of children up to 12 years old. It is granted all at once or in several periods with the employer's consent and according to the needs of the parent and it must not coincide with the beginning or the end of the regular leave the employee is entitled to (Labour and Legislative Legislation, Ioannis. D. Lanaras, Athens 2005).

2.2.2.4. Child Rearing Leave

The Law 1843/84 has established the child rearing leave for salaried employees. After a while the law was amended and supplemented by the 9.6.1993 **National General Collective Agreement** and the article 25 of the Law 2639/98.

The aforementioned provisions provide that each working parent in a relation governed by private law or hired by an enterprise or a holding regardless of the number of employees therein, provided that he or she has completed one year of employment with the same employer and provided that the other parent is employed away from home, is entitled to parental leave for the period starting from the end of the maternity leave until the child has reached the age of forty two months. The total duration of the leave can be up to 3.5 months all at once or in several periods for each parent separately. The right to a parental leave is personal and non-transferable for each parent and separate for each and every child.

- This leave is unpaid. The previously mentioned provisions apply to all employees of the Public Sector, Public Entities and Local Authorities Organizations.
- In cases of separation, divorce or widowhood, or birth out of wedlock, the parent who has got custody of the child is entitled to up to six months leave.
- The time of absence from work due to child rearing leave is considered to be actual service time.
- Public Bodies provide for parental leave of up to 2 years for each parent with children aged up to 6 years. The period of absence is not considered an employment period (*article 51(5) Law. 2683/99*).



2.2.2.5. Childbirth / Maternity Leave

Part of the maternity leave is the pre-natal leave (prior to childbirth) as well as the postnatal leave (after childbirth), which concerns only the mothers. The leave which is granted right after the postnatal leave is well known **as parental leave for breastfeeding or child care and concerns the fathers too (15.4.2002 and 24.5.2004 National General Collective Agreement).**

2.2.2.6. Leave of absence for infant and young child feeding and childcare for fathers

Private Sector

The father is entitled to parental leave for childcare (daily reduction in working hours or alternatively the equal time of leave all at once or in several periods) if the working mother does not avail herself of this right.

This leave is considered as working time and is paid accordingly. On no occasion should it influence negatively the working conditions or the professional relations of the beneficiary.

Public Sector

After the signing of the Cooperation protocol between the General Secretariat for Equality and the Federation of Greek Industries, the Greek General Confederation Of Arts and Crafts, the Greek National Confederation of Commerce, the Athens Chamber of Commerce and Industry, and of the Memorandum Of Cooperation between the General Secretariat for Equality and the Hellenic Network for Corporate Social Responsibility, a proposal by the General Secretariat for Equality to the Commission is expected to be included in the Code of Civil Servants (Ministry of the Interior, Public Administration and Decentralization) which provides for reduced working hours or child rearing leave for children aged nine months to the working father as well. The same right will be extended to single-family parents.





2.2.2.7. Paternity Leave

No European Community Directive regulates Paternity Leave. Nevertheless, the Resolution of the Council and the Ministers for Employment and Social Policy on Balanced Participation of both men and women in Work and Family Life of 29 June 2000, encourages the Member States to consider the possibility of recognizing this form of paternity leave. **According to an ideal definition, paternity leave should coincide with maternity leave so that the father should be given the opportunity to participate in the childbirth and stay at home with the mother and/or the other child or children. The leave should be granted to the father irrespective of the work status of the mother.**

2.2.2.8. Childbirth Leave for the father

In cases of childbirth the father is entitled to a two day paid leave for every child. **(3.5.2000 / National General Collective Agreement).**

2.2.2.9. Leave Programming

Employers who employ parents with children aged up to 16 years (being their custodians) or children older than 16 years with special needs, in the annual leave programming for their personnel, have to take into consideration the needs of this special category of parents-employees.

2.3. Recent Regulations

According to the Memorandum of Cooperation signed between the General Secretariat for Equality of the Ministry of the Interior, Public Administration and Decentralization and the Hellenic Network for Corporate Social Responsibility (2. 2. 2006) both parties agree to cooperate in order to inform, raise awareness among and motivate enterprises to promote and disseminate equal opportunities policies between men and women and relative Good Practices, actions and measures



adopted and implemented by the enterprises members of the Corporate Social Responsibility Network.

The common action plan includes among others the following:

- Promoting Good practices aimed at offering equal opportunities between men and women, implemented in the enterprises-members of the network, analyzing the objectives, the methodology, the actions, the results achieved and the evaluation methods.
- Presenting, on the basis of gender, data included in the social accounts of the enterprises.
- Encouraging references to policies that promote equality of opportunities between men and women in areas such as studies, researches, reports, social accounts, codes of conduct and other documents produced by the enterprises.

The parts share the following, among others:

The Hellenic Network for Corporate Social Responsibility will be responsible for raising awareness among its member enterprises on issues concerning the promotion of equality policies or practices between men and women in the work place. More precisely it will encourage the following:

- The Formation and promotion of policies harmonizing professional and family obligations,
- A positive attitude toward carrier brakes and the promotion of rehabilitation programs for the employees retuning to the company / enterprise after a long lasting absence.
- The encouragement of the fathers as well as of the working mothers to make use of the child rearing leave they are entitled to.

In the framework of the above mentioned cooperation the General Secretariat for Equality intends to reward, on an annual basis, the enterprises-members of the network which implement policies or practices to promote the aforementioned. The General Secretariat for Equality is also willing to form and develop, in cooperation with the Hellenic Network for Corporate Social Responsibility, criteria for awarding an Equality Prize to companies which distinguish themselves with positive actions aimed at equality between men and women.





During the implementation of the Memorandum of Cooperation the parties will cooperate in order to find new areas of actions for the enterprises-members of the Network. These areas of action will focus on the following:

- Fighting against the high degree of stress at work, especially stress experienced by women.
- Development of programs and actions for eliminating social phenomena which influence women negatively.
- Promotion of innovative actions for gender equality in the framework of the National Strategic Development Plan 2007-2013.

2.4. The latest developments

The latest developments acknowledge a number of contexts in balancing family and professional life for both men and women and in promoting gender equality.

According to the Cooperation protocol signed in 2.6.2006 between the General Secretariat For Equality of the Ministry of the Interior, Public Administration and Decentralization and the Federation of Greek Industries, the Greek General Confederation Of Arts and Crafts, the Greek National Confederation of Commerce, the Athens Chamber of Commerce and Industry, the Hellenic Network for Corporate Social Responsibility for the promotion of equal opportunities for both men and women in the enterprises, it is acknowledged that:

1. Women's employment contributes to social cohesion and financial development. Women are a source of talent and competence indispensable to modern societies. Equal opportunities and equal treatment in all stages of professional life is a social investment, which contributes to both their self-reliance and reinforcement of their self-esteem. Furthermore, this investment also contributes to the financial development of the country. That is why the financial emancipation of women and the harmonization of professional and family life where considered to be the main axes of priority in the E.U. Road Map for Gender Equality 2006-2010.
2. At the European level, the revised Lisbon Strategy formulates new conditions and data for the competitiveness Member States' economies. This competitiveness is directly linked to their ability to fully exploit their productive



potential. Taking into account that in Greece women account for 52% of the population, their integration and contribution in the labour market as well as their professional activities are a competitive edge in the exploitation of the country's human resources. This point of view was particularly stressed during the summer Summit Meeting of March 2006, where the European Pact for Gender Equality was adopted and the Member States decided to implement policies reinforcing women employment in order to sustain the economic development, the prosperity and the competitiveness of the Union.

3. Within the framework of the European cross-industry social dialogue, the European social partners undertook the obligation, during the summer Summit Meeting, March 2005, to support an "Action Framework for the promotion of Gender Equality" within the period of application and evaluation of the impact in the year 2008. This very program is mainly addressed to the respective organizations of each Member State of the Union, which are invited to actively promote this action framework and contribute to the planning and the dissemination of appropriate practices and actions at the national, sectoral, local and operational level.
4. The responsibility for a balanced participation of men and women in the labour market and a well-balanced professional and family life is shared among the State, the factors of productivity and the Civil Society.

The Member States recognize the fact nowadays they are facing tremendous changes and challenges at the political, social, financial and professional level, which influence the role women play in the sectors of economy and labour and demand a radical revision of the general concepts linked to the position and role of women.

The Member States take into account that:

1. Based on the National Reforms Program 2005-2008 for each Member state, our country committed itself to increasing the employment rate of women to 51%, so, the State, the social partners, and the business world are invited, by 2010, to jointly formulate specific objectives which will secure the development of the country and will contribute to the maintenance of the so called social cohesion. The increase of women's employment, which, today in Greece is only 46,2%, lagging seriously behind the Community average of 55,6%, and the Lisbon strategic objective of 60%, must become a top national priority. That is why the strategic planning for the new planning period (2007-2013) is heading towards this direction.





2. The participation of women in the financially active population of the country improves the viability of the social security systems and copes substantially, with the reduction of the available manpower observed in Greece because of population ageing. At the same time, the increase in female employment contributes to the family income, thus reducing any financial problems which prevent couples from deciding to have one or more children.
3. The promotion of equal opportunities policies between men and women in both the enterprises and the public sector, enhances the competitiveness of our country, since it increases the possibilities of identification and exploitation of young talented employees, capable of offering a lot in the common effort for knowledge expansion, promotion of innovation, diversity management and quality consolidation at all stages of the production process.
4. Family obligation, motherhood and fatherhood, beyond being a social need, are also a kind of personal and collective wealth which if properly harmonized with work, is an added value for the company.
5. The introduction of policies and practices aiming at offering equal opportunities for men and women employees, brings the following results:
 - a. It attracts the best labour force available, irrespective of gender, which brings knowledge and innovation to the company by applying skills, such as cooperation, emotional quotient, analytical capability, appreciation of more than one variables, etc.
 - b. It increases the personal satisfaction women can get from their job and, consequently, decreases the high degree of stress at work, whereas at the same time it improves productivity.
 - c. It upgrades the quality of life for both genders by specific measures aiming at harmonizing professional and personal life.
 - d. The female presence in executive posts offers new opportunities to the company, since it is well proven that in case there is a balanced presence of both genders in high responsibly posts, there is an improvement in the management of the company.
 - e. Moreover, the consumer basis expands when job opportunities are offered equally to both men and women, since women constitute the biggest part of the buyers. If they have an increased income, they will spend more of it consuming.



6. Equal opportunities at work require equal treatment of men and women on issues linked to hiring policies, training and development, career high posts and payment. Since the roots of discrimination are rather deep and complex, its successful elimination depends mainly on reversing a great number of stereotypes, which remain in the society and the business world. These stereotypes concern most of the times the role of women at work and within the specific profession. The success of the initiatives occasionally promoted is contingent on taking into consideration gender mainstreaming on the one hand and special positive actions on the other. These actions should be implemented by both the State and the enterprises.
7. Special measures should be taken for small and medium sized companies which tend to face more and greater difficulties in promoting equal opportunities and absorbing the cost of absence of a woman because of a maternity or parental leave. That is why these enterprises should be offered aid in order to deal with this kind of problems.
8. Within the “Framework of Actions for Gender Equality”, the European social partners try to adopt (see above), some interlinked and equally important priorities have been identified, through which both sides express their will to take the following actions:
 - Evaluation of the traditional roles of both genders, promotion of women in decision making processes, support of the balance between work and private life as well as dealing with the matter of gender-based pay gap.
 - Developments in the field of the legislative framework dealing with equality at both the European and national levels have created new facts and commitments in the labour market.

For the above reasons, equal opportunities at work are of paramount importance for every single enterprise, irrespective of its size.

9. The elimination of the existing inequalities at work in our country requires the political will of the interested parties, the State, the social partners and the companies, in order to give an impulse to policies, including positive actions where necessary, to the benefit of equal opportunities between men and women at work.

The Member States also **accept** and **commit** themselves to the following:





1. They **have jointly decided to show political will** and proceed with a series of coordinated actions which will lead to the identification, the understanding and finally the confrontation of the unequal treatment of men and women with regard to their access to employment, as well as to certain professions, training, development, payment and the terms of employment in general.
2. More Specifically:
 - a) The employers' associations (Federation of Greek Industries, Greek General Confederation of Arts and Crafts and Greek National Confederation of Commerce) will entrust their research centres with the task of conducting a research and jointly drawing up a relevant report which will record the discriminatory treatment of men and women with regard to their access to employment and the terms of employment, as well as the reasons for such treatment, placing special emphasis on qualitative characteristics as well. The findings of the present research will help the associations to come forward with specific recommendations-proposals for their members.
 - b) The employers' associations, The Athens Chamber of Commerce and Industry and the Hellenic Network for Corporate Social Responsibility will promote actions to reinforce and extend the female entrepreneurship.
 - c) The employers' associations, The Athens Chamber of Commerce and Industry and the Hellenic Network for Corporate Social Responsibility will take the initiative in informing and raising awareness amongst their members for the existing legal framework and the development in the field of equality between men and women, as well as for the Good Practices introduced by enterprises at National, European and International level.
 - d) At the same time, in an effort to understand the problem much better, the employers' associations, The Athens Chamber of Commerce and Industry and the Hellenic Network for Corporate Social Responsibility will, encourage their members to follow and publicize on a regular basis data concerning the presence and the analogy of men and women in the different hierarchy posts within the company.
 - e) The employers' associations, The Athens Chamber of Commerce and Industry and the Hellenic Network for Corporate Social Responsibility will



try to sensitize their members, in order to increase women's participation in high responsibility posts as well as in the decision making bodies of companies and organizations.

- f) The employers' associations confirming the special political importance of the social partners' initiative to create L.A.E.K. (Special Fund for Employment and Vocational Training), they will cooperate with the General Confederation of Greek Workers on the exploitation of its resources, aiming at binding a specific amount of its budget for the support of actions reinforcing female employment. This support will be given mainly to very small and small enterprises so as to help them cope with possible problems arising from maternity leaves and other measures introduced for the reconciliation of professional and family life.
 - g) The employers' associations commit themselves to examine the implementation of new forms of work arrangements in big and medium sized companies with the aim to harmonize family and professional life, on the one hand, and reinforce female employment and adaptability on the other hand, by facilitating their access to Lifelong Learning Programs. So, in that manner they will take into consideration Good Practices in flexible use of the existing leaves, telework programs, optional part time employment, etc. In order for these policies to bear fruits, they have to be adjusted to the profile of each enterprise and its employees.
3. The State will:
- a) Finance of researches-studies as mentioned in the paragraph D.2 of this document.
 - b) Subsidize, from European and national resources, enterprises throughout the country, irrespective of their size, in order to cover expenses linked to childcare structures and education and training of women employees. Moreover, it will subsidize companies willing to introduce quality accreditation standards for gender equality policies, the moment they show interest to do so, as well as companies which use flexible, gender friendly forms of optional employment. Priority will be given to small and medium sized enterprises/companies.
 - c) Reinforce and support projects which will be included in the CSF and





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implemented by enterprises or their trade unions, provided that their content coincides with the objectives of this agreement.

- d) Examine, after certifying implementation of relevant projects, the possibility of financial or other motives, (e.g. tax relief, reduction of the social security contributions) to enterprises of the private and public sectors which take concrete actions for gender equality at work, favoring, for example, balance between men and women when hiring personnel to fill the empty posts in the company, appointment of women to senior positions, career planning, balanced participation of women in professional training programs, adoption of innovative time management programs in the company so as to facilitate both men and women to meet their family obligations, etc.
- e) Award, on a yearly basis, a Gender Equality Prize, to companies that promote equality between men and women at work via human resources management policies, as mentioned above.

The parts recognize that efforts, similar to the ones mentioned previously, will have the foreseen results if they have the support of the society as a whole. In order to lift the barriers of the existing inequalities and allow women to participate in the economic process, the parts will work hard to disseminate the relative messages to all the citizens.



PART B

1. THE SUBJECT OF THE RESEARCH

The present research tries to explore a series of questions concerning the role of Greek fathers and their efforts to balance their professional and family life.

The basic **objective** of the present research is to bring to the limelight the working, social and cultural factors, which prevent men from becoming more active and assuming more responsibilities with regard to their family in general and child rearing more specifically.

The basic **assumption** in the present research is that the impediments to balance professional and private life for men, derive not only from their working environment (working hours, commuting, time schedules, etc), but also from the traditional stereotypes and the gender roles that consider men-fathers mainly responsible for the financial prosperity of the family and women-mothers, exclusively responsible for the upbringing of children and house works.

The main subject of the present research is the identification of perceptions of Greek fathers concerning their relations with their children, as well as the recording of their concrete practices / actives within the family linked to child rearing and house works. Beyond these, other relative issues are also investigated. More precisely, the research focuses on the following:

- Investigation of the perceptions and the stereotypes of the fathers in the research sample concerning the roles of both genders in the family and child rearing. Tracing of their concepts in relation to the concepts of fatherhood and motherhood.
- Investigation of the meaning the very fathers attribute to the concept of fatherhood, the way it is determined in the theoretical framework of the study.
- Identification of the existing gap based on international researches between the desirable and the actual relationships fathers develop with their children.



- Special emphasis is placed on the representation of the existing situation through four different study fields.
 1. Availability and presence of the father in the family. Quality and content of time he dedicates to the children and investigation of the perceptions related to the family time and leisure time, as well as relative practices linked to that time.
 2. Commitment to the children. Direct care, shared experiences and activities with the children.
 3. Assumption of certain responsibilities: feeding and bathing younger children, visits to the doctor, visits to school, help children with their homework, arrangement of after school activities for children, etc.
 4. Assumption of specific house works (shopping, payment of bills, other daily chores).
- Investigation of the personal views concerning the meaning of phrase “relation with the children”, what is the meaning of responsibility, expression of feelings towards the children and commitment vis a vis the children.
- Investigation of the objective and subjective difficulties in balancing the different social times (work time, transport, working time at home, free family and personal time).
- Conflict of roles and consequences (frustration / stress, feelings of guilt etc) on professional, family and personal life.
- Investigation of the policies implemented by the public and private companies concerning the promotion of work-family harmonization. Implementation or not, of the existing legal framework for the parental leaves, differences between the private and the public sector.





2. RESEARCH METHODOLOGY

In the following pages we will provide brief information concerning the methodology of the research, the tools used, the data collection and process, as well as the participants' profile.

2.1. Research tools

During the research, focusing on the role of fathers in promoting gender equality, we used certain research tools, which, on the one hand bring the problematic and its dynamic in the limelight, and on the other hand offer a wide variety of research data with primary and secondary possibilities of exploitation. Thus, based on the objectives and the problematic, the use of more than one tools was considered necessary. The methodology tools selected were the questionnaire⁵ and an interview.

The questionnaire was chosen as the most effective means of portrayal of the attitudes and perceptions of an adequate number of fathers asked about their role in work and family life, the promotion of gender equality as well as about the problems they face trying to balance work and family life. More precisely, besides the general questions linked to the socio-demographic and professional characteristics of men-fathers, other questions, focusing on the educational level and the profession of their spouses, were also included. Moreover, a series of questions dealt with the house works and how they are shared, the responsibilities they assume in relation to the activities with their children and childcare in general. Finally, some questions concerning the perceptions of men-fathers about the role of both genders in work and family life, were also included.

