



HELLENIC REPUBLIC
National and Kapodistrian
University of Athens

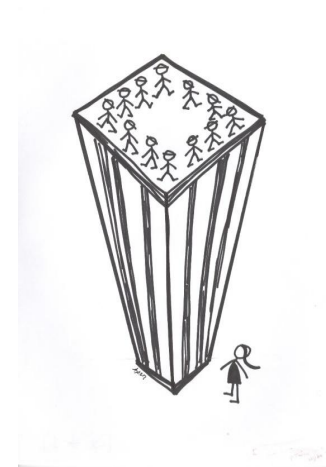
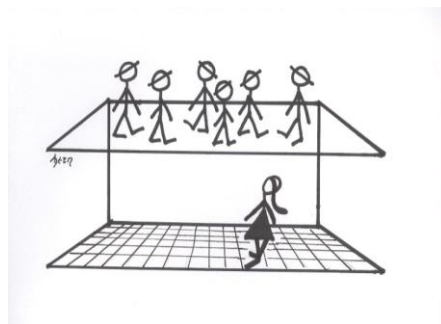
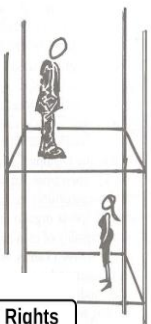
EST. 1837

Department of Sociology
School of Economics and Political Science

Parental Time Allocation in Greece and the "Flexibility Stigma"

Irene Kamberidou, Professor of Sociology

Member of the Gender Equality and Anti-Discrimination Committee
of the National and Kpodistrian University of Athens (NKUA)



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Sketches by artist
Areti Kamperidis (2011)

LSE ATHENS LECTURES

February 27, 2026

The Care Penalty:



Gender leadership gap



Gender pay gap: (gender earnings/wage gap)



Gender pension gap

Doargajudhur, et al. 2026; Gimenez-Nadal & Molina 2020; Kamberidou 2020, 2013; Kasdagli et al. 2025; Matsaganis et al. 2025; Women on Top 2025; LeanIn Org.2025; Tverdostup and Sabouniha 2024, World Economic Forum (WEF) 2025

DAYCARE AND KINDERGARTEN FACILITIES

AT THE NATIONAL AND KAPODISTRIAN UNIVERSITY OF ATHENS (NKUA)

ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ
Εθνικών και Καποδιστριακών
Πανεπιστημίων Αθηνών
ΕΤΑΙΡΕΙΑ ΑΞΙΟΠΟΙΗΣΗΣ ΚΑΙ ΔΙΑΧΕΙΡΙΣΗΣ
ΤΗΣ ΠΕΡΙΟΥΣΙΑΣ ΤΟΥ ΠΑΝΕΠΙΣΤΗΜΙΟΥ ΑΘΗΝΩΝ

ΠΑΙΔΙΚΟΙ ΣΤΑΘΜΟΙ του ΕΚΠΑ

Αρχική Λειτουργία Α' Παιδικός σταθμός Β' Παιδικός Σταθμός Μέθοδοι διδασκαλίας Χρήσιμες πληροφορίες Έντυπα Επικοινωνία

<https://hub.uoa.gr/kindergardens-uoa/>



Α' Παιδικός
Σταθμός

"Αγάπη για το παιδί"

Β' Παιδικός
Σταθμός

"Μικρά Χαμόγελα"

Νηπιαγωγείο-
ΕΑΔΠΠΑ

Για προνήπια 4 - 5 ετών
και για νήπια 5 - 6 ετών

13°C
Έντονος νεφώς.



Search



ΕΛ



4:39 PM
2/6/2026

© The MULTITASKING WHIRLPOOL

“A term I use to best describe women’s—repeatedly documented—experience of being pulled in all directions: juggling professional, social, family and domestic obligations while pursuing individual or creative goals and needs. The multitasking whirlpool is a result of sociocultural expectations related to gender role ideologies that have led to the pattern of *having to do it all*, specifically the **superwoman-superhuman identity**. Women are experiencing multiple levels of tension and contradictory feelings due to conflicting social roles or else, the superwoman identity...” (Kamberidou, 2020: 4).