The interview was used in order to acquire a more complete and in depth picture of the attitudes, perceptions and views. At this point, it's worth underlying that during the interview process what interested the interviewers mostly, was not structured questions, but an open discussion about specific issues. Kerlinger (1970) mentions that an interview can be used to evaluate unexpected results or / and for an in depth examination of the motives of the interviewees and of the reasons which led them answer a question in a specific way.

5 The Questionnaire of the research is included in the Annex.



Various scientists have mentioned the advantages of the multi method approach for social phenomena. Here, we simply state that the choice of a single approach bears the danger of misleading results whereas at the same time its quite possible to reduce, not only the quantity but also the quality of the data which give an adequate overall picture of the investigated issue.

2.2. Data collection process

The Questionnaire distribution⁶ and the Interviews took place from April until March 2006. Data were collected through personal contact of the research team and the participants. The questionnaires were delivered in an envelope, accompanied by a letter, which, informed the participants about the aim and the importance of the research. The participants were also informed that their participation was optional and assured about the anonymity of their answers. Moreover, they were asked to make their best not to leave any questions unanswered. The overall time for the filling in of the questionnaire did not exceed 30 minutes. After the filling in, the interview took place.

2.3. Data processing and analysis

A computer processing according to the Statistical Package for the Social Sciences (SPSS) followed the data collection and codification. The statistical processes we followed in order to describe and analyze the data were the following: a) frequency identification b) calculation of the necessary average from the answers given c) cross-tabs in order to estimate the effect of different categories of variables (e.g. educational level of men-fathers, educational level of their spouses / companions, type of employment agency) in the diverse percentages formed based on the answers given by the participants.

6 The Questionnaire was at first distributed, in the framework of a pilot trial, to a small sample of men with the same characteristics as the main research group. The reason for that was to identify and correct possible mistakes in the questions (See: C. Javeau, L'enquete par Questionnaire. Manuel a l'usage du Praticien. Bruxelles: Universite de Bruxelles, 1988).





Also, based on the principles of qualitative content analysis, we proceeded with the statements of the participants in the research, aiming at investigating the concepts and the meanings and thus determining the way they are perceived by the subjects.

2.4. Research sample

The sample for the present research consisted of 200 men working in the wider public and private sectors of the country. The selection of men-fathers was random something which serves well both the philosophy of the research in general and its concrete objectives. Important role for the selection of the sample played the decentralized geographical approach as well as the differentiation of the employment body (public-private sector). Assuring the above we were pretty confident that other forms of differentiations like, educational level, age, marital status, would naturally arise.

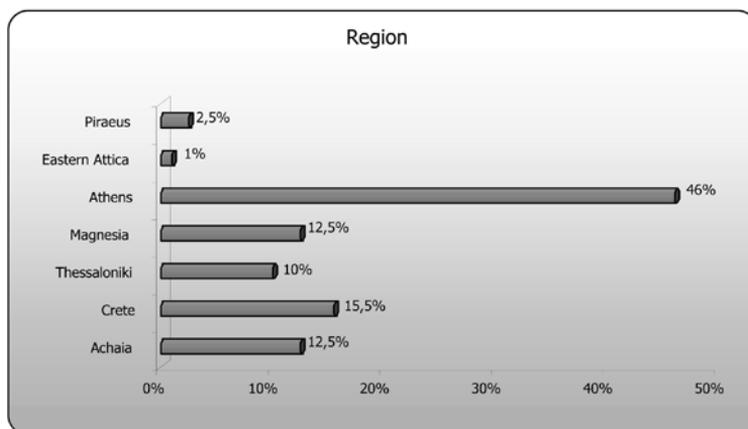
It is needless to say that a major criterion for selecting the participants was fatherhood.

As it is obvious from the following graph most questionnaires come from the greater Athens area (**46%**), eastern Attica (**1%**) and Piraeus (**2.5%**), followed by Crete and more specifically Heraklion with **15.5%**, Achaia and Magnesia (**12.5%**) and Thessaloniki (**10%**).

Table 2.1.
Geographical distribution of the participants

Region	Frequency	Rate
Achaia	25	12.5%
Crete	31	15.5%
Thessaloniki	20	10%
Magnesia	25	12.5%
Athens	92	46%
Eastern Attica	2	1%
Piraeus	5	2.5%
Total	200	100%

Graph 2.1.



The ages of the participants and their respective percentages are depicted in Graph 2.2. Thus, from the total number of participants **37.2%** is between 30 and 39 years old, **45%** is between 40 and 49 year old whereas the remaining **17.8%** is between 50 to 60 years old. From the above it becomes obvious that the age group of 40 to 49 is the one with the highest percentage of participants.

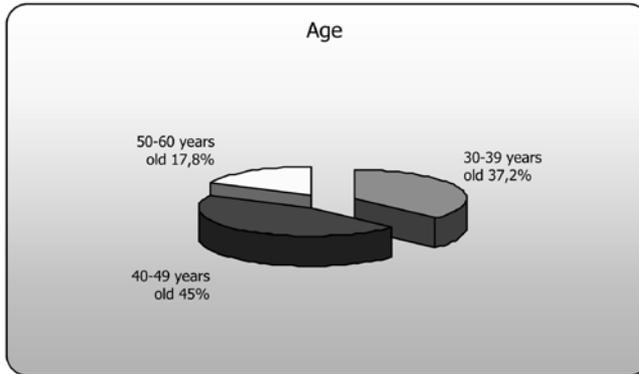
Table 2.2.
Age distribution of the participants

Age	Frequency	Rate
30-39 years old	71	37.2%
40-49 years old	86	45%
50-60 years old	34	17.8%
Total	191	100%



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Graph 2.2.

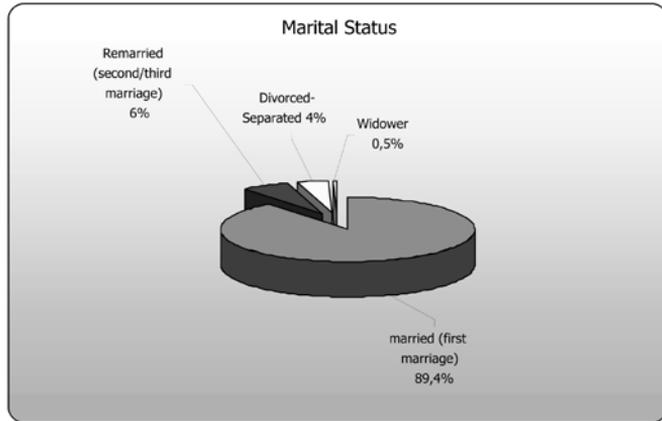


As far as the marital status of the participants is concerned 178 (**89.4%**) say that they are married (first marriage), 12 men (**6%**) are remarried, whereas only 8 (**4%**) are divorced or separated and one of them is a widower.

Table 2.3.
Marital Status

Marital status	Frequency	Rate
Married (first marriage)	178	89.4%
Remarried (Second / third marriage)	12	6%
Divorced-Separated	8	4%
Widower	1	0.5%
Total	199	100%

Graph 2.3.



Most of the participants in the research (**50.5%**) have two children, followed by them with only one child (**35.5%** of the sample), whereas only a **4%** of the participants (8 persons) have four children.

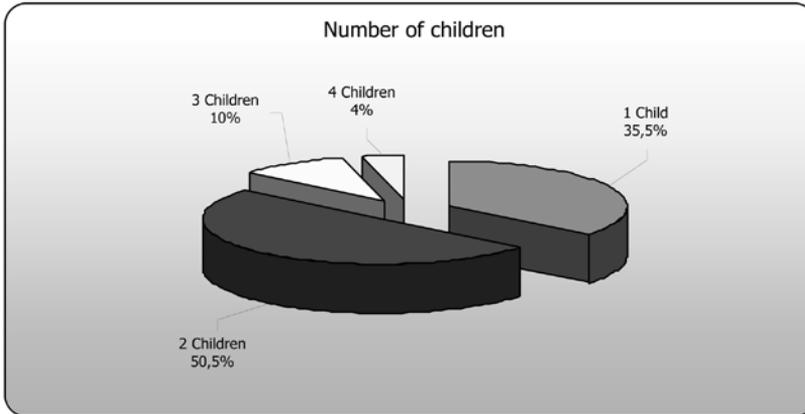
Table 2.4.

Number of Children	Frequency	Rate
1 child	71	35.5%
2 children	101	50.5%
3 children	20	10%
4 children	8	4%
Total	200	100%



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Graph 2.4.



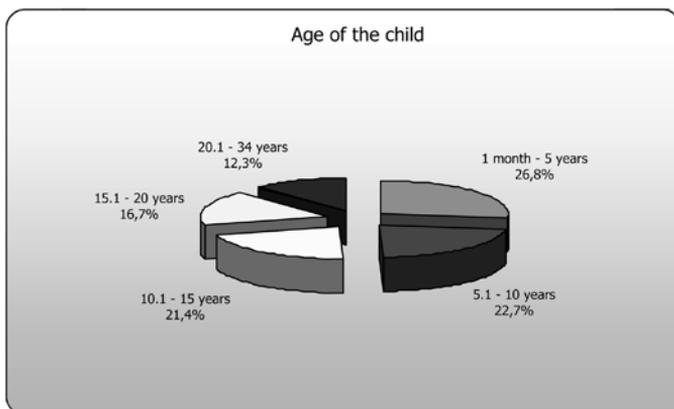
Looking into their children's ages, we see that the overwhelming majority of the participants' children are aged between 1 month and 15 years old (**70.9%**). More precisely **26.8%** of them have children aged 1 month to 5 years old, **22.7%** have children aged 5.1 to 10 years old and **21.4%** children aged 10.1 to 15 years old. **6.7%** of the children are aged between 15.1 and 20 years old, whereas a very small percentage (**12.3%**) has children aged 20.1 to 34 years old.

Table 2.5.

Distribution according to the participants' children ages

Age of the child	Frequency	Rate
1 month-5 years	98	26.8%
5.1-10 years	83	22.7%
10.1-15 years	78	21.4%
15.1-20 years	61	16.7%
20.1-34 years	45	12.3%
Total	365	100%

Graph 2.5.

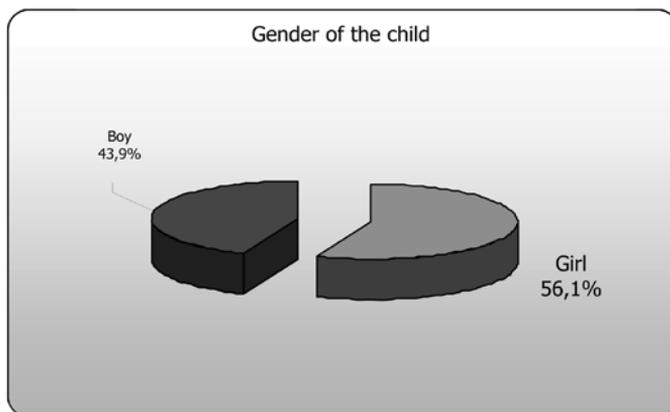


By examining the gender of the children we observe, as depicted in graph 2.6 that most of them are girls (**56.1%**), outnumbering boys by 12.2 points (**43.9%**).

Table 2.6.

Gender of child	Frequency	Rate
Girl	203	56.1%
Boy	159	43.9%
Total	362	100

Graph 2.6.





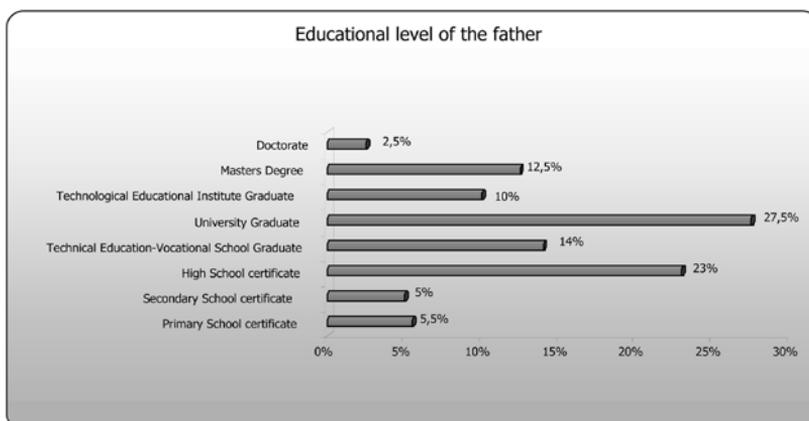
In the following graph one can see that most of the men in the sample are University graduates (**27.5%**), 46 (**23%**) of them are High school graduates, whereas 28 (**14%**) have graduated from Technical-Vocational Schools. The percentage of the primary and secondary education graduates is quite high (**11%** and **10%** respectively), whereas a very small percentage of the participants hold a Doctorate (**2.5%**).

Table 2.7.

Distribution of the participants according to their educational level

Educational level of the father	Frequency	Rate
Primary School certificate	11	5.5%
Secondary School certificate	10	5%
High School certificate	46	23%
Technical Education-Vocational School Graduate	28	14%
University Graduate	55	27.5%
Technological Educational Institute Graduate	20	10%
Masters Degree	25	12.5%
Doctorate	5	2.5%
Total	200	100%

Graph 2.7.



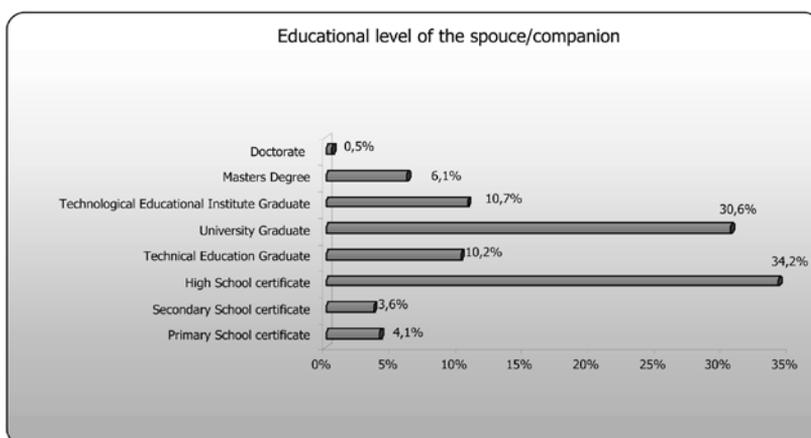


As far as their spouses' / companions' educational level is concerned, most of them were High School graduates (**34.2%**), closely followed by the University graduates (**30.6%**). Only one is a Doctorate holder.

Table 2.8.
Distribution of the Participants according to their spouses'/companions' educational level

Educational level of the spouse/ companion	Frequency	Rate
Primary School certificate	8	4.1%
Secondary School certificate	7	3.6%
High School certificate	67	34.2%
Technical Education Graduate	20	10.2%
University Graduate	60	30.6%
Technological Educational Institute Graduate	21	10.7%
Masters Degree	12	6.1%
Doctorate	1	0.5%
Total	196	100%

Graph 2.8.





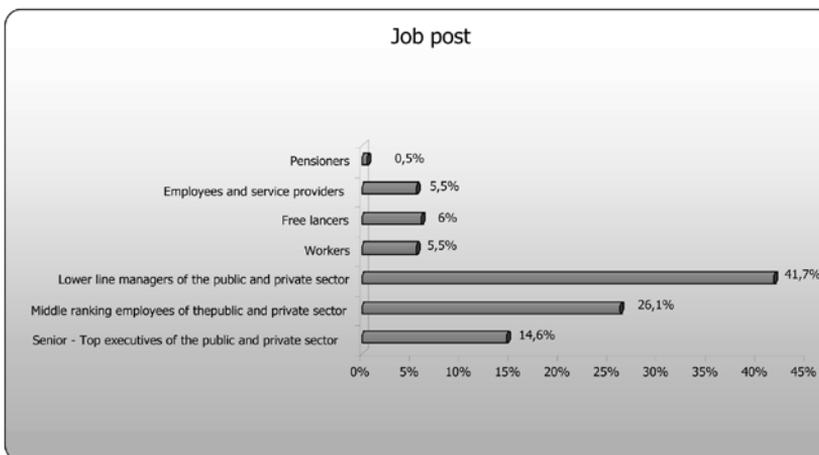
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Looking at table 2.9 we see that most men are lower line managers of the private and the public sector (**41.7%**). Then, there are the middle line employees with **26.1%**, followed by the senior executives and top executives **14.6%**. The percentages corresponding to free lancers (**6%**), workers (**5.5%**) and service providers (**5.5%**), are much lower. Only one person from the sample mentioned being a pensioner.

Table 2.9.
Distribution of the participants according to their job post

Job post	Frequency	Rate
Senior-Top executives of the public and private sector	29	14.6%
Middle ranking employees of the public and private sector	52	26.1%
Lower line managers of the public and private sector	83	41.7%
Workers	11	5.5%
Free lancers	12	6%
Employees and service providers	11	5.5%
Pensioners	1	0.5%
Total	199	100%

Graph 2.9.



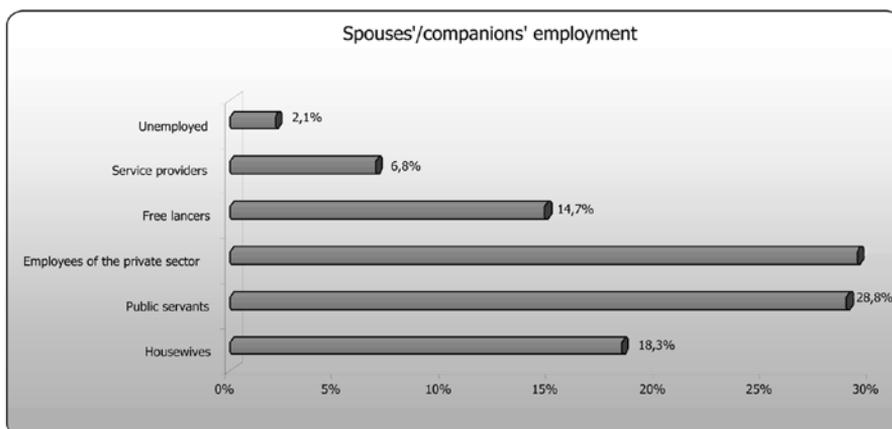


Examining the spouses' / companions' employment, we see that most of them are employed in the private sector (**29.3%**), whereas the percentage of those working in the public sector is a bit lower (**28.8%**). The percentage of housewives is quite high (**18.3%**) and that of the free lancers is **14.7%**, **6.8%** of them work as service providers and 4 women from the sample examined are unemployed.

Table 2.10.
Distribution of the participants according to their spouses'/companions' employment

Spouses'/companions' employment	Frequency	Rate
Housewives	35	18.3%
Public servants	55	28.8%
Employees of the private sector	56	29.3%
Free lancers	28	14.7%
Service providers	13	6.8%
Unemployed	4	2.1%
Total	191	100%

Graph 2.10.



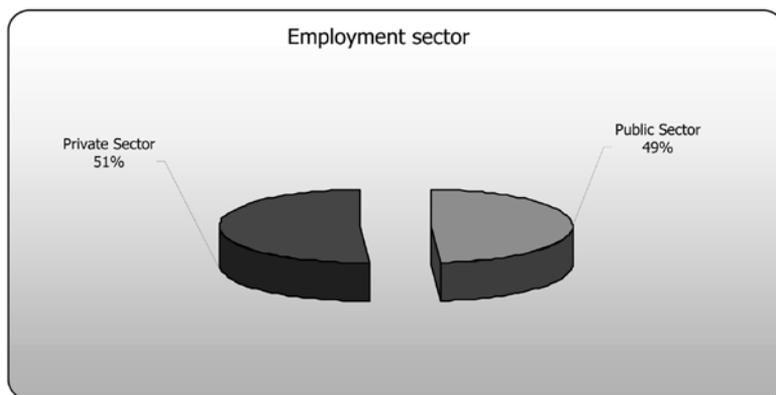


51% of the participants in the survey are employed in the private sector, whereas **49%** of them are employed in the public sector.

Table 2.11.
Distribution of the participants according to their employment sector

Employment sector	Frequency	Rate
Public Sector	98	49%
Private Sector	102	51%
Total	200	100

Graph 2.11.



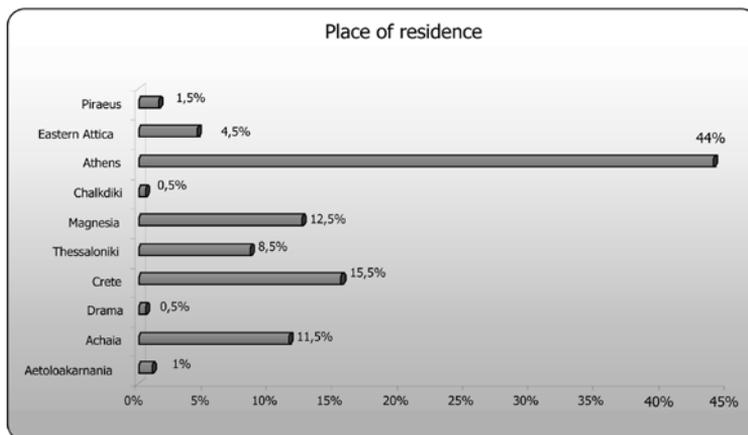
The majority of the participants (**44%**) reside in Athens, followed by them who reside in Heraklion, Crete (**15.5%**), in Volos (**12.5%**) and in the region of Achaia (**11.5%**).



Table 2.12.
Distribution of the participants according to their place of residence

Place of residence	Frequency	Rate
Aetoloakarnania	2	1%
Achaia	23	11.5%
Drama	1	0.5%
Crete	31	15.5%
Thessaloniki	17	8.5%
Magnesia	25	12.5%
Chalkdiki	1	0.5%
Athens	88	44%
Eastern Attica	9	4.5%
Piraeus	3	1.5%
Total	200	100%

Graph 2.12.



Reading the previous data concerning the place of residence of the participants, it is easy to understand that the majority of them, **46%**, work in Athens.

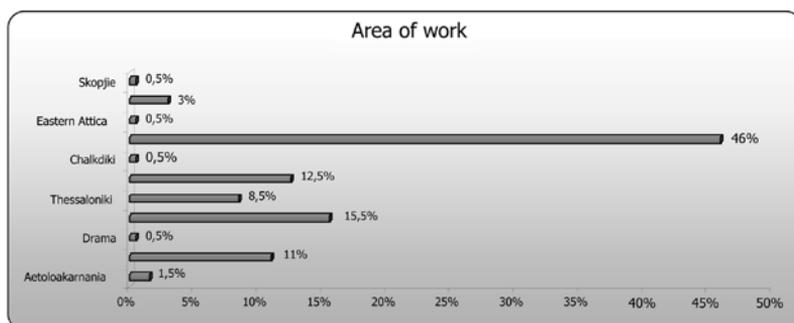




Table 2.13.
Distribution of the participants according to their area of work

Area of work	Frequency	Rate
Aetoloakarnania	3	1.5%
Achaia	22	11%
Drama	1	0.5%
Crete	31	15.5%
Thessaloniki	17	8.5%
Magnesia	25	12.5%
Chalkdiki	1	0.5%
Athens	92	46%
Eastern Attica	1	0.5%
Piraeus	6	3%
Skopjie	1	0.5%
Total	200	100%

Graph 2.13.



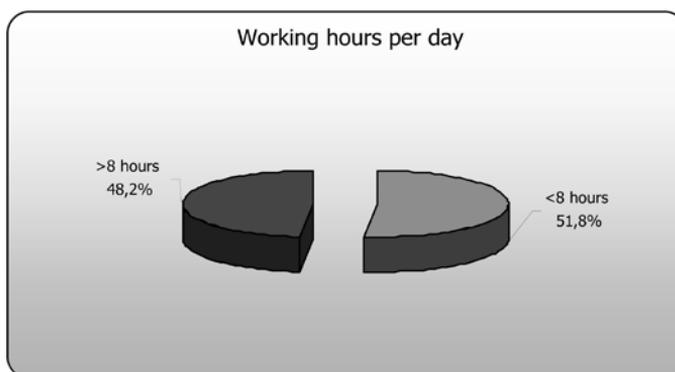
51.8% of the men in the sample work less than 8 hours daily, whereas the remaining **48.2%** work more than 8 hours. The average working hours are 9 (8.9) with a relative average deviation of 2 hours (1.8).



Table 2.14.
Distribution of the participants according to their daily working hours

Working hours per day	Frequency	Rate
<8 hours	103	51.8%
>8 hours	96	48.2%
Total	199	100%

Graph 2.14.



Finally **47%** of the participants need 30 minutes daily to commute from home to work and back, **34.3%** spend 31 to 60 minutes, **12.6%** spend 61 to 90 minutes and **6.1%** spend 91 to 180 minutes. The average time needed to commute from home to work and back is about 47 minutes, with a relative average deviation of 31 minutes.

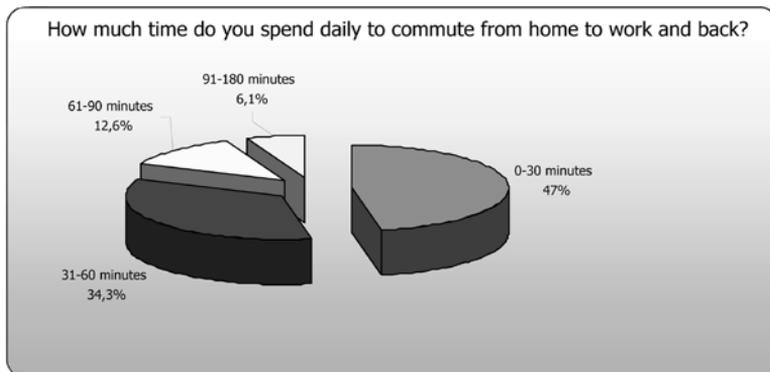
Table 2.15.
Distribution of the participants according to the time they spent daily to commute from home to work and back

How much time do you spend daily to commute from home to work and back?	Frequency	Rate
0-30 minutes	93	47%
31-60 minutes	68	34.3%
61-90 minutes	25	12.6%
91-180 minutes	12	6.1%
Total	198	100%





Graph 2.15.



2.5. Research limitations

Despite the fact that the results of this very research are rather interesting, nevertheless there exist certain limitations (as it is the case with all kinds of researches), which is worth mentioning. First of all the sample referred to fathers working in the wider public and private sector, mainly in big urban centers (Attica, Volos, Patras, Thessaloniki, Heraklion).

Consequently the following findings correspond to this specific population and thus do not describe all the fathers. Moreover, the selection of urban centers may not make our sample representative of the prevailing trends since it does not include fathers working in rural or insular areas of Greece. It will be very interesting in a future research to include fathers of geographically distant areas and compare the results so as to be able to have more comprehensive and integrated data.



3. PRESENTATION OF THE RESEARCH RESULTS

After the completion of the theoretical and methodological framework of the research we present the empirical data which refer to the role of men in child rearing, their participation in household chores, the conflict between family and work life, according to the estimates of the research sample.

3.1. Participation of men in household chores and child rearing

Investigating the participation of men in domestic tasks, we find out that the majority of the participants in the research (**91.4%**) declares that they usually deal with the outdoor chores like, for example, payment of bills and shopping⁷. **70.1%** takes care of the children's transportation, whereas a quite low (**34.8%**) number of men participates in the household daily chores like cooking, cleaning, etc.

Table 3a.

Usual domestic tasks	External tasks	Household chores	Children's transportation	Other
Frequency	181	69	138	77
Rate	91.4%	34.8%	70.1%	39.3%

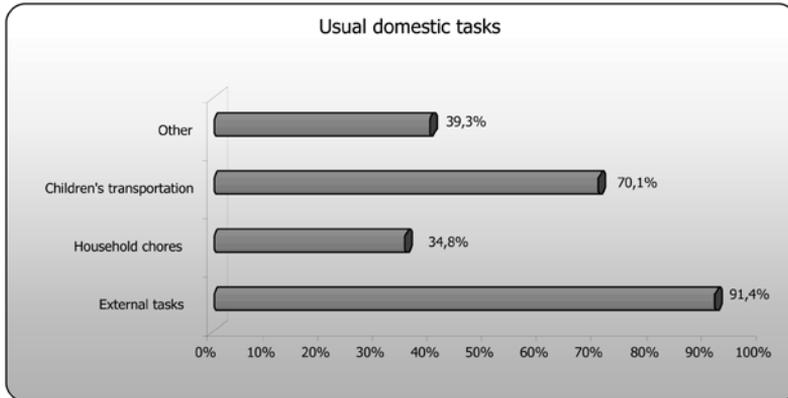
⁷ In the research of Maratou-Alipranti, the participation of the Athenian husband in domestic tasks was negligible. More than half the participants seem to handle the shopping part. The research showed also inequalities in the time spend for childcare. The men dedicated, on average, 0,87 hours daily, whereas the respective time for women was three times as much: 2,35 hours (Maratou-Alipranti, 1995, pages 86 and 99).





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Graph 3a.

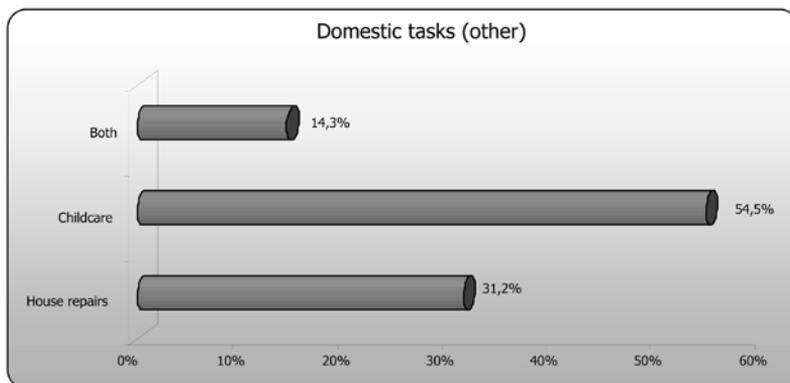


Besides the previously mentioned domestic tasks, there is a percentage of men (**39.3%**) dealing with other kinds of tasks. The most common of them are presented in table 3b in which we can observe that **the majority of the participants (54.5%) mentions childcare (feeding, bathing, helping them with their homework, taking them to bed). 31.2%**, deals with various repairs in the house (plumping, damages, gardening), whereas **14.3%** of them deals with both the above.

Table 3b

Domestic tasks (Other)	Frequency	Rate
House repairs	24	31.2%
Childcare	42	54.5%
Both	11	14.3%
Total	77	100%

Graph 3b



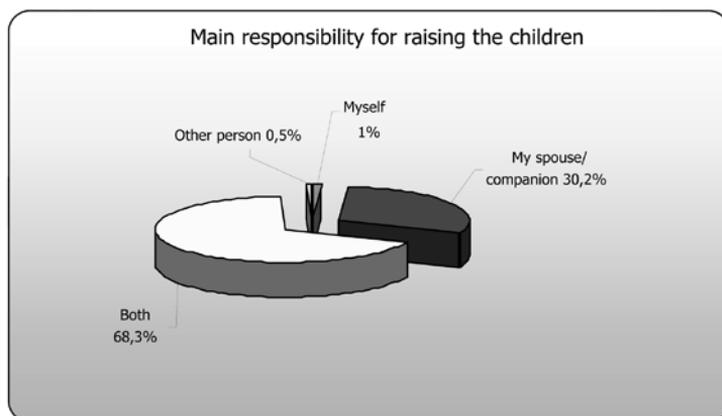
In the question “Who has the main responsibility for raising the children” most of them (**68.3%**) answer that both parents share this responsibility equally, whereas a non-negligible percentage (**30.2%**) says that the mother is the one who bears the main responsibility of child rearing. It’s worth mentioning at this point that only two of the participants (**1%**) stated that they are mainly responsible for their children’s upbringing.

Table 3.1.

Main responsibility for raising the children	Frequency	Rate
Myself	2	1%
My spouse / companion	60	30.2%
Both	136	68.3%
Other person	1	0.5%
Total	199	100%



Graph 3.1.



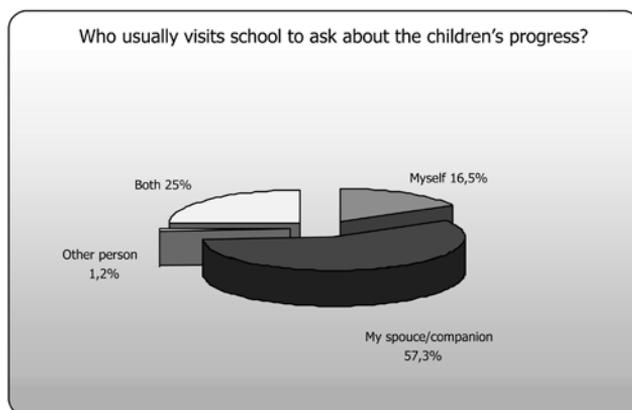
3.2. Specific responsibilities linked to childcare

As far as the assumption of specific responsibilities with regard to childcare is concerned, the results show that mainly women bear this burden. More precisely, the majority of the sample (**57.3%**) declares that their spouse is the one that most of the times visits school to ask about their children's progress. A **25%** says that both parents visit school so as to be informed, whereas a smaller percentage (**16.5%**) declares that they are mainly responsible for visiting school. Only **1.2%** of the participants say that a third person assumes that responsibility, usually a grandmother.

Table 3.2.

Who usually visits school to ask about the children's progress?	Frequency	Rate
Myself	27	16.5%
My spouse / companion	94	57.3%
Both	2	1.2%
Other person	41	25%
Total	164	100%

Graph 3.2.



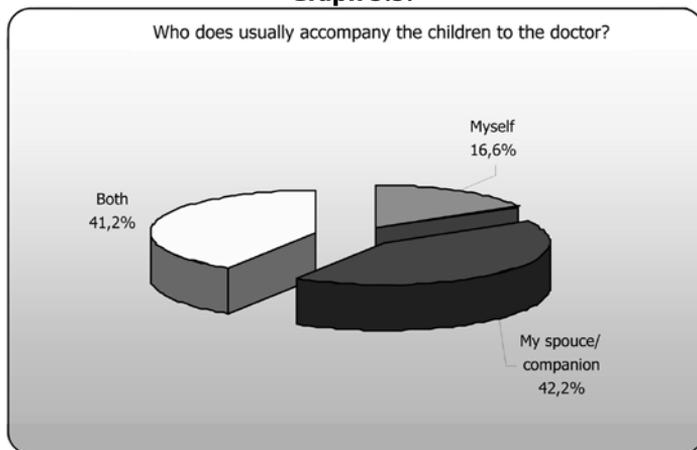
When asked “Who does usually accompany the children to the doctor?” **42.2%** of the participants reply that their spouse/companion does, whereas **41.2%** of them say that they both do. Nevertheless it is worth mentioning that a very small, existing though, percentage (**16.6%**) of men replies that it is they who accompany the children to the doctor without the mother.

Table 3.3.

Who does usually accompany the children to the doctor?	Frequency	Rate
Myself	33	16.6%
My spouse / companion	84	42.2%
Both	82	41.2%
Total	199	100%



Graph 3.3.



3.3. The conflict between professional life and fatherhood

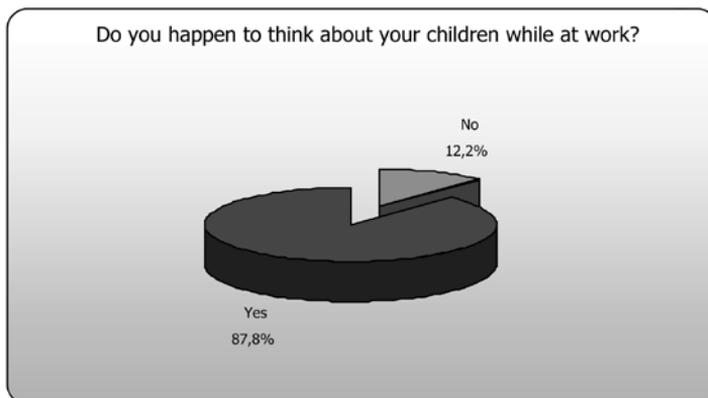
Given that balancing professional and family life is a rather conflicting situation for women (as it is already stated by various researches), we sought to form an idea about the same issue from the men's point of view⁸. The first stunning finding was that the majority of men (**87.8%**) mentions that they think of their children while at work. This ascertainment does not necessarily entail a conflict of roles, as one can deduce from Table 3.4. Only **12.2%** of the sample says that this is not the case.

Table 3.4.

Do you happen to think about your children while at work?	Frequency	Rate
No	24	12.2%
Yes	173	87.8%
Total	197	100%

8 At this point we need to clarify that the use of the concept of "roles" is used in this very survey to underline the existence of different concepts concerning the attitudes and the personal perceptions of the men-fathers of the sample.

Graph 3.4.



Nevertheless, the positive answer given by only **28.9%** of the participants to the question: “Does your professional life conflicts with your role as a father?” is rather interesting. The remaining **71.1%** replies that they see no conflict between these two aspects of their life.

Table 3.5.

Do you feel that your professional life conflicts with your role as a father?	Frequency	Rate
No	140	71.1%
Yes	57	28.9%
Total	197	100%



Graph 3.5.



3.4. The use of family leisure time: Sources of stress and sources of pleasure

Another issue which has been approached since the Fifties concerns the identification of disparities and differentiations linked to the use of time, since time management and use in relation to the family is widely differentiated between the genders⁹. Examining the use of family leisure time from the men's perspective, we asked them to identify the main sources of stress as well as those of pleasure at home.