“The superwoman-superhuman identity»

<https://rdcu.be/b4sWF>



Kamberidou, Irene (2020) "Distinguished" Women Entrepreneurs in the Digital Economy and the **Multitasking Whirlpool**. *Journal of Innovation and Entrepreneurship* 9:3. Springer Open, pp. 1-26, <https://doi.org/10.1186/s13731-020-0114-y>, SPRINGER NATURE Link: <https://rdcu.be/b4sWF>

“The Multitasking Whirlpool” (Kamberidou, 2020)

As regards **Women in leadership: senior-level women show high levels of burnout...** (LeanIn.Org and McKinsey & Company, 2025).

“The superwoman-superhuman identity” (Kamberidou, 2020: 4)



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In Greece **80.5%** of the housework time of *dual-earner couples* is performed by the wife, whereas the husband contributes only **19.5%** (Vienna Institute for International Economic Studies: Tverdostup and Sabouniha 2024, page 20).

“Paternity and Parental Leaves: Aspects of the Gender gap in [Unpaid] Care” in Greece.

Connect to Wi-Fi x Women On Top is becoming W x +

when.org.gr/en/women-on-top-is-becoming-when/

WHEN WHEN ▾ OUR ACTION ▾ BLOG MENTORING PLATFORM WHEN HUB f in o You Tube d s EA | EN Q

Women On Top is becoming WHEN!

WOMEN ON TOP

WHEN

Date: Friday, 07 March 2025

Categories: **News**

Women on Top changed its name to WHEN- Equity, Empowerment and Change

13°C Έντονος νεφώς. Search ENG 5:59 PM 2/6/2026

Kasdagli, S., Theodorikakou, P., Moschovakou, N. & Kelepouri, G. (2025). **Paternity and Parental Leaves: Aspects of the Gender gap in [Unpaid] Care**. Editor: Moschovakou, Nafsika, Publisher: Women on Top, WHEN-Equity, Empowerment and Change. <https://when.org.gr/en/women-on-top-is-becoming-when/>

“Paternity and Parental Leaves: Aspects of the Gender gap in [Unpaid] Care” in Greece.



They examined 4 specific leaves in Greece:

1. Paternity leave,
2. Special maternity protection benefit,
3. Childcare leave (or Child raising leave), and
4. Parental leave

Kasdagli, et al. (2025). **Paternity and Parental Leaves: Aspects of the Gender gap in [Unpaid] Care.** Editor: Moschovakou, Nafsika, Publisher: **Women on Top, WHEN-Equity, Empowerment and Change.**
<https://when.org/en/women-on-top-is-becoming-when/>

8. Parental leave and Paternity leave in Greece



Kasdagli, et al. 2025
(Women on Top)

9. Gender stereotypes prevail:

Greek men usually avoid taking parental and paternal leaves. Why ?

- Fear of social judgment/social stigma (gender stereotypes),
- Financial or economic barriers-factors
- Workplace judgment
- Lack of awareness, and so on.



shutterstock.com · 2176181105

Need to make **parental and paternity leaves** **mandatory** for fathers in public and private sectors,

- especially for fathers who hold executive positions/higher positions because we need **visibility-role models...**
- Full income coverage (not partial) during parental leaves ...

10. European Directive 2019/1158 was adapted/incorporated into Greek law (4808/2021) in the year 2021



- In Greece, **paternity leave** is a 14-day paid, short-term leave immediately around childbirth.
- The law also introduced a **4-month paid parental leave for both parents**, provided they have worked for the same employer for at least one year.

Parental leave is **partially subsidized by the public sector (state employment service/DYPA)**, and is available to either parent for **child-rearing up to age 8**.

It includes:

- ✓ **flexible working hours and arrangements,**
- ✓ **part-time work for parents, and**
- ✓ **working remotely, among other things.**



Education a key factor related to time allocation decisions



- ❑ Women have been outperforming men in terms of educational attainment
- ❑ Highly educated parents (mothers and fathers, **both parents**) devote more time to childcare than less educated parents

-Gimenez-Nadal, J.I. & Molina, J.A. (2020). The Gender Gap in Time Allocation in Europe. Discussion Paper Series. **IZA Institute of Labor Economics (IZA DP No. 13461)**.