3.4.1. Sources of stress

The main source of stress/frustration for men when they are at home, is the children and issues related to them (**26.5%**). A source of stress is the various obligations towards their children and another one is linked to the children's behaviors. Moreover, a high percentage (**23.2%**) of the participants mention financial

⁹ The research of Maratou-Alipranti confirmed the disparity of leisure time between the two Athenian spouses. Men had more leisure time than women (3,35 hours for men compared with 2,82 for women in all cases examined) (Maratou-Alipranti, 1995, page 104).

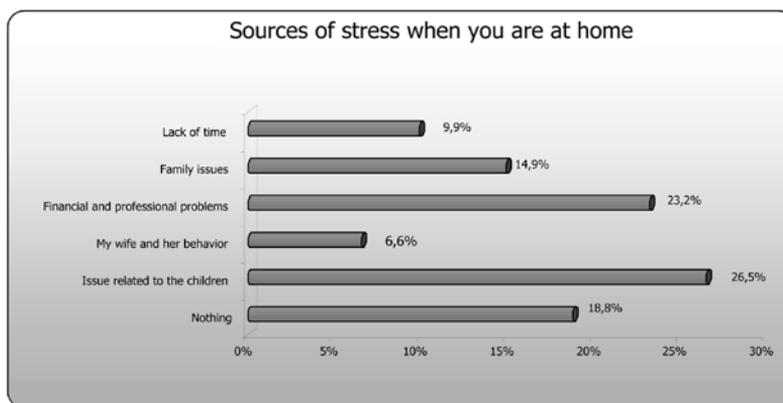


and professional problems, a lot of them (**14.9%**) mention family issues as well as lack of time (**9.9%**), whereas a small percentage (**6.6%**), says that they feel stressed because of their wife's behavior (nagging, quarrels). It is worth mentioning though that many of the participants (**18.8%**) say that nothing worries/stresses them when they are at home.

Table 3.6.

Sources of stress when you are at home	Frequency	Rate
Nothing	34	18.8%
Issue related to the children	48	26.5%
My wife and her behavior	12	6.6%
Financial and professional problems	42	23.2%
Family issues	27	14.9%
Lack of time	18	9.9%
Total	181	100%

Graph 3.6.



3.4.2. Happy moments

As for the Happy Moments at home, the overwhelming majority of the men in the sample (**83.4%**), declares that these are the *moments of family leisure time*, during





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which playing with their children, discussions, and funny, relaxing moments prevail. Sunday lunch gatherings are also mentioned as part of these happy moments. The rest of the participants (**16.6%**) mention their own leisure time, i.e. time they spend to listen to music, watch TV, meet their friends and relax.

Table 3.7.

The happiest moments at home	Frequency	Rate
Family leisure time	161	83.4%
Personal leisure time	32	16.6%
Total	193	100%

Graph 3.7.

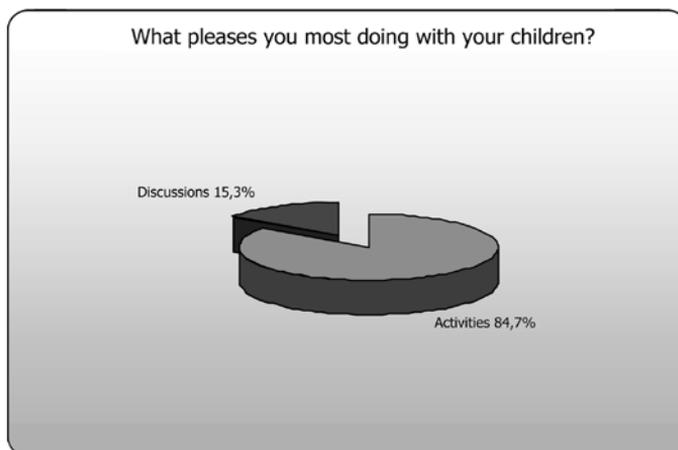


With regard to the activities shared with their children, we observe that **84.7%** of men prefer watching television and going for a walk with their children, whereas **15.3%** of them prefer discussing with them, either about their school obligations or other issues bothering them.

Table 3.8.

What pleases you most doing with your children?	Frequency	Rate
Activities	166	84.7%
Discussions	30	15.3%
Total	196	100%

Graph 3.8.



3.5. Activities during personal leisure time

With regard to personal leisure time it seems that **73%** of the participants asked say that they do have personal leisure time, in comparison with **27%** of them who say they don't.

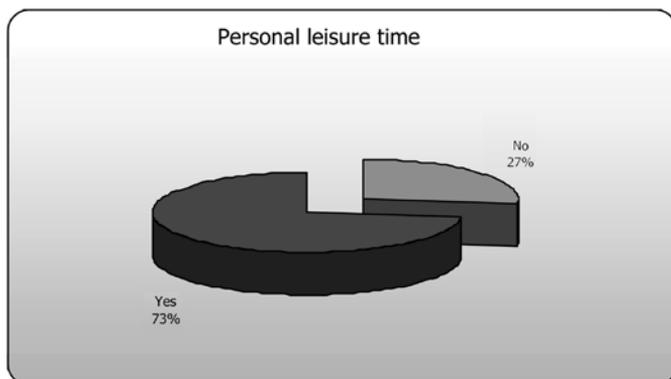
Table 3.9.

Personal leisure time	Frequency	Rate
No	53	27%
Yes	143	73%
Total	196	100



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Graph 3.9.



During their leisure time **32.3%** of the men say that they are busy with their family (play, activities with their children, etc). **67.7%** of them declare that they are involved in other kinds of leisure time activities. More precisely **33.3%** of them are involved in sports activities like basketball and football and other kinds of hobbies, like fishing and hunting. **24%** of them spend their leisure time in cultural and artistic activities, like chess, music and reading, whereas the remaining **10.4%** spend their time in social activities, like excursions and hanging about with friends (see Table 3.10.b).

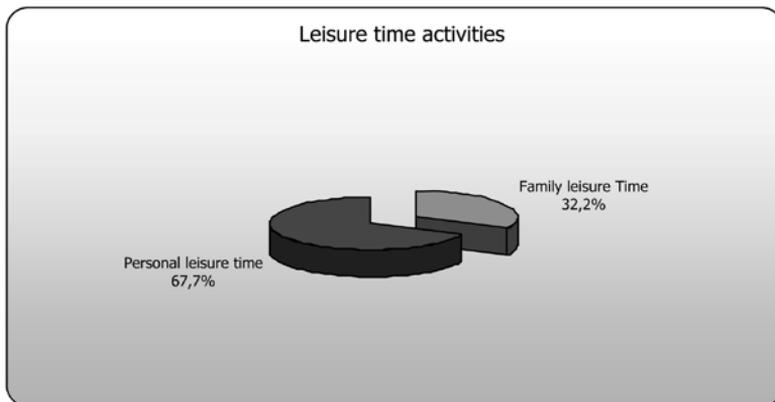
Table 3.10a.

Leisure time activities	Frequency	Rate
Family leisure time	59	32.2%
Personal leisure time	124	67.7%
Total	183	100%

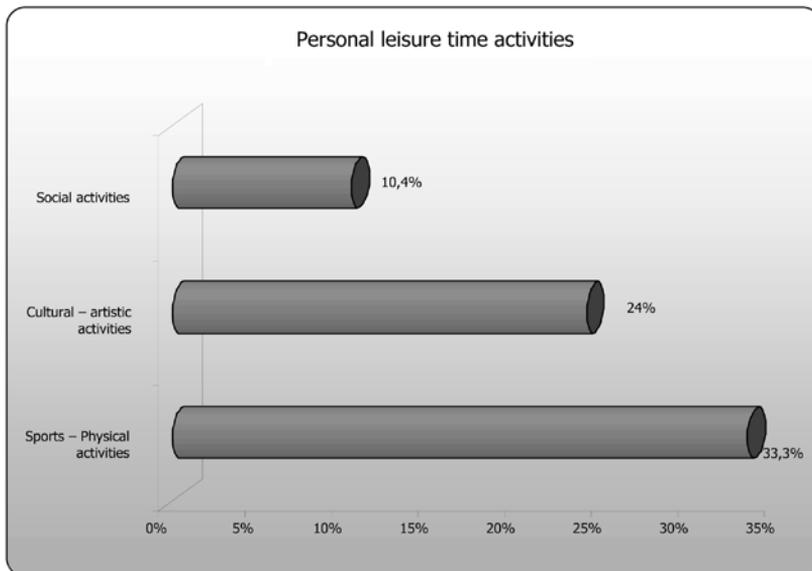
Table 3.10b.

Personal leisure time activities	Frequency	Rate
Sports-Physical activities	61	33.3%
Cultural-artistic activities	44	24%
Social activities	19	10.4%

Graph 3.10a



Graph 3.10b





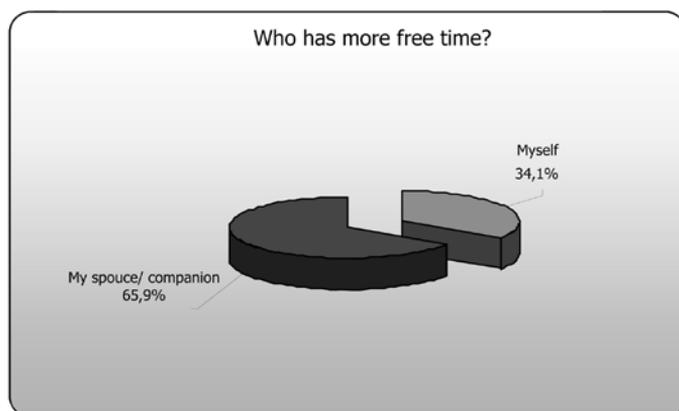
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The findings in table 3.11 are rather interesting. According to this Table, **65.9%** of the participants declare that their spouse/companion has more free time than them, whereas **34.1%** of them say that it is they who have more free time.

Table 3.11.

Who has more free time?	Frequency	Rate
Myself	63	34.1%
My spouse / companion	122	65.9%
Total	185	100

Graph 3.11.



3.6. Use of parental leaves-Company policies

A high percentage of men (**71.4%**) are well aware of their rights regarding parental leaves.

Table 3.12.

Are you well aware of your rights regarding parental leaves?	Frequency	Rate
No	56	28.6%
Yes	140	71.4%
Total	196	100%

Graph 3.12.



According to the data as shown in the table below, **31.6%** of the sample does not make use of their work leave for their children's needs (school, medical), 27% seldom make use of it, **33.2%** use it sometimes, whereas only **8.2%** do that often.

Table 3.13.

Use of work leave for the children's needs	Frequency	Rate
Never	62	31.6%
Seldom	53	27%
Sometimes	65	33.2%
Often	16	8.2%
Total	196	100%



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Graph 3.13.

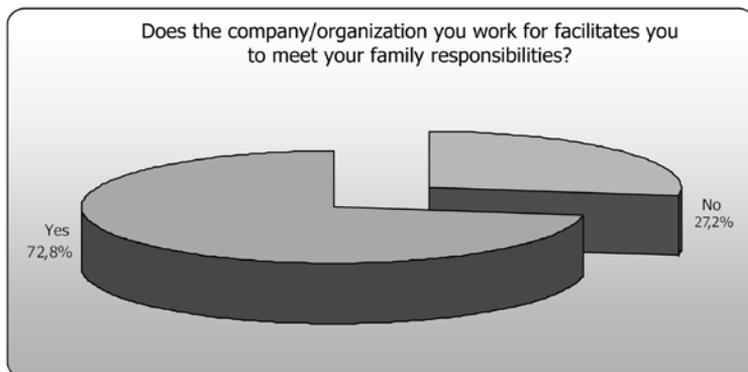


72.8% of the men in the sample say that the company/organization they work for facilitates them to meet their family responsibilities. Nevertheless, **27.2%** of them answer that their employment body is negative in facilitating them.

Table 3.14.

Does the company organization you work for facilitates you to meet your family responsibilities?	Frequency	Rate
No	53	27.2%
Yes	142	72.8%
Total	195	100%

Graph 3.14.



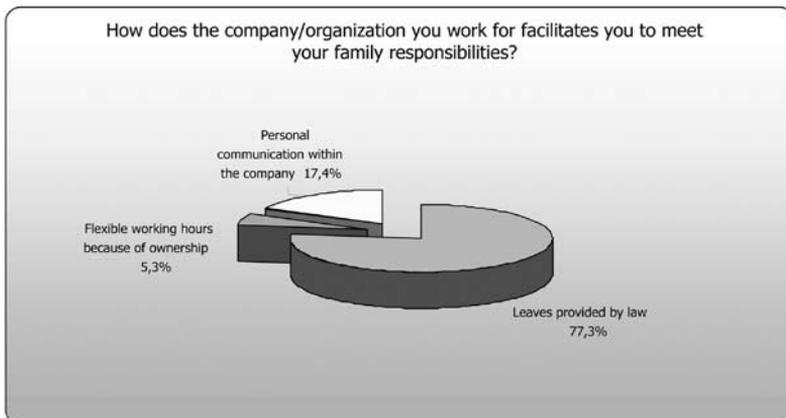


Out of the 142 men who answer that their company/organization accommodates them with their family responsibilities, 132 specify the following ways their employment body does so. **77.3%** of them say they are given a leave provided by law, **5.3%** of them say that they have more flexible working hours since they own the business and **7.4%** of the sample say they use the “good” interpersonal communication they have developed in the company.

Table 3.15.

How does the company / organization you work for facilitates you to meet your family responsibilities?	Frequency	Rate
Leaves provided by law	102	77.3%
Flexible working hours because of ownership	7	5.3%
Personal communication within the company	23	17.4%
Total	132	100%

Graph 3.15.





3.7. Absence due to business reasons

Most of the participants in the survey (**72.4%**) profess that the nature of their work does not demand any business trips. **56.1%** of them say that they don't deal with business issues while at home. The answers are presented in detail in the tables bellow.

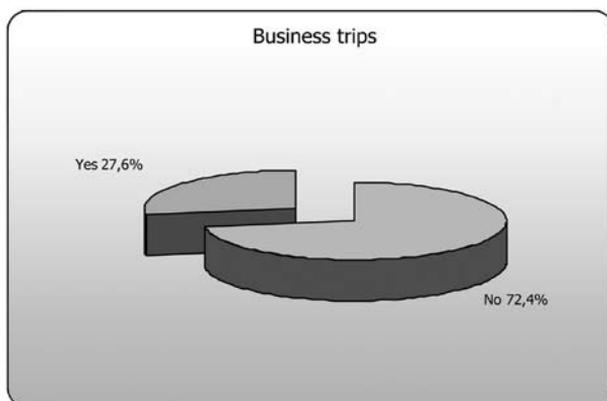
Table 3.16.

Business trips	Frequency	Rate
No	144	72.4%
Yes	55	27.6%
Total	199	100%

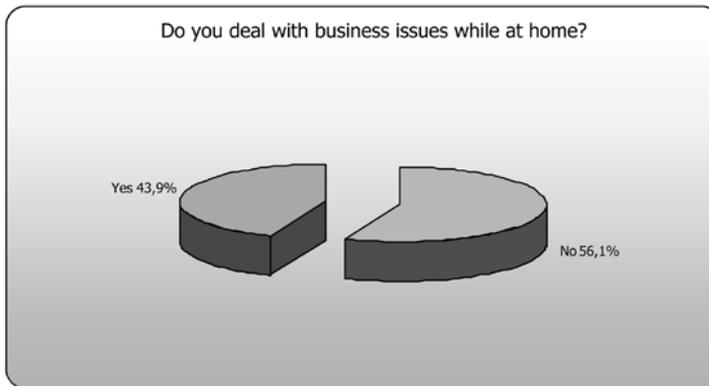
Table 3.17.

Do you deal with business issues while at home?	Frequency	Rate
No	110	56,1%
Yes	86	43,9%
Total	196	100%

Graph 3.16.



Graph 3.17.



3.8. Main impediments in dedicating more time to the family

The main reason why the men in the sample don't dedicate more time to their family, according to their story, is working time (**79.4%**). They also mention, but in lower percentages, commuting time and business trips. Nevertheless there is also an **8.5%** of the men in the sample who states that there is nothing which actually prevents them from dedicating the desirable time to their family.

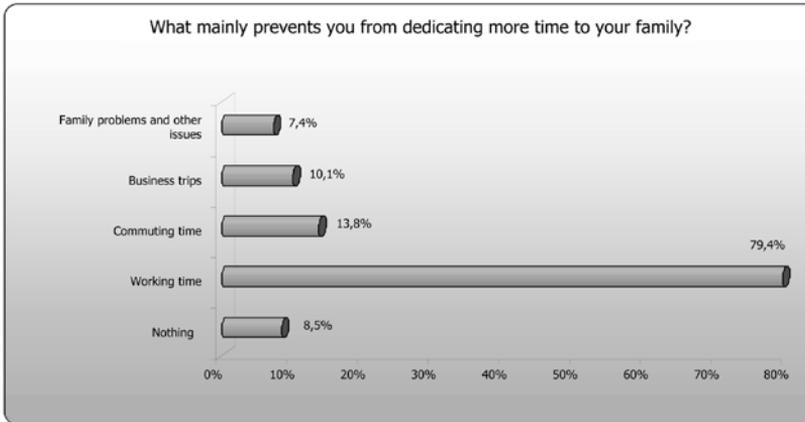
Table 3.18.

What mainly prevents you from dedicating more time to your family?	Frequency	Rate
Nothing	16	8.5%
Working time	150	79.4%
Commuting time	26	13.8%
Business trips	19	10.1%
Family problems and other issues	14	7.4%



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Graph 3.18.

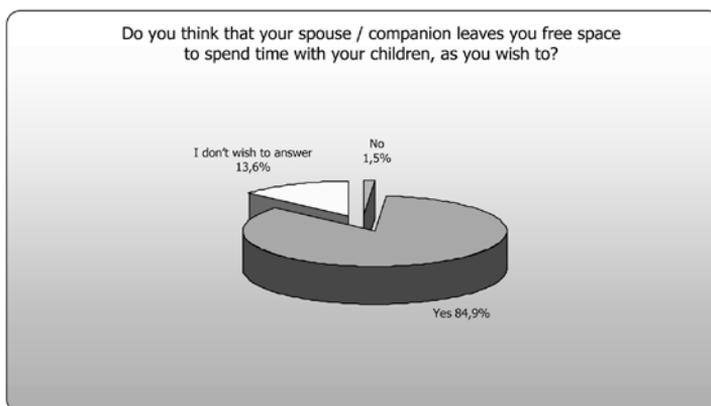


The overwhelming majority (**84.9%**) states that their spouse/companion gives them free space to spend time with their children as they wish to, whereas only **1.5%** of them give a negative answer to that question. There is also a **13.6%** that gives no answer to this question.

Table 3.19.

Do you think that your spouse/companion leaves you free space to spend time with your children, as you wish to?	Frequency	Rate
No	3	1.5%
Yes	169	84.9%
I don't wish to answer	27	13.6%
Total	199	100%

Graph 3.19.



3.9. Fatherhood and motherhood representations

The overwhelming majority (**75.1%**) of the participants asked, links fatherhood to the concepts of “responsibility”, “protection”, “support”, etc. The remaining (**24.9%**) percentage refers to concepts of “love”, “care”, “friendship”, “companionship”, “sensitivity”, etc, as presented in detail in the following Table.

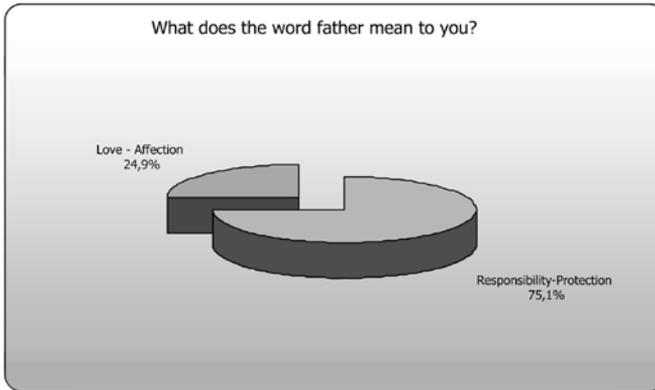
Table 3.20.

What does the word father mean to you?	Frequency	Rate
Responsibility-Protection	145	75.1%
Love-Affection	48	24.9%
Total	193	100%



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Graph 3.20.



On the other hand, we see the representations of motherhood. According to the statements of the participants, motherhood is an “indissoluble bond” the “A and Z of human existence”, “there is no life without a mother”, “mother means sacrifice”, “someone who is always by your side when you need her”.

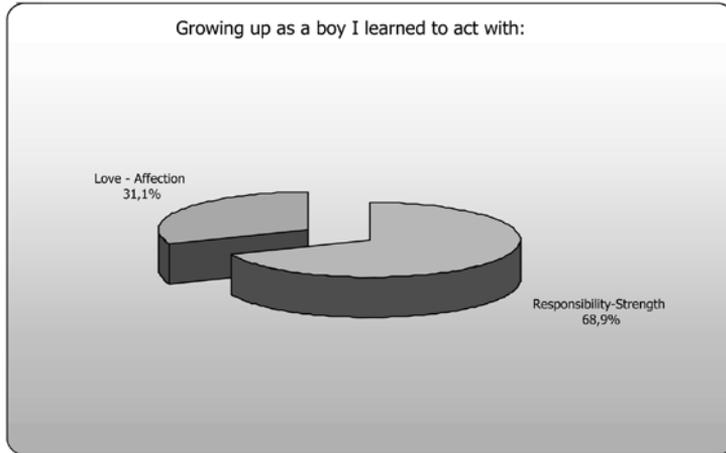
3.10. The male identity formation

When asked what they have learned growing up as boys, most of the participants (**68.9%**) mention the concepts of responsibility, strength, support and generally “growing to become men”. Fewer of them (**31.1%**) answer that they learned to be affectionate, to love, to help their fellow beings and other similar ideas.

Table 3.21.

Growing up as a boy I learned to act with:	Frequency	Rate
Responsibility-Strength	126	68.9%
Love-Affection	57	31.1%
Total	183	100%

Graph 3.21.



3.11. Comparison with the previous generation of fathers

In the question if they believe they differ from their father and in what way, **30.8%** of the participants say they don't differ (e.g. I follow his steps) and **66.7%** of them say that they are better. Finally, a very small percentage of **2.6%** answered that their father was a much better father than they are.

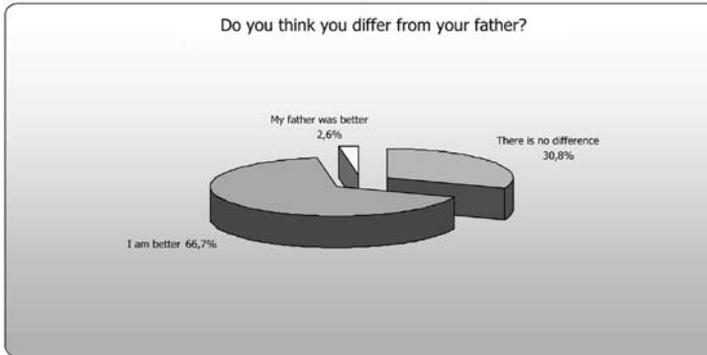
Table 3.22.

Do you think you differ from your father?	Frequency	Rate
There is no difference	60	30.8%
I am better	130	66.7%
My father was better	5	2.6%
Total	195	100%



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Graph 3.22.



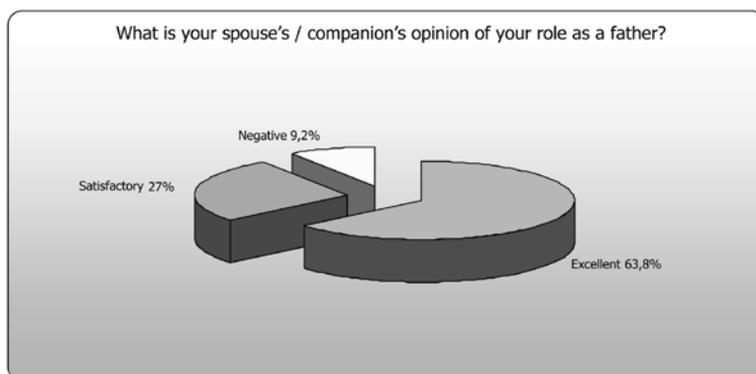
In an effort to depict the way the men in the sample believe their spouses / companions see them, we got the following answers:

63.8% of the men think that their wife has an excellent opinion of their role as fathers (positive comments), **27%** of them think that their wives have a satisfactory opinion of them (positive as well as negative aspects of his character, i.e. He does not spend enough time with his children, he is not too severe, he is absent, he does not take care of the house) and **9.2%** of them think that their companion / wife has a negative opinion (bad father, selfish, nervous, rather tough and bowler).

Table 3.23.

What is your spouse's/companion's opinion of your role as a father	Frequency	Rate
Excellent	118	63.8%
Satisfactory	50	27%
Negative	17	9.2%
Total	185	100%

Graph 3.23.



75% of the men asked, believe that their children have an excellent opinion of their role as fathers (positive comments: loving father, they adore me, they have a weakness for me, they think that I am a sensitive good and affectionate father), **23.8%** of them think that their children have a satisfactory opinion (positive as well as negative aspects of their character) and finally a **1.2%** of the men think that their children's opinion of them is negative.

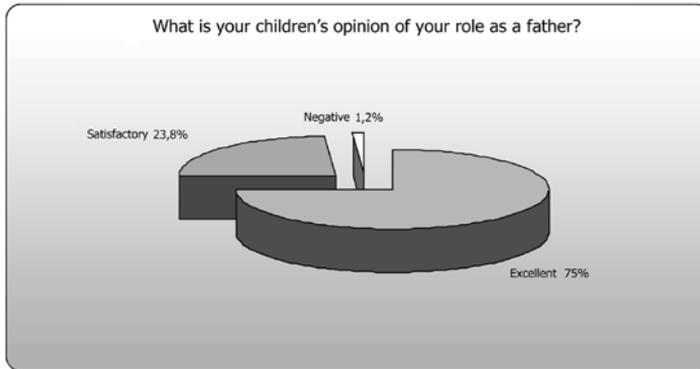
Table 3.24.

What is your children's opinion of your role as a father?	Frequency	Rate
Excellent	129	75%
Satisfactory	41	23.8%
Negative	2	1.2%
Total	172	100%



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Graph 3.24.



3.12. The scale results of the questionnaire

The results ensuing from the statistical scale analysis of the questionnaire (see Annex) were used to identify the types of fatherhood, which are presented in the conclusions.

Table 3.25a.

Father-child relationship		I strongly disagree	I rather disagree	I neither agree nor disagree	I rather agree	I strongly agree
I help my children with their homework	Frequency	13	17	59	42	51
	Rate	7,1%	9,3%	32,4%	23,1%	28%
I accompany my children to their outdoor activities.	Frequency	8	16	35	67	64
	Rate	4,2%	8,4%	18,4%	35,3%	33,7%
I play with my children	Frequency	1	8	27	58	103
	Rate	0,5%	4,1%	13,7%	29,4%	52,3%
I feel very close to my children's problems	Frequency	0	9	26	69	88
	Rate	0%	4,7%	13,5%	35,9%	45,8%
I feel guilty of not spending as much time with my children as I should	Frequency	34	30	36	47	46
	Rate	17,6%	15,5%	18,7%	24,4%	23,8%
I am pretty sure I offer my children all they need	Frequency	2	6	53	83	52
	Rate	1%	3,1%	27%	42,3%	26,5%
I have the main economic responsibility for my children	Frequency	7	7	58	43	81
	Rate	3,6%	3,6%	29,6%	21,9%	41,3%
I feel tired because of my children	Frequency	100	45	24	18	10
	Rate	50,8%	22,8%	12,2%	9,1%	5,1%
I believe I am a good father	Frequency	2	2	47	103	44
	Rate	1%	1%	23,7%	52%	22,2%
I teach my children what is right and what is wrong	Frequency	1	2	14	86	95
	Rate	0,5%	1%	7,1%	43,4%	48%

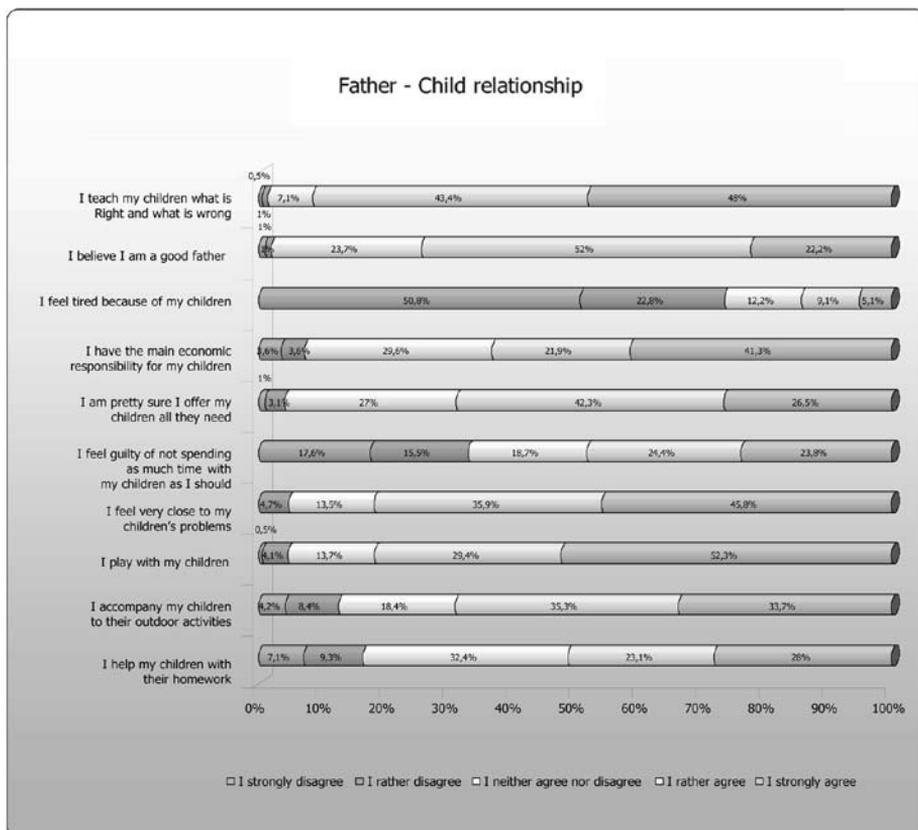


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Table 3.25b.

Father-child relationship		I strongly disagree	I rather disagree	I neither agree nor disagree	I rather agree	I strongly agree
I do sports with my children	Frequency	13	25	38	61	54
	Rate	6,8%	13,1%	19,9%	31,9%	28,3%
I get frustrated by my children	Frequency	34	45	64	37	16
	Rate	17,3%	23%	32,7%	18,9%	8,2%
I discuss with my children about their problems	Frequency	0	4	28	79	76
	Rate	0%	2,1%	15%	42,2%	40,6%
I feel nice when I am with my children	Frequency	0	0	3	42	154
	Rate	0%	0%	1,5%	21,1%	77,4%
I am there for my children when they need me.	Frequency	3	3	29	57	106
	Rate	1,5%	1,5%	14,6%	28,8%	53,5%
My children complain that they do not see me as much as they would like to	Frequency	44	41	41	46	19
	Rate	23%	21,5%	21,5%	24,1%	9,9%
I often say to my children how much I love them	Frequency	2	13	27	51	103
	Rate	1%	6,6%	13,8%	26%	52,6%
I feel that there is a balance between my role as a father and as a professional	Frequency	9	12	65	68	44
	Rate	4,5%	6,1%	32,8%	34,3%	22,2%
I intervene and I give solutions to the problems my children encounter	Frequency	0	5	22	78	88
	Rate	0%	2,6%	11,4%	40,4%	45,6%
I enjoy the time I spend with my children	Frequency	0	0	8	44	146
	Rate	0%	0%	4%	22,2%	73,7%

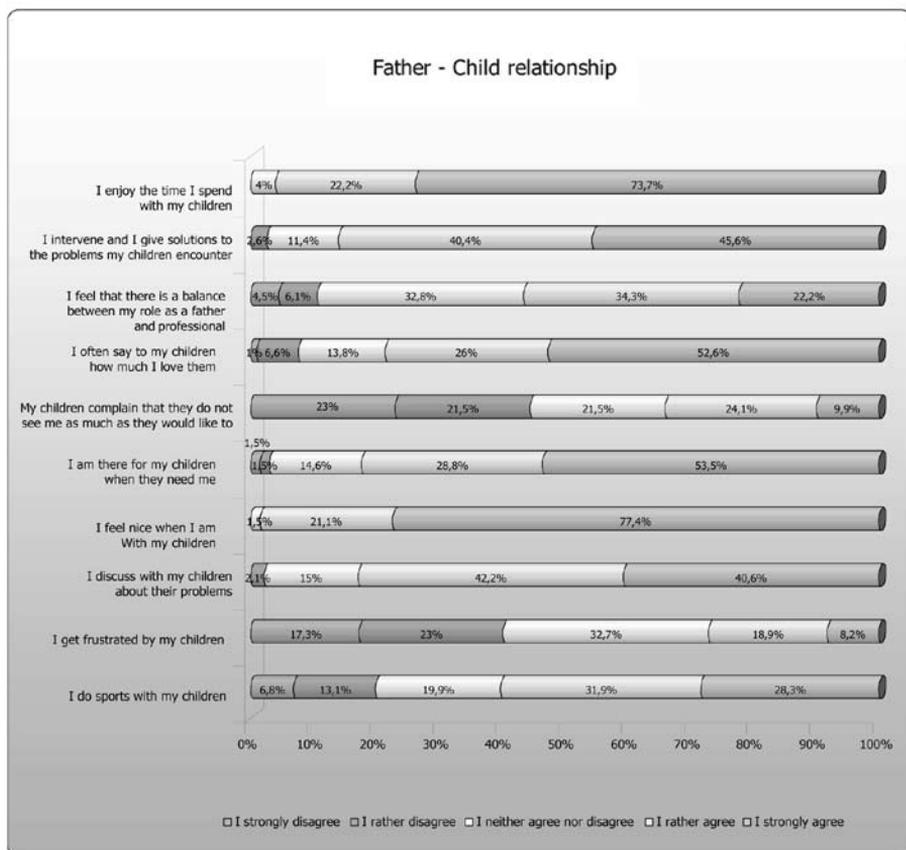
Graph 3.25a.





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Graph 3.25b.





3.13. The Employment Body as a determinant factor for statistical differentiations

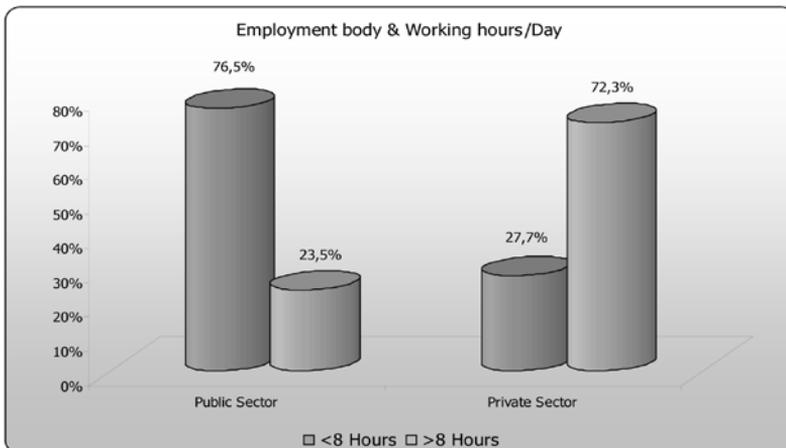
The employment body of the men participating in our survey is an interesting factor which we checked on whether and how it influences their various positions and attitudes.

With the aid of the questions in the questionnaire we were able to identify a statistically important difference in the working hours of the participants. The overwhelming majority of employees in the public sector (**76.5%**) work up to 8 hours daily, whereas the employees of the private sector work more than 8 hours (**72.3%**).

Table 3.26.

Working hours/Day		Employment body	
		Public Sector	Private Sector
<8 Hours	Frequency	75	28
	Rate	76.5%	27.7%
>8 Hours	Frequency	23	73
	Rate	23.5%	72.3%

Graph 3.26.



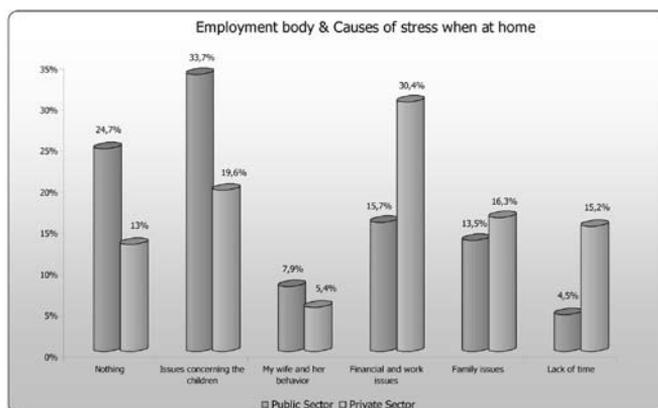


The causes of stress among men differ, depending on whether they are employees of the public or the private sector. Public servants feel extremely stressed when thinking about issues concerning their children (**33.7%**), whereas the employees of the private sector feel stressed when thinking about work and financial issues (**30.4%**). It is worth mentioning that from the men who answered that nothing stresses them when they are at home, **24.7%** of them are public servants and only **13%** of them are employed in a private company or organization.

Table 3.27.