-WEF (2025). Global Gender Gap Report 2025. Insight Report. World Economic Forum (WEF) <https://www.weforum.org/publications/global-gender-gap-report-2025/>

- Kamberidou, Irene (2025). *Women's Agency and Entrepreneurship in the Digital Age*. Session V, "Entrepreneurship, Education, and Gender Dynamics" at the ICAEB & ICSTM 2025: the 9th International Conference on Applied Economics and Business (ICAEB 2025), Paris, France. DOI: [10.13140/RG.2.2.19976.28167](https://doi.org/10.13140/RG.2.2.19976.28167). Available in PERGAMOS: <https://pergamos.lib.uoa.gr/mypergamos/scientific-publications/edit/uoadl:5303794>

12.

Gender Equality and Anti-Discrimination Committee of the National and Kapodistrian University of Athens (NKUA_

THE GENDER MAP OF THE NKUA



Available online:

https://genderequalitycommittee.uoa.gr/politikes_is_otitas/schedio_drasis_gia_tin_emfyli_isotita/

YouTube του ΕΚΙΑ: <https://www.youtube.com/live/zTwzXIEoXt4>

*National and Kapodistrian University of Athens (NKUA)



ΕΘΝΙΚΟ ΚΑΙ ΚΑΠΟΔΙΣΤΡΙΑΚΟ ΠΑΝΕΠΙΣΤΗΜΙΟ ΑΘΗΝΩΝ		ΠΡΟΠΤΥΧΙΑΚΟ/ΕΣ ΦΟΙΤΗΤΕΣ/ΡΙΕΣ ΑΚΑΔ. ΕΤΟΥΣ 2023-24 (31-8-2024)														
		ΕΙΣΛΑΒΟΝΤΕΣ/ΕΙΣΕΣ (όλων των κατηγοριών)			ΣΤΗΝ ΚΑΝΟΝΙΚΗ ΔΙΑΡΚΕΙΑ ΣΠΟΥΔΩΝ (έως και Ν)			ΔΙΑΡΚΕΙΑ ΦΟΙΤΗΣΗΣ ΕΩΣ ΚΑΙ Ν+2 (δετούς φοίτησης) και ΕΩΣ ΚΑΙ Ν+3 (Σετούς και δετούς φοίτησης)			ΣΥΝΟΛΟ ΕΙΣΤΕΓΜΜΕΝΩΝ			ΑΠΟΦΟΙΤΟΥΕΣ		
		Άντρες	Γυναίκες	ΣΥΝΟΛΟ	Άντρες	Γυναίκες	ΣΥΝΟΛΟ	Άντρες	Γυναίκες	ΣΥΝΟΛΟ	Άντρες	Γυναίκες	ΣΥΝΟΛΟ	Άντρες	Γυναίκες	ΣΥΝΟΛΟ
25	ΤΜΗΜΑ ΦΥΣΙΚΗΣ	117	62	179	513	308	821	784	452	1236	2744	1110	3854	116	65	181
26	ΤΜΗΜΑ ΧΗΜΕΙΑΣ	47	103	150	194	361	555	240	431	671	847	968	1815	36	69	105
27	ΤΜΗΜΑ ΜΑΘΗΜΑΤΙΚΩΝ	94	72	166	468	410	878	739	625	1364	2973	1801	4774	110	103	213
28	ΤΜΗΜΑ ΒΙΟΛΟΓΙΑΣ	42	116	158	199	402	601	264	490	754	750	990	1740	30	62	92
29	ΤΜΗΜΑ ΓΕΩΛΟΓΙΑΣ ΚΑΙ ΓΕΩΠΕΡΙΒΑΛΛΟΝΤΟΣ	28	33	61	152	169	321	265	297	562	1108	807	1915	28	35	63