Causes of stress when at home		Employment body	
		Public sector	Private sector
Nothing	Frequency	22	12
	Rate	24,7%	13%
Issues concerning the children	Frequency	30	18
	Rate	33,7%	19,6%
My wife and her behavior	Frequency	7	5
	Rate	7,9%	5,4%
Financial and work issues	Frequency	14	28
	Rate	15,7%	30,4%
Family issues	Frequency	12	15
	Rate	13,5%	16,3%
Lack of time	Frequency	4	14
	Rate	4,5%	15,2%

Graph 3.27.



The answer to the question: “What mainly prevents you from dedicating more time to your family?” describes clearly the differentiation between the men working in the public and those working in the private sector. Even though both categories in their majority give the same answer, that is, the working hours, nevertheless the percentage of the private sector employees is extremely higher (**91.8%**) than that of the public servants (**66.3%**).

Business trips are an impediment for a very small percentage of men working in both the public and private sector but the employees of the private sector have to travel more frequently for business and thus be away from their family more. Finally, it is worth mentioning that the percentage of the private sector employees who answer that nothing actually prevents them from dedicating more time to their family is zero, whereas the respective percentage for the civil servants is **17.4%**.

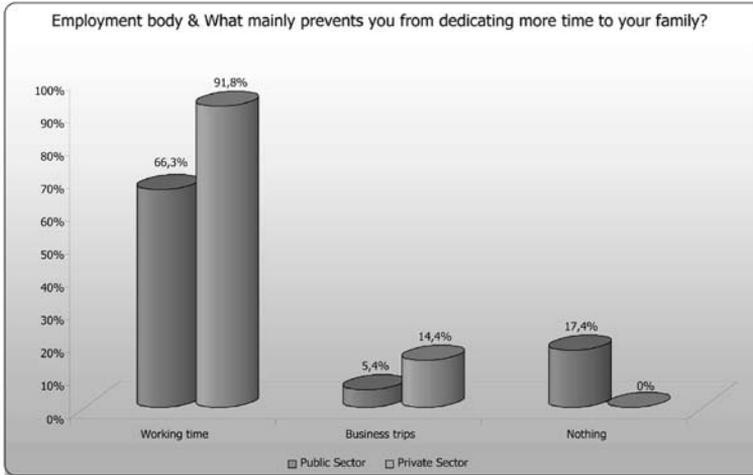
Table 3.28.

What mainly prevents you from dedicating more time to your family?		Employment body	
		Public sector	Private sector
Working time	Frequency	61	89
	Rate	66,3%	91,8%
Business trips	Frequency	5	14
	Rate	5,4%	14,4%
Nothing	Frequency	16	0
	Rate	17,4%	0%



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Graph 3.28.

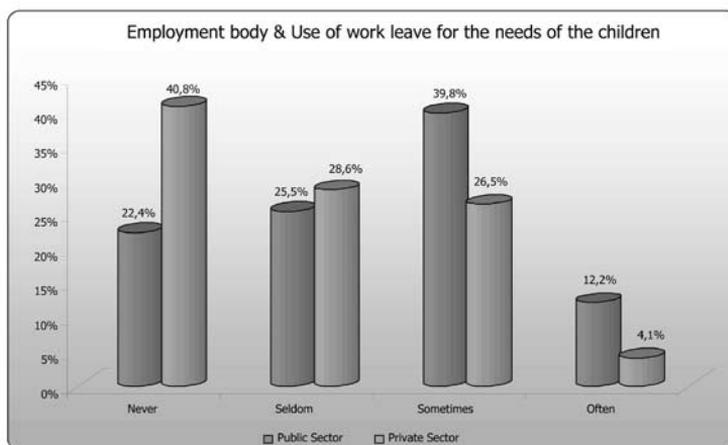


The use of work leave for children's needs is rather popular among men working in the public sector. It is of paramount importance to mention at this point that the **40.8%** of the private sector employees don't make use of the parental leave. This percentage is twice as much as that of the public sector employees.

Table 3.29.

Use of work leave for the needs of the children.		Employment body	
		Public Sector	Private Sector
Never	Frequency	22	40
	Rate	22.4%	40.8%
Seldom	Frequency	25	28
	Rate	25.5%	28.6%
Sometimes	Frequency	39	26
	Rate	39.8%	26.5%
Often	Frequency	12	4
	Rate	12.2%	4.1%

Graph 3.29.



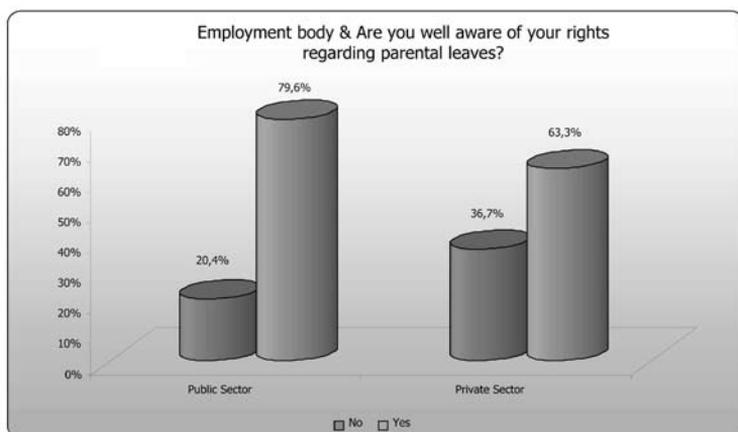
Another differentiation was identified during the statistical analysis of the answer to the question if they are well aware of their rights regarding parental leaves. The public servants seem to be more informed and aware of their rights in this field than the private sector employees.

Table 3.30.

Are you well aware of your rights regarding parental leaves?		Employment body	
		Public Sector	Private Sector
No	Frequency	20	36
	Rate	20.4%	36.7%
Yes	Frequency	78	62
	Rate	79.6%	63.3%



Graph 3.30.



3.14. The Region as an important factor for statistical differentiations

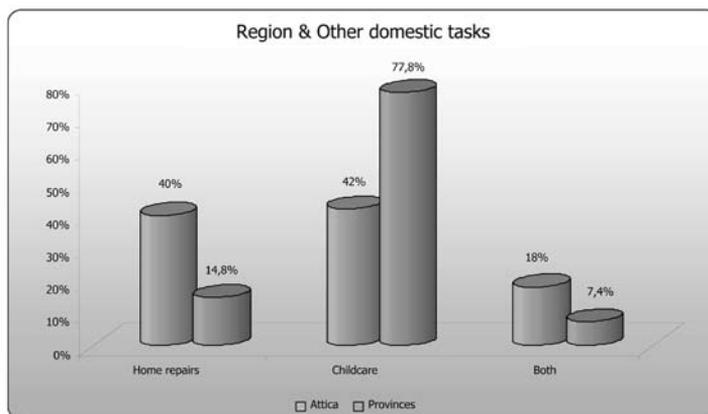
According to the survey results, many of the answers given to the question by the participants present statistically substantial differentiations depending on the region (Athens-provinces).

In the following table we can see that the percentage of men answering that they live in a province and take care of their children is much higher than the respective percentage of men living in Athens.

Table 3.31.

Domestic tasks-Something else		Region	
		Attica	Provinces
Home repairs	Frequency	20	4
	Relative Frequency	40%	14.8%
Childcare	Frequency	21	21
	Relative Frequency	42%	77.8%
Both	Frequency	9	2
	Relative Frequency	18%	7.4%

Graph 3.31.



Statistical differences are also observed in the question: “Who does usually accompany the children to the doctor?” From the answers we see that **37.4%** of the Athenians say that their spouse usually accompanies their children to the doctor, whereas the respective percentage for the provinces is **47%**. Moreover, more Athenian fathers than fathers in the provinces say they escort the children to the doctor by themselves. The respective percentages are **23.2%** for the Athenian fathers and **10%** for the rest.

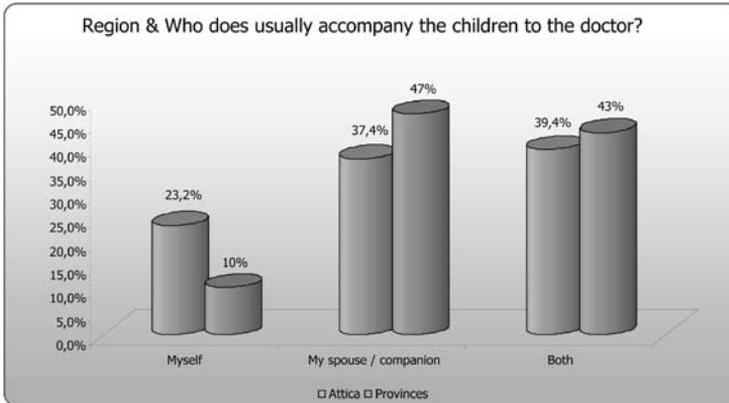
Table 3.32.

Who does usually accompany the children to the doctor?		Region	
		Attica	Provinces
Myself	Frequency	23	10
	Relative frequency	23.2%	10%
My spouse / companion	Frequency	37	47
	Relative frequency	37.4%	47%
Both	Frequency	39	43
	Relative frequency	39.4%	43%



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Graph 3.32.



There is also a very important statistical difference of **19.2** percentage points between the Athenians who state that their employment body facilitates them to meet their family responsibilities and the men who live in the province. More precise results are presented in table and graph 3.33.

Table 3.33.

Facilitations provided by the company/ organization to help fathers meet their family responsibilities		Region	
		Attica	Provinces
No	Frequency	17	36
	Relative Frequency	17.5%	36.7%
Yes	Frequency	80	62
	Relative frequency	82.5%	63.3%

Graph 3.33.



3.15. The Profession as an important factor for statistical differentiations

According to the results of the survey one can see that only in specific questions of the questionnaire there are important differentiations linked to the profession of the participants. At this point we need to underline that we did not find any differences concerning the participants' involvement to domestic tasks and child rearing. In order to have a more substantial outcome we separated the professions to the following four categories: Senior and Top executives of the public and private sector, Middle managers of the public and private sector, Lower line managers of the public and private sector and all the rest together (free lancers, workers, service providers pensioners, etc).

Most of the participants in the survey, irrespectively of their profession, stated that they don't make any business trips. The statistically important differentiation of the results is due to the different percentages among the professions. We observe that **88%** of lower line managers of the public and private sector choose "no", **62.1%** of senior executives give the same answer and **67.6%**, of the rest chooses also "no" for an answer which gives us a difference of 30.3 percentage points.

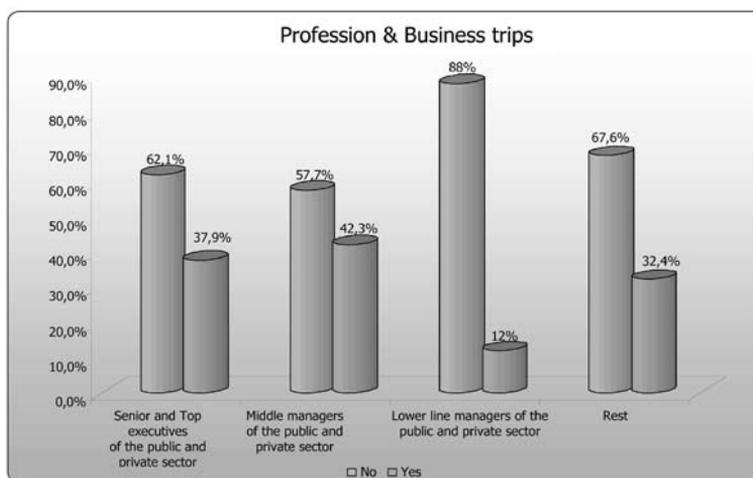


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Table 3.34.

Profession		Business trips	
		No	Yes
Senior and Top executives of the public and private sector	Frequency	18	11
	Relative frequency	62,1%	37,9%
Middle managers of the public and private sector	Frequency	30	22
	Relative frequency	57,7%	42,3%
Lower line managers of the public and private sector	Frequency	73	10
	Relative frequency	88%	12%
Rest	Frequency	23	11
	Relative Frequency	67,6%	32,4%

Graph 3.34.



3.16. The Educational level as an important factor for statistical differentiations

Statistically important differences among the men in the sample linked to their educational level are identified in the following:

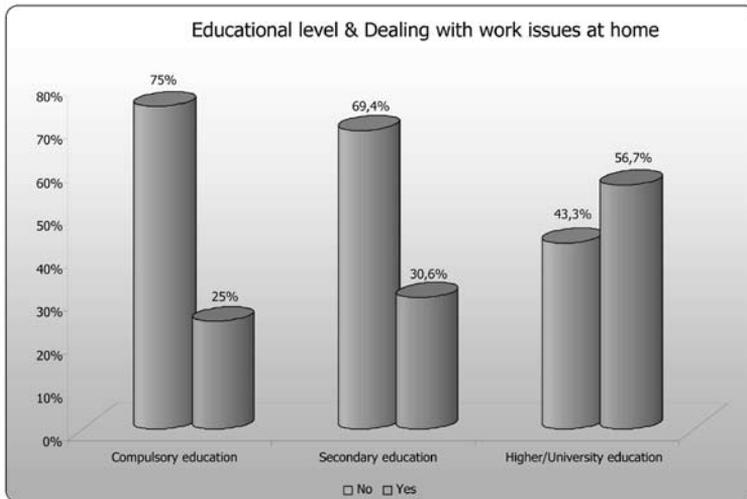


A) Men of Higher and University education bring work at home more often than those who are just secondary or compulsory education graduates.

Table 3.35.

Do you deal with work issues when you are at home?		Educational level		
		Compulsory education	Secondary education	Higher/ University education
No	Frequency	15	50	45
	Relative frequency	75%	69.4%	43.3%
Yes	Frequency	5	22	59
	Relative frequency	25%	30.6%	56.7%

Graph 3.35.



B) **60%** of those who are compulsory education graduates say that they do external domestic tasks, whereas the respective percentage for the Secondary education graduates is **24.7%** and for the Higher and University graduates is **37.1%**.

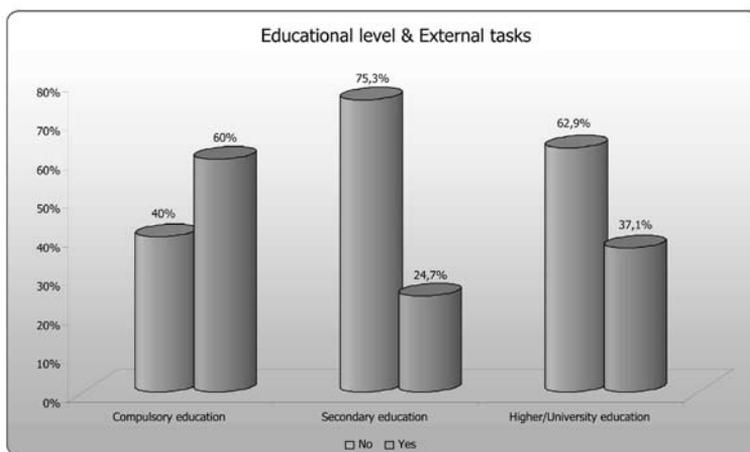




Table 3.36.

External tasks		Educational level		
		Compulsory education	Secondary education	Higher / University education
No	Frequency	8	55	66
	Relative frequency	40%	75.3%	62.9%
Yes	Frequency	12	18	39
	Relative frequency	60%	24.7%	37.1%

Graph 3.36.



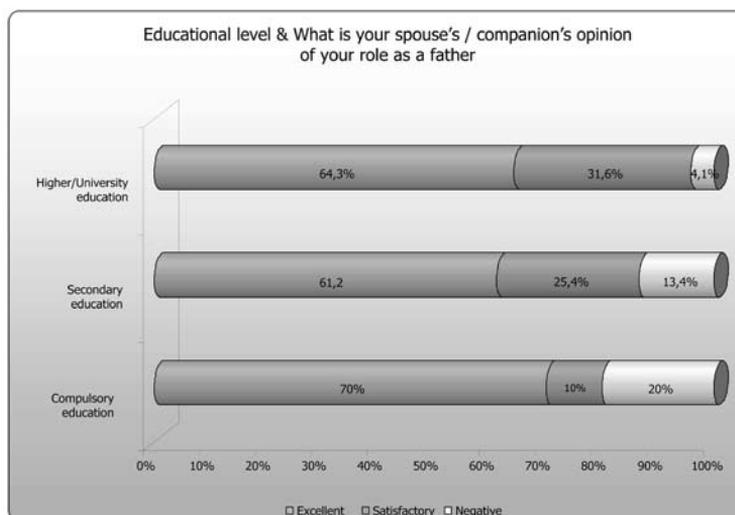
70% of the compulsory education graduates believe that their spouse has an excellent opinion of their role as fathers. The respective percentage is **61.2%** for the secondary education graduates and **64.3%** for the higher and university education ones. It is also interesting to mention that a very small percentage (**4.1%**) of the higher/university education graduates believe that their spouse has a negative opinion of their role as fathers, as can be seen in the table and graph that follow.



Table 3.37.

What is your spouse/companion's opinion of your role as a father		Educational level		
		Compulsory education	Secondary education	Higher / University education
Excellent	Frequency	14	41	63
	Relevant frequency	70%	61.2%	64.3%
Satisfactory	Frequency	2	17	31
	Relevant frequency	10%	25.4%	31.6%
Negative	Frequency	4	9	4
	Relevant frequency	20%	13.4%	4.1%

Graph 3.37.





PART C

TRENDS AND CONSIDERATIONS. CONCLUSIONS OF THE RESEARCH

By presenting, within the theoretical framework of the research, the developments in the western societies concerning gender equality and the role of the fathers in balancing work and family life, we came to think that the traditional concept of fatherhood tends to be replaced by a typology which reflects more types of fatherhood. This trend is closely linked to the dynamic presence of women in the labour market and the changes caused in the forms and structures of family life in western European societies.

Moreover, focusing our interest on the relations developed between men and their children, we saw that men participate more in childcare in the traditional “nuclear” family, the members of which live together, but we also acknowledged an increasing detachment of the father of his children’s life in cases of divorce or separation.

Our research, conducted in Greece, depicts important trends which show that there is obvious progress in men’s behaviors towards their children, childcare and child rearing. This development, nevertheless, does not annul the existence of various traditional standards in different aspects of every day family life.

Innovative attitudes and perceptions link men more and more to care and nursing of younger children (feeding, bathing, homework, putting them to bed, etc). This trend is clearer in the provinces than in the capital. This is the case because the life style adopted in big cities prevents parents and specifically men from dedicating enough time to their children. What fathers are usually in charge of in big cities is their children’s transportation.