30	ΤΜΗΜΑ ΠΑΡΘΟΦΟΡΙΚΗΣ ΚΑΙ ΤΡΑΧΕΙΟΚΟΝΩΝΙΩΝ	223	60	283	815	237	1052	1172	318	1490	2405	526	2931	163	27	190
31	ΤΜΗΜΑ ΙΣΤΟΡΙΑΣ ΚΑΙ ΦΙΛΟΣΟΦΙΑΣ ΤΗΣ ΕΠΙΣΤΗΜΗΣ	42	85	127	175	289	464	229	382	611	586	896	1482	14	19	33
32	ΤΜΗΜΑ ΑΕΡΟΔΙΑΣΤΡΗΜΙΚΗΣ ΕΠΙΣΤΗΜΗΣ ΚΑΙ ΤΕΧΝΟΛΟΓΙΑΣ				140	37	177	183	48	231	183	48	231	3	3	6
					613	196	809	736	239	975	736	239	975	7	6	13
					780	1055	1835	834	1107	1941	1479	1590	3069	134	195	329
					51	63	114	51	63	114	51	63	114	0	0	0
					243	407	650	267	439	706	431	589	1020	41	77	118
					257	528	785	332	676	1008	769	1083	1852	30	38	68
					170	571	741	195	640	835	359	962	1321	28	139	167
38	ΤΜΗΜΑ ΠΟΛΙΤΙΚΗΣ ΕΠΙΣΤΗΜΗΣ	46	272	318	202	955	1157	257	1064	1321	652	1798	2450	55	338	393
39	ΤΜΗΜΑ ΕΚΠΑΙΔΕΥΣΗΣ ΚΑΙ ΑΓΩΓΗΣ ΣΤΗΝ ΠΡΟΣΧΟΛΙΚΗ ΗΛΙΚΙΑ	10	200	210	28	696	724	35	836	871	103	1450	1553	5	230	235
40	ΤΜΗΜΑ ΕΠΙΣΤΗΜΗΣ ΦΥΣΙΚΗΣ ΑΓΩΓΗΣ ΚΑΙ ΑΘΛΗΤΙΣΜΟΥ	176	157	333	682	537	1219	951	686	1637	3265	1607	4872	149	130	279
41	ΤΜΗΜΑ ΑΓΡΟΤΙΚΗΣ ΑΝΑΠΤΥΞΗΣ, ΑΓΡΟΔΙΑΤΡΟΦΗΣ ΚΑΙ ΔΙΑΧΕΙΡΙΣΗΣ ΦΥΣΙΚΩΝ ΠΟΡΩΝ (FANNA)	38	25	63	139	122	261	159	162	321	159	162	321	1	8	9
	ΣΥΝΟΛΑ	2838	4931	7769	11373	19301	30674	14901	24263	39164	40371	53358	93729	1925	4268	6193
ΠΡΟΤΑΜΑΤΑ ΣΠΟΥΔΩΝ ΠΡΗΝ ΤΕΙ ΕΛΛΑΔΑΣ	ΗΛΕΚΤΡΟΛΟΓΩΝ ΜΗΧΑΝΙΚΩΝ ΤΕ	0	0	0	0	0	0	67	14	81	2100	233	2333	116	12	128
	ΜΗΧΑΝΙΚΩΝ ΑΥΤΟΜΑΤΕΜΟΥ ΤΕ	0	0	0	0	0	0	108	12	120	1060	174	1234	112	21	133
	ΜΗΧΑΝΟΛΟΓΩΝ ΜΗΧΑΝΙΚΩΝ ΤΕ	0	0	0	0	0	0	100	11	111	1162	100	1262	63	8	71
	ΜΗΧΑΝΙΚΩΝ ΤΕΧΝΟΛΟΓΙΑΣ ΑΕΡΟΚΑΦΩΝ ΤΕ	0	0	0	0	0	0	60	3	63	553	45	598	72	7	79
	ΛΟΓΙΣΤΙΚΗΣ ΚΑΙ ΧΡΗΜΑΤΟΟΙΚΟΝΟΜΙΚΗΣ	0	0	0	0	0	0	91	62	153	893	701	1594	95	59	154
ΣΥΝΟΛΑ	0	0	0	0	0	0	426	102	528	5768	1253	7021	458	107	565	
ΓΕΝΙΚΑ ΣΥΝΟΛΑ	2838	4931	7769	11373	19301	30674	15327	24365	39692	46139	54611	100750	2383	4375	6758	

ΣΗΜΕΙΩΣΗ: Δεν περιλαμβάνονται 198 φοιτητές/ριες που βρίσκονταν σε αναστολή φοίτησης κατά το ακαδ. έτος 2023-24.

Women's over-representation (more female students and female graduates at the NKUA)

Total 100,750 registered students (31/8/2024):

➤ 54,611 women

➤ 46,139 men

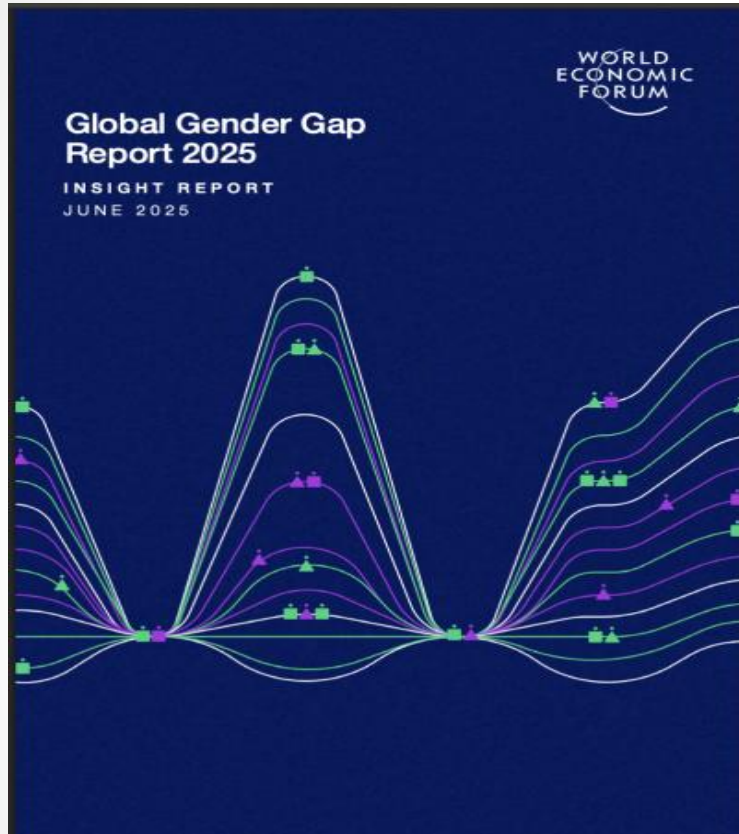
Graduating in 2024: 6,758 students

➤ 4,375 women

➤ 2,383 men



123 years needed (instead of 99.5 before the pandemic) to close the **global gender gap**, namely, to achieve gender equality-full parity...



This year's global gender gap presents a minor **0.3 percentage point improvement**: from **68,6%** in 2024 to **68,8%** in 2025.

“The Global Gender Gap Index, annually benchmarks the **current state and evolution** of gender parity across four key dimensions”:

- 1) Economic Participation and Opportunity,
- 2) Educational Attainment,
- 3) Health and Survival, and
- 4) Political Empowerment.



The **top five** European economies – Iceland, Finland, Norway, New Zealand, and Sweden **rank in the global top 10**.

Greece ranks 71.4 percent globally, France ranks 78.1 percent globally ...

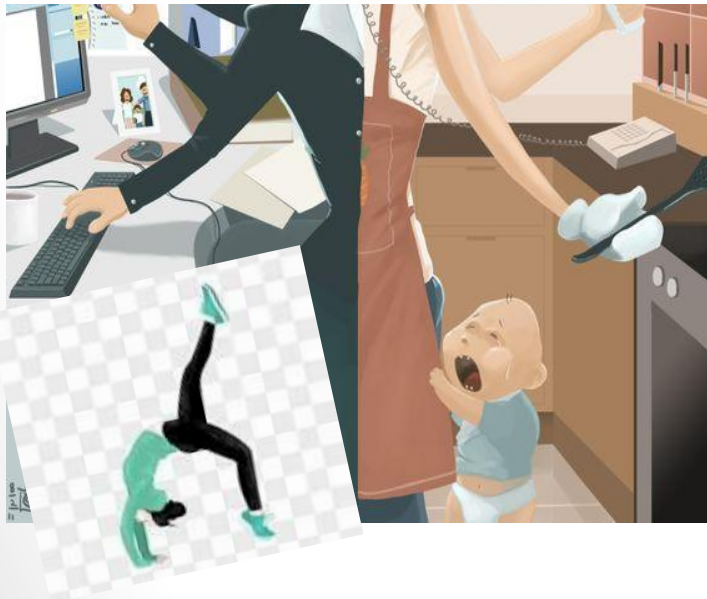
“THE FLEXIBILITY STIGMA” AND THE AMBITION GAP



The largest study on the state of women in corporate America:

“Over the past 11 years, more than 1,000 companies and almost 500,000 employees participated in this study...”