On the contrary, men’s participation in household tasks remains stuck to the standards of the past according to which women are mainly responsible for this kind of chores. It is worth mentioning at this point that the modern perception about equal participation of both genders in household tasks does not identify leisure time with the time spent for housekeeping. The time spent for household



task is now considered to be working time, coercive and compulsory, usually undertaken by women. The general trend that is confirmed by the survey, which is also the case in other countries in lower percentages though, is that Greek men dedicate some of their time to the so called “external tasks” linked too housekeeping (shopping, payment of bills, etc), whereas their participation in household chores is particularly low. This is a fact that has also been confirmed by a previous survey on family standards and practices in Athens (Maratou-Alipranti 1995). Nevertheless, it is interesting to mention at this point that senior and top executives of the public and private sector with a higher educational level, deal more with their professional obligations at home and less with the household chores than lower line managers.

The question of responsibility towards the children shows that the Greek family is in a process of transformation, since the overwhelming majority of men states that both parents jointly are responsible for the upbringing of their children. Nevertheless, there exists a non-negligible minority which remains attached to the traditional practices leaving the main responsibility of child rearing to women.

Yet, the theoretical framework asked for an extended investigation of the general and vague concept of responsibility. Specifying on the concept of responsibility we sought to find out what exactly happens with specific responsibilities, like visiting the child’s school or the doctor. In both cases it seems that mainly the spouse/ companion is the one who assumes the responsibility of dealing with the issue. Nonetheless, the fact that in $\frac{1}{4}$ of the cases both parents participate is important. There is also a significant number of men who visit the school to learn about their child’s progress and escort their children to the doctor.

Furthermore, we wanted to investigate the trends concerning the use of leisure time of men. We need to state at this point that in the international literature leisure time does not exclusively coincide with the family leisure time. Along with the family leisure time, both men and women recognize personal leisure time as an «existential» time dedicated to personal activities and pleasure.

In all international surveys we discover that men have more free time than women and in higher percentages. This is also confirmed in this survey in which the overwhelming majority of men say that they do have personal free time. However, we observe a very interesting inconsistency. Men estimate that women (spouses or companions) have more leisure time than them, even when they work. This inconsistency is explained, more or less, if we take into consideration the traditional concept which supports that the time spent by women at home is leisure time and





not time of compulsory work which is translated into household chores and care for children or other family members.

It is also of paramount importance to stress that the vast majority of men dedicate their leisure time mainly to sports and physical activities in general (basketball, football, gardening, fishing, hunting), followed by cultural / artistic ones (chess, music, book reading) and lastly to pleasant social activities (excursions, meeting friends, etc). Only a small percentage dedicates their free time to activities with their children and in cases they do, they mainly share pleasant activities with them like playing, watching TV, going for a walk, followed by discussions about their school obligations and problems faced by the children, which are ranked many percentage point below. This habit of men to share pleasant activities with their children is also confirmed by their statement that, when at home, their best moments there are the moments they spend playing with their children and when the whole family gathers around the table on Sundays (official holiday).

Nonetheless, children are not only a source of happiness, but also a source of frustration and stress. We observe, thus, that in $\frac{1}{4}$ of the cases children cause stress and frustration, either with their behaviour (they shout, cry, etc.) or because of the responsibilities men should assume as fathers. Another source of stress for men are various work-financial problems, followed by family problems and lack of time.

At a different level in our research, in order to form an opinion about the use of the existing legal framework on parental leaves, we found out that the majority of men-fathers is well aware of their rights that derive from the regulations concerning parental leaves in general and the paternity leave more specifically. Nevertheless, there is a clear difference between the employees of the public and those of the private sector civil servants seem to be better informed about their rights and make use of them more than the employees of the private sector. Still, we need to underline that the overwhelming majority of fathers seldom ask for a leave in order to deal with an issue concerning their children, like visiting school or taking them to the doctor. This is mainly the case for employees working in the private sector but live in a province.

However, employment bodies and enterprises don't seem to be negative in giving leaves for family reasons. In general, leaves provided by law are granted if ones asks for them, even though in a number of cases the issue is dealt with at the level of interpersonal relations which is another particularity of the Greek society. There is a non-negligible percentage of men, saying that their employment body



is rather negative in granting leaves. This is mainly the case in the private sector. Maybe the stereotypical perception that it does suit a man to take a leave for family reasons is what prevents men from making use of the leaves they are entitled to.

We were also interested to learn the main reason why men don't spend as much time as they would like with their family. For most of them working hours is an excuse they use, even though the overwhelming majority of the sample work, on average, eight hours daily and those who leave on business trips are rather few. It is interesting to mention that the overwhelming majority of the participants in the survey mention that, when at work, they think of their children. Yet, most men see no conflict between their professional life and their role as fathers. This is not the case for women who, according to relevant surveys, state that their main problem in their life is the conflict between their personal-family life and their professional responsibilities, which makes them feel extremely guilty towards their children.

In any case, unlike what most people think about women not leaving men be involved in their children's lives, the research shows that for the majority of the participants their spouse / companion leaves them free space to spend time with their children as they wish.

After investigating the specific practices and activities fathers develop with their children, we thought it was necessary to decode the prevailing perceptions of men regarding the concepts of fatherhood and motherhood. The study confirms the traditional schema, which distinguishes fatherhood from motherhood based on stereotypical representations of both genders.

Thus, the prevailing trend is the one, which expresses the point of view that a father is mainly responsible for assuming the male role in the family. This mainly entails a financial responsibility but also a ethical and a social one. The father is the protector, the supporter of the family first, and to a much lower degree the one who shows his "love", "care", "friendship", "companionship", "sensitivity", etc.

This trend is also confirmed by the way children are raised. The family and the society, as a wider family, raise boys in such a way so that from childhood and adolescence to be able assume responsibilities, to show their strength and protect the members of their family.

Still, if fatherhood is a byword for responsibility, motherhood coincides with the traditional perception about the "feminine nature" and maternity. Thus, motherhood





is a byword for life itself. A mother represents an “indissoluble bond” the “A and Z of human existence”. The traditional perceptions about mothers and motherhood are also confirmed by statements like: “there is no life without a mother”, “mother means sacrifice”, “someone who is always by your side when you need her”, obviously in the framework of the family.

Consequently, it becomes obvious that the mother offers her love, affection, care to the children and that is why she belongs mostly to the sphere of spiritual and feelings. Using psychoanalytical terms we dare say that a mother represents the psycho-emotional ties, whereas a father represents the social ties.

Compared to the previous generation of fathers, the majority of Greek fathers believe that they have become better fathers. The meaning of the word “better” in this context has to do with quality and signals the passage of the Greek family from the traditional family with the authoritarian father-head of the family to a more democratic family structure in the framework of which a father feels closer to his children, uses dialogue more and has become more flexible and lenient.

This trend in combination with the trends identified after the analysis of the questionnaire show a deeper cultural change, irrespective of socio-professional level, region and educational level, which seems to take place within the Greek family. We can talk about the transition from the “authoritarian” to the “democratic” family which appreciates dialogue and communication as a means of communication between the parents and tries to forget the sinful past of fear, subjugation and punishment.

It is also worth mentioning that the overwhelming majority of the men in the sample, especially the ones with higher / university education, believe that both their spouse/companion and the children have an excellent opinion of the way they assume their role as fathers. The same men stress that their children adore them, have a weakness for them and they believe that their father is a good, loving and tender father. A very small minority of the sample thinks that their spouse and children have a negative opinion about their behaviour as fathers (bad father, selfish, nervous, bowler).

Finally, the analysis of the answers given to the questions in the framework of further identification of the relation developed between father and their children (see Annex), allows us to form the following typology which actually confirms that there is not one type of father but various ones:



1. **The emotionally attached-dedicated father.** They are men who state that they feel good when they are with their children, that they enjoy the time they spend with them and have no problem in expressing their love for their children with words.
2. **The father-advisor.** He is a father who advises his children and teaches them about what is right or wrong. He is also the father who tries to find solutions to his children's problems and is always there for them when they need him.
3. **The conciliatory father.** He is a father who chooses dialogue and discussion in order to help his children solve their problems.
4. **The responsible father.** He is a father who is financially responsible for the upbringing of his children.

There are also two other types of fathers but they express just a small percentage of the men in the sample.

1. **The tired father.** He is a father who always feels tired to deal with the children or gets frustrated with them very often.
2. **The absent father.** This type is a substantial absence. He is the father who does not spend as much time as he wishes with his children. This absence brings complaints and fills him with guilt.





PART D

THE COMPARATIVE DIMENSION OF THE RESEARCH

The present research presents in summary the data from the comparative approach of this issue in Greece, Portugal and Poland. The aforementioned countries are three European Union Member States participating in the Program “Equal Partners: Reconsidering the Role of Men in their Professional and Private Life”.¹⁰

Initially, the survey was designed in Greece by the Research Centre for Gender Equality (KETHI). The partners were informed about the problematic and questionnaire of the survey and agreed to collaborate in this context. Of course all the necessary adjustments were made based on the social reality and peculiarity of each country.

We deem that this comparative approach is exceptionally fertile, since it enables us to discover the dominant situation in each country concerning the role of men-fathers in the family, as well as the relations they build with their children. This allows us to find out what generally prevails as regards gender equality.

The comparison concerns the similarities but also the existing differences between the three countries. We assume that the differences, which are an asset for comparative analyses, are related to the particular cultural identity of each country, the policies followed on gender-related issues, the position of men and women at work and in the family, the importance of stereotype perceptions and tradition, as well as the general political context in each country.

The most important advantage of a comparative approach is that it allows us to more fully understand the overall gender mainstreaming problematic, by realizing to what extent the European policies on the reconciliation of work and family life have become an integral part of these countries. In addition, it enables us to see whether there is a common perception as to what we consider fatherhood, the role of the father in a family and, more particularly, in the upbringing of children.

¹⁰ The full documents of the surveys in Portugal and Poland are not presented in the present study, but any interested party may request them at KETHI.



1. PRESENTATION OF THE PORTUGUESE RESEARCH

The results of the research in Portugal have a lot in common with the respective results in Greece, despite the differences in the historical evolution of the social and cultural realities. Let it be noted as a way of elucidation that female employment in Portugal gradually became full-time employment to the tune of 84% by means of a successful combination between motherhood and work. As regards the role of men in the family, we note a constantly increasing and possibly inevitable, participation in family obligations.

1.1. Introduction-Aim of the research

During the 1990s the main object of many researches was the dual full-time occupation of women at home and their professional work, as well as the inequalities between men and women concerning their obligations and responsibilities, since men only had one task to fulfill, namely their professional occupation.

The research and analysis of the inevitable changes in the traditional role of men-fathers within the family are all too recent. Despite the fact that most research shows that the inequality as to the obligations and roles of men and women in the family continues to constitute a reality, it is obvious that some very important changes have come about, mainly as regards a bigger participation on the part of fathers both in the household chores and the obligations ensuing from their paternal role.

The goal of the present research is to shed some light on the problems and impediments that hinder a much bigger and more substantial involvement of men in the private life. The aim consists also in identifying the major changes that have affected and continue to affect both the private and professional lives of men; and presenting an overview of the changes in the legal framework and policies, changes that have had an impact on both the men's actions toward their families, as well as on their behaviors and attitudes toward issues that have traditionally been the sole responsibility of women.





1.2. The current situation

The significant development of female labour in the past four decades is the main reason behind the changes as to the structure and organization of family and gender relations. In 2004, 50% of the women were officially working in Portugal. The labour model prevailing in Portugal is that according to which two thirds of both spouses (parents or not) work in full-time employment, a percentage that is not so high, in many developed European countries according to the research.

It is worth noting that the percentage of the Portuguese men who partake of the daily family activities such as childcare, is 7% compared to the respective 18% in the rest of Europe, whereas the same percentage for Portuguese women is tantamount to the respective European one.

1.3. Research methodology

The technique applied was the so-called snowball technique. Sixty-four questionnaires were collected, while there were some changes made to the original structure of the questionnaire, in order to adjust it to the needs and social reality of Portugal.

The 64 questionnaires of the Portuguese survey had been answered by men dwelling only in the capital of the country and not in various county cities, much like in the Greek survey. There was a significant similarity with the Greek percentages, with very small differentiations in the results as regards the age of the persons asked, their family status and the number of children in each family. We note a difference, mainly, as to the children's age groups. In the Greek survey the percentages are almost equally distributed, whereas in Portugal 61% concerns children aged between 0 and 5 years old. This provides the researchers with the possibility of commenting on the fact that the majority of the men in the sample experience the most demanding period of fatherhood, since the needs of children at this age are increased, such as for example their needs as to their care, attention, participation, up-bringing and teaching.

As far as the socio-economic criteria are concerned the highest percentage is manifested by people with a high educational level. Almost all of them work



(98.4%) and, in their majority, their professions require high qualifications, skills and are highly demanding. It is deemed that the uniformity of those percentages helps the further analysis of this category of educated men in good work posts with satisfactory remuneration. It is also worth noting that the highest percentage of these men (64,1) works in the private sector (in the Greek research the percentages are almost the same).

In accordance with the Greek data, we remark several differences in the working conditions between the private and the public sector, both as to the working hours and the home employment, as well as in travels for professional purposes. Those in the survey who are employed in the private sector work, as an average 1.5 hour more than those employed in the Public Sector. The mean value of working hours is 8.6 hours per day (8.9 in Greece), while the mean value of the time required for commuting to and from work is the same as in Greece, namely 45 minutes.

Most of the persons asked state that the nature of their work does not require business travel (60.9%), whereas a high percentage spends part of their family time on professional obligations (60.9%). The respective percentages from the Greek survey are 72.4% and 43.9%, affecting to a certain extent in a more favorable way the results as to the participation of men in their family obligations.

1.4. Factors preventing the participation of men in household chores and childcare

The main reason for which men are prevented from dedicating time to their family life can be found in the hours they dedicate to their professional occupation.

Despite the fact that 53.2% believes that work does not affect the role of the father, (the Greek percentage is 28.9%), 85.2% (79.4% in Greece) believes that working hours are what keeps them away from their family life. On the other hand, their professional work does not cause them any stress when they are at home. Stress is mainly caused by the difficulties entailed in childcare, the lack of time and the disregard of children to family rules. The lack of family time seems to cause stress, although it is not clear whether they think of time with the family as an obligation or a need. The difficulties they experience in caring for their children and their resilience to the potential “insubordination” of those children also displays





their inability of coping with the children and finding their place in the family life. In the Greek research we also note that one of the sources of stress lies in the children themselves and anything that is related to them.

1.4.1. Household chores

Men's "favorite" household chores are shopping (69.8%) and paying the bills (63.5%) (in the Greek survey, the total of the aforementioned two chores is 91.4%), with laundry ranking last on their list of favorites (14.3%). In other words, men participate in outdoors and bureaucratic chores, thus functioning more like assistants than "partners".

As regards childcare, men participate mainly by watching the children (58.7%), putting them to bed (52.4%), whereas they are less involved with the daily cleanliness and care of their children (the respective Greek percentage for childcare is 54.5%). However, by further analyzing the obligations related to childcare and by comparing the percentage of mothers' participation to that of fathers, one can draw the conclusion that fathers are not fully involved in any of these chores, but only act in an auxiliary manner.

In addition, 84% of the fathers participate in childcare when the children are young, that is to say when the demands are higher and they feel that their children need them the most. These are, mainly, fathers at a relatively young age (26-34 years-old) mostly involved in the care of children between the ages of 2 to 5 years, a fact signifying that the children themselves require increased care.

As a conclusion the research underlines that for most fathers the concept of participating in the family is not so much related to childcare as it is (even nowadays) to, mainly, the financial assistance (21.9%), to punishing-straightening out (14.5%) and to guiding the children (7.9%). Helping with homework is yet another of the mother's obligations, since it is related, as are many other obligations, to responsibilities to the family that men do not consider pertinent to them. In the Greek research a very high percentage (68.3%) of fathers consider the upbringing of their children to be their responsibility too, whereas in answer to the question "which of the two parents visits the school to get informed about the progress of their children?" it is the mother who undertakes this responsibility to a percentage that reaches 57.3%.



1.4.2. Leisure time

The majority of men (46.4%) feel that they have time for leisure (34.1% in the Greek survey); nonetheless, they also feel that their spouses have more free time than they do (53.6%) (65.9% in the Greek survey). The results of the research show that leisure time is linked to family recreational activities (54.9%) - (32.2% in the Greek survey), whereas personal activities account for 17.8% (67.7% in the Greek survey) of their leisure time.

The most pleasant moments men spend at home are those when they play with their children, not when they care for them. A further analysis made it clear that more than half of the men do not incorporate the role of fatherhood and the obligations it entails in their leisure time. In the question “which of the things you share with your children pleases you the most?”, the answers revealed mainly three categories of father-child relations:

1. Recreational activities.
2. Recreational activities and conversation (games, expression of affection and care toward the children).
3. “Spending time with the children” (the minority of the answers).

The results from the Greek research may be clearer, since the most pleasant moments at home are those of family leisure time (83.4%), compared to 16.6% of personal leisure time. In the question “which of the things you share with your children pleases you the most?”, playing prevails, followed by walks and generally enjoyable activities (84.7%), and not so much the discussions about classes and overall problems that children are concerned with.

1.4.3. Analysis of the concepts “fatherhood and motherhood”

The categorization of the relevant answers has brought forth a high variability as to the representations of fatherhood and motherhood.

The concepts most related to the word “father” are *tenderness, love, guidance, fun, protection, responsibility*, the word having been specially analyzed through separate questions, in an attempt to explain the significance it bears on the man-father, not





so much as a characteristic feature of fatherhood, but more in the broader socio-political sense. The concepts less related to the word “father” are those that form part of the traditional perceptions of a father as a person “who provides material goods and has power and authority”. The concepts linked to the word “mother” are related to the traditional perception on the “female nature” (*love, tenderness, sweetness, patience*), but also to the ability of women to “organize and maintain the family cohesion”.

The results from the answers of Greek men-fathers on the same topic are the same. Therefore, it seems that the old perceptions are in a process of change, which is confirmed by the fact that 66.7% of the men in the sample consider themselves to be better fathers than their own fathers were.

1.4.4. Self-assessment - Self-determination of men as fathers

The analysis of the answers that concern the relationship between a father and a child through the self-assessment of men as regards their role and presence as fathers, has led to the creation of 7 types of fatherhood (the first three types account for the highest percentage of positive answers, the fourth reflects the average perception, and last three ones are not characteristic of the men in the survey).

1. A father who tries to find solutions to his children’s problems (I am there for my children when they need me; I accompany my children to extracurricular activities; I step in and provide solutions to the problems my children face).
2. A father who is emotionally attached-dedicated (I am certain that I offer my children what they need; I feel great when I am with my children; I enjoy the time I spend with my children).
3. A father who endorses dialogue and discussion with his children (I discuss their problems with my children; I often tell my children how much I love them).
4. A guiding father, a “teacher” and a playmate (I engage in sports activities with my children; I play with my children; I teach my children right from wrong; I feel that there is balance between my role as a father and my role as a professional).

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5. A tired-frustrated father (I get upset with my children; I feel worn out because of my children).
6. A father who has the main financial responsibility for his children.
7. An “absentee” father (I feel guilty for not getting as much involved with my children as I would have liked; my children complain that they do not get to see me as much as they would want to).





2. PRESENTATION OF THE POLISH RESEARCH

The years that have gone by since 1989, the year when the political situation in Poland changed, seem to have had an impact on many sectors in the country, including the gender equality and family life. After many years of isolation, Poland feels the imperative need to follow the western trends as to the social roles of the genders (particularly those of the parents in a family) and adopt the necessary legislative changes on that matter. However, according to the results from the research, this is still difficult both due to the required change in the mentality and deep-rooted habits, as well as to the implementation of the changes in practice. It should be noted that these transformations which in particular concern the roles of “women-mothers” and “men-fathers”, have created a deep divide into the society, as they continue to be to this very day a controversial issue in the political juxtaposition of the two major political parties in Poland.

Albeit that social scientists underline the necessity of a father’s involvement in the upbringing and care of a child since birth, even today children’s literature continues to promote the image of a father who is mainly responsible for shaping a child’s character and teaching that child. On the contrary, the mother figure is mostly linked with the practice of childcare. Thus, although the results from the social research indicate an increase of the fathers’ commitment to raising their children, the fathers themselves are strongly convinced that their involvement in guiding their children is more important.

Besides, it is not by chance that the group representing the most powerful political party in Poland clearly supports the need for taking measures that will focus on the preservation of the traditional social roles in a family, on the pretext argument of combating infertility.

Despite the fact that reality indicates that most of the above mentioned are to a great extent mere statements, the fact remains that the Poles preserve the traditional model of family roles in the name of collaboration between the spouses, considering any legislative changes aiming to the reconciliation between family and professional life an intrusion to the privacy of the family.

The objective of the research is to shed some light to the changes made in the roles of men at work and in their family life. The purpose of the present research is to, inter



alia, underline the obvious and “implicit” perceptions that have an impact on the way in which the contemporary Poles view themselves, express their expectations, their ambitions and the choices they make. Therefore, it goes, without saying that the questionnaire for the survey underwent sufficient adjustments to the needs and peculiarities of the Polish society.

2.1. The way the survey was conducted

In the end, there were 56 men who participated in the survey. The 40 questionnaires were answered using the interview method. The duration of each interview was 15-20 minutes. The majority of those interviewed were working University students at the departments of Pedagogy, Technologies and Journalism (WSHE).

The participants completed the 16 questionnaires anonymously. The survey was conducted at the premises of the University of WSHE (31), in the places of work (16) and at the homes of the persons being asked (10).

2.2. Participants’ characteristics

All men are fathers with at least one child. The 32-41 age group accounts for the majority of them (53 men), 2 are below the age of 30 and one of them is 51 years old. They are all married in their first marriage, with the exception of one who has been married before and another one who is cohabiting. Twenty seven men have two children, 24 have one child, 1 has four children and 3 have three children each.

As regards the age of the children, 48 are of school age, that is to say 6-17 year-olds, 28 children are of preschool age, and only 4 children are of age.

The majority of the participating fathers are Superior and University School graduates (22 are undergraduate students and 19 already hold the degree), whereas 12 are High School graduates. Their spouses share a similar level of education.

Out of the 56, only 18 men are privately employed at high rank posts. The public servants amongst them hold various work posts (employees, executives, pedagogic staff, no particular category prevailing over the others). Their wives are mainly teachers, nurses, doctors and employees.





The professional obligations of most of them (48) lie in large cities. Besides, most of the men-fathers in the survey live in large cities throughout Poland (43), while the rest dwell in villages or small towns.

2.3. Research results

The majority of the men dedicate most of their time (8-10 hours per day) to their job (39). Only one man dedicates four hours per day to his job (he is a teacher with two children), whereas 10 of the participants work more than 10 hours a day.

Furthermore, the majority of the participating men (41) spend 40 to 50 minutes commuting to and from work, while 9 of them need more than 2 hours to travel to work and back.

Forty-four of the men do not often travel for professional reasons, whereas 12 of them often go on business trips. A remarkable number of men (43) confirm that “they do bring some work back home”, in spite of the fact that they all stress that they do have “some” leisure time. They spend this leisure time mainly on sports activities (24), reading books (22), newspapers and magazines (18), fishing (4), outings with their children (4), playing with their children (7), social mingling (8), and other activities (4).

Almost the majority of the families studied follow the traditional way of distributing the household chores. Almost all of the men (49) are involved in tasks related to the payment of bills and shopping. Only a small number of men are involved in cooking and cleaning the house (16). Twenty seven of the men take their children to school and to playgrounds; 42 state that they are involved in childcare as much as their children’s mothers; and 14 claim that the mother is the one that has assumed the childcare responsibilities. The research results show that the mother is the one who monitors the school progress of the children, while only 4 fathers have undertaken that task exclusively and 4 other share it with the mothers.

All the fathers have responded that they think about their children when they are at work, while a large number of fathers (37) consider work not to be a hindrance in their family duties, despite the fact that, as seen before, their working hours are rather increased. Quite possibly the explanation lies in their perception of “family duties” as well as in the fact that, according to other surveys, they find it easier to work than to



“take care of” the children. This trend rather verifies the result of the specific research, since the public servants are bothered more when their professional obligations become an obstacle to their private lives compared to the men who work more than 12 hours per day.

The most common factors that cause stress to men-fathers are the lack of time (15) and the behavior of their children, mainly their unruliness (21). What is weird is that those who have answered that their job does not create problems in their family life are the same as those who have stated that when at home, their stress derives from the sense that they have not fulfilled their professional obligations. There are also few cases (4) of those who are stressed by untidiness and financial problems (17), while many (25) cannot quite put the finger on what exactly it is that stresses them out when they are at home.

As regards the happiest moments in their family lives, they consider these to be family travel and walks (33), family meals (31), play time with the children (19), sports with the children (22), conversation with the children (22), family celebrations and vacations (14), and going to the movies (7).

Commenting on the above results, we realize that fathers like “getting together” with their children, “observing” them while doing pleasant, relaxing, and even “silly” things, as they characteristically put it. By studying the various cases it ensues that, whereas for most of the men (46) time at work reduces time with the family, during the holidays they do not dedicate the necessary time to their children. Only 11 of the fathers spend their leisure time providing their children with what the latter need, while 19 of the fathers admit not doing that at all.

All the men claim to know the legislation concerning their rights as fathers and 42 of them believe that their employers facilitate their role as fathers. Despite all that, very few were able to explain the way in which this facilitation occurs since most of them admit that they are not concerned with this matter.

Most of them believe that their wife has more available free time (42) and all save three feel that the wives-mothers make the most of their time with their children in the best possible way for the latter.

The answers as to the interpretation and meaning of the word “father” lead to various conclusions. Most deem that it traditionally signifies *responsibility* (26) and *authority, respect, recognition* (25). Many identify the role of the father with the *need*





for decision-making (17), security, support and stability (8+15). These are traditional meanings of the word fatherhood. Others refer to the memories linked to the image of their fathers during their own childhood (9 of them talk about their father's "wisdom" and another 9 refer to the alcoholism, the fear and the violence they experienced when they were kids).

Fatherhood is connected to the following:

- family, home (5)
- love (2)
- illness (1)
- coldness, detachment (4)
- fun, vacations (2)
- spending time together (1)
- care (2)

We consider that the above answers are related to the experience of physical or psychological absence of the father during their childhood and not, as the results from the survey allow us to conclude in any case, to personal assessments or self-determinations.

The answers as to the interpretation and meaning of the word "mother" do not display great variability. Most consider that a mother provides *safety, calmness* (31), *care* (21), *affection, family peace* (21) and *love* (19). There were a lot of answers describing a mother as being "tired", "exhausted" (8) and "stressed" (7). The consequences from women's dual obligations as professionals and mothers are rather obvious.

In the question "what have you learned growing up as boys?" 21 of the men answered that they have learned to be *responsible, independent, courageous and strong* (attributes that are linked to the responsibility they display in their behavior and their decisions); 24 answered that they have learned how to be *sincere, honest and good people* (personality attributes). The fact that many have had difficulties answering is an important factor, whereas one expressed sadness and dislike toward his father, saying that he has learned that he had to become different than his father by any means possible.

In the question "do you think that you are different than your own father, and if yes,



different as to what?”, the results lead to the conclusion that most of the participants’ fathers did not fulfill their role in an appropriate manner. Thirty eight of the men identify significant differences compared to their own father. These differences are the following:

- I am less criticizing than my father was
- I talk with my children
- Contrary to my father, my priority is my family
- I love my children
- I give my children the opportunity of making their own choices
- I do not exert physical violence
- I am brave, I am strong

According to the data, there is a classification of paternal role into three categories:

- A) The father as a protector
- B) The father as a teacher-mentor
- C) The father as a collaborator

A) The father-mentor

Most men who fall into this category consider themselves to be good fathers (45). Almost all of them have undertaken the task of guiding their children as regards the distinction between good and evil (54) and counsel their children when the latter face problems (51). Forty seven of these fathers are convinced about the necessity of being there for their children when they need them and about the need of providing solutions to the problems their children deal with. Nevertheless, in the question “do you help your children with their homework (routine task)?” the affirmative answers were much fewer (36).

B) The loving father

Almost all of them believe that they tell their children how much they love them (50) and that they stand by their children when and if they are needed (49). Only 12 of them responded that they deem that their children feel they are absentee fathers. In addition, almost all of them have found a balance between their professional





and their family lives (51). Approximately one third believes that they bear the main financial responsibility for the entire family, while 12 of them were unable to provide a clear answer.

C) The father-friend

Almost all of the fathers accompany their children to activities outside the house (51) and feel joy when they spend time with their children (52), despite the fact that only 22 of them also enjoy a feeling of relaxation and comfort while at it. In addition, most of them play with their children (49), but only 14 engage in joint sports activities (The Poles, in general, are not involved in sports). Despite the fact that they are not ticked off by their children (43), some claim fatigue because of them (19), whereas their children never wear them out (11). Finally, only 16 feel guilt for not spending enough time with their children, contrary to 13 of them who are of the exact opposite opinion, and 27 who do not fully agree with any of the above.

Although the group of men-fathers does not display significant differences as to the age, education and living standards, their viewpoints differ as to the way they perceive their paternal role and how they handle their family obligations. This fact becomes blatantly apparent in the 3 case studies conducted in the context of the present research.

2.4. Case studies

The fathers in these three cases are of about the same age. One of them has three children, the second one has two and the third has one child of a younger age. All three work in large cities and their wives also work. One of them is a teacher with several hours of work per day; the other one is the owner of a construction company with more than 10 working hours daily, mainly at home; and the third one is an IT executive putting in the legally-established working hours per day.

Albeit their profile displays a homogeneity as to their age, education, life style, professional obligations and financial status, they are very different as to the perceptions and attitudes they adopt as to the following:

- The fulfillment of their paternal and family duties,
- The way they perceive fatherhood,



- Their desires and the disposal of their leisure time,
- The way they treat their wives,
- Their opinion as to the pleasant and unpleasant moments at home,
- Their attitude toward the distribution of the family obligations,
- Their self-evaluation and self-assessment as employees, fathers and husbands.

In all three cases the study indicates, with minor deviations, a traditional structure as to the family as well as to the parental roles and positions.

One of the families constitutes a typical example in which the father enjoys a privileged position. He has plenty of personal leisure time which he dedicates to his hobbies and does not participate in the upbringing of the child, since, as he himself underlines, "the child is still too young".

The second family is the traditional family par excellence, in which the father is "the bread winner", demanding that the house be kept clean and that his family be disciplined. He considers the children's mother to be, mainly, responsible for the cooking, the cleaning and the care provided to the children.

The third family shows signs of a less traditional structure. The father expresses guilt and remorse for not being as involved with his children and family as he would have liked to be. Nonetheless, he does nothing about it, stating that "unfortunately he does not even have time for himself".

2.5. Conclusions

The results of the research, especially the part which is linked to the self-evaluation of the role of fathers, show that most men seem to believe that they meet / cover the social and emotional needs of their children and to a great extent they adequately participate in their upbringing and education. A more detailed analysis, though, gives us the opportunity to observe significant differentiations between the fathers' perceptions concerning parental and family obligations and the actual behaviours and practices they adopt.

Of course, by characterizing most of the times their own father as "absent", they have come to believe that they actually participate and are present in the family. It





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is important to underline the following contradiction: on the one hand they accuse themselves of not dedicating enough time (“as much as they have and need to”) to their family and on the other hand they justify their behaviour since they don’t have time due to professional responsibilities. They also believe that this is “inevitable” since they are responsible for the financial support of the family. Moreover, they estimate that there is a balance between work and family life, since the mothers, who have more free / leisure time can and have to dedicate it to their children and household.

Finally, we conclude that gender stereotypes linked to parental roles, are deeply rooted in the mentality and behaviour of the Poles even though it is obvious that the national and sociopolitical changes call for modifications.



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APPENDIX

QUESTIONNAIRE

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The aim of the questionnaire is to study the changing roles of men in work and private life. More particularly, we will make an effort to study the obvious and concealed behaviors that influence self-perceptions, expectations, ambitions and choices of men in their role as fathers.

Please express your opinion and try to be as sincere as possible.

The completion of the questionnaire is simple and it takes less than 20 minutes. Furthermore we will be grateful if you make sure you have answered ALL the questions. They are no right or wrong answers. We are interested in YOUR PERSONAL opinion.

The information that you give will be used only for research purposes. The questionnaires are anonymous and thus your name is not needed anywhere in this questionnaire.

We thank you in advance for your collaboration.



We would appreciate it if you could complete the following information

Age:

Marital Status: (Please be sure that you tick the appropriate box)

	Single	<input type="checkbox"/>
	Married (first marriage)	<input type="checkbox"/>
	Remarried (second/third marriage)	<input type="checkbox"/>
	Living together with a partner	<input type="checkbox"/>
	Divorced-Separated	<input type="checkbox"/>
	Widower	<input type="checkbox"/>

Number of Children:

1st child 2nd child 3rd child 4th child

Please complete your children's ages:

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
----------------------	----------------------	----------------------	----------------------

1st child 2nd child 3rd child 4th child

Please indicate your children's sex:

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
----------------------	----------------------	----------------------	----------------------

Education level: (Please make sure that you tick the appropriate box for each one of the following cases of education level that correspond in yours and that of your spouse/ companion)

	You	Your wife/partner
Primary school Graduate	<input type="checkbox"/>	<input type="checkbox"/>
Certificate of Secondary School	<input type="checkbox"/>	<input type="checkbox"/>
Certificate of High School	<input type="checkbox"/>	<input type="checkbox"/>
Graduate of Technical Education	<input type="checkbox"/>	<input type="checkbox"/>





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University Graduate		
Graduate from a Technological Educational Institute		
Master Degree		
Doctorate		

Specify your main job:

Refer your spouse's/companion's profession:

Employment sector:

Public

Private

Work position: (Please write the position you obtained in your work)

.....

Please write the city or region in which you live:

Please write the city or region in which you work:

How many hours do you work on a daily basis?

How much time do you spend daily to commute from home to work and for returning back home?

Do you travel frequently for professional reasons?

Yes

No

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Do you deal with work issues when you are at home?

Yes

No

Do you have personal free time?

Yes

No

What do you usually do during your free time?

.....

.....

.....

What kind of domestic tasks do you USUALLY do? (Please make sure that you tick the works that you do more often)

Outdoor tasks (shopping, payment of bills, etc)	<input type="checkbox"/>
Household chores (cooking, cleaning, washing the dishes, etc)	<input type="checkbox"/>
Transportation of the children	<input type="checkbox"/>
Other (please specify):	<input type="checkbox"/>

Who has the main responsibility for raising your children?
(Please tick the appropriate box)

Myself	<input type="checkbox"/>
My spouse/companion	<input type="checkbox"/>
Both of us	<input type="checkbox"/>
Other (please specify):	<input type="checkbox"/>

Who usually visits school for getting information on your children's progress? (Please tick the appropriate box)

Myself	<input type="checkbox"/>
My spouse/companion	<input type="checkbox"/>



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Other (please specify):

Who does usually accompany the children to the doctor? (Please tick the appropriate box)

	Myself	<input type="checkbox"/>
	My spouse/companion	<input checked="" type="checkbox"/>
	Other (please specify):	<input type="text"/>

Does it occur to you to think of your children while you are at work?

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

Do you feel that your professional life conflicts with your role as a father?

Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

What makes you more stressed when you are at home?.....
.....
.....

Which are the happiest moments for you when you are at home?.....
.....
.....

What MAINLY prevents you from dedicating more time to your family? (Please tick the appropriate box)

	The working time	<input checked="" type="checkbox"/>
	The commuting time	<input type="checkbox"/>
	Business trips	<input checked="" type="checkbox"/>
	Other(please specify)	<input type="text"/>

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What pleases you most doing with your children?.....
.....
.....

Do you personally make use of your work leave for your children's needs (school, medical, etc.)?

Never	
Seldom	
Sometimes	
Frequently	
Always	

Are you well aware of your rights regarding parental leaves?

Yes

No

Does the company/organization you work for facilitates you to meet your family responsibilities?

Yes

No

If yes, what kind of facilities do you enjoy/receive?
.....
.....

Who has, in your opinion, more free time?

Myself

My spouse/companion



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Do you think your spouse/companion leaves you free space to spend your free time with your children, as you wish?

Yes

No

I do not wish to answer

Write 3 things that come into your mind when you hear the word "father":

.....
.....
.....

Write 3 things that come into your mind when you hear the word "mother":

.....
.....
.....

Please complete the following phrase:

Growing up as a boy I learned that I must

.....
.....

Do you think that you differ from your father? If yes, in what?

.....
.....



In what degree do you agree with the following: (Please make sure you will circle the suitable number for each one of the following)

	Disagree			Agree	
	Strongly			Strongly	
I help my children with their homework	1	2	3	4	5
I accompany my children to their outdoor activities	1	2	3	4	5
I play with my children	1	2	3	4	5
I feel very close to my children's problems	1	2	3	4	5
I feel guilty that I do not spend as much time as I would like with my children	1	2	3	4	5
I am pretty sure that I offer my children all they need	1	2	3	4	5
I have the main economic responsibility for my children	1	2	3	4	5
I feel tired because of my children	1	2	3	4	5
I believe that I am a good father	1	2	3	4	5
I teach my children the difference between right and wrong	1	2	3	4	5
I do sports activities with my children	1	2	3	4	5
I get frustrated by my children	1	2	3	4	5
I discuss with my children about their problems	1	2	3	4	5
I feel nice when I am with my children	1	2	3	4	5
I am there for my children when they need me	1	2	3	4	5
My children complain that they do not see me as much as they would like to	1	2	3	4	5
I often say to my children how much I love them	1	2	3	4	5
I feel that there is a balance between my role as a father and that as a professional	1	2	3	4	5
I intervene and I give solutions to problems that my children encounter	1	2	3	4	5
I enjoy the time I spend with my children	1	2	3	4	5