- For the year 2025 researchers collected information from **124** organizations employing approximately 3 million people.
- They surveyed **9,500 employees**, and conducted interviews with **62 HR leaders**... ..



Lean In (2025). *Women in the Workplace*. LeanIn.Org and McKinsey & Company Report.



Athanacia (Nancy) Pascall (1993, 1996) warned:

Although the technological revolution will open a lot of opportunities, **flexibility and accessibility are at the same time drawbacks that will lead to:**

- social isolation,
- an insecure position, and
- unclear boundaries between work and leisure.



Painting-book cover by Areti Kamperidis

Women principally of low income and education have no space dedicated to their work:

- ...it is therefore within women's **private sphere**, that the boundaries/division between the **public** and **private** spheres will be brought down...

- Nancy A. Pascall (1993). "Teleworking", Proceedings of the Workshop on the Teleworking initiative organized by the European Commission within the framework of RACE Industrial Consortium (RIC) Meeting, 26 January 1993, Brussels
- Nancy A. Pascall (1996). "The Information Highways: are women in the slow lane?" Workshop organised by the European Commission DG XIII/B, 30/1/1996, Brussels.

"BOUNDARY INTRUSION"

Qualitative data collected from 32 semi-structured interviews:



Women interviewed complained about:

- Having to be always available and connected...
- Experiencing **emotional overload, stress,** and blurred work-life boundaries
- Blurred physical and temporal borders, and
- **Connectivity increasingly blurring the boundaries** between their personal /family/ domestic lives and their work:

PERSONAL
BOUNDARIES



“It’s like I never switch off...I feel exhausted and as if I can never unplug...even late at night I check messages because I don’t want to lose clients...it is draining” (Participant 3)

Doargajudhur, M., Hosanoo, Z., Rughoobur-Seetah, S., & Lichy, J. (2026). **Digital Entrepreneurship and Gendered Boundaries: Technology, Work–Life Conflict, and Well-Being.** *Gender, Work & Organization*, WILEY, pp. 1-17. <https://doi.org/10.1111/gw>

18. Reducing the Motherhood Penalty in Greece: Lessons from Norway.

European Economy (published 24 /4/2025), ELIAMEP (Hellenic Foundation for European & Foreign Policy) <https://www.eliamep.gr/en/reducing-the-motherhood-penalty-in-greece-lessons-from-norway/>



Working paper by:

- Manos Matsaganis (Head, Greek and European Economy Programme, ELIAMEP)
- Tone Fløt
- Chrysa Papalexatouten
- Daphne Nicolitsas
- Bjorn Dapi

CHILD CARE PENALTY

**Motherhood
Penalty**



SI jobs

19. Reducing the Motherhood Penalty in Greece: Lessons from Norway

(Matsaganis, et. al. 2025): <https://www.eliamep.gr/en/reducing-the-motherhood-penalty-in-greece-lessons-from-norway/>



GREECE

- Decline in women's employment and earnings upon arrival of 1st child. : **37.9%**
- Agree that family life suffers when mothers work full-time: **70%, in 2024**
(75% in 2023)
- And (**48%**) believe women should prioritize family over career (34% in the EU as a whole)

NORWAY

3.3%.

20% agreed and **60%** disagreed in 2008

73% in Norway support **equal career needs for women**

Matsaganis, et. al. 2025

20. Statement:

If the father's pay is lower than that of the mother's, then the father is the one who should give up work to look after the children, if a family decides one parent has to.

2024

In Greece, **40%** “totally agreed” or “tended to agree” with this statement;

2009,

In Greece **23%**



2024

In the EU as a whole, **51%** “totally agreed” or “tended to agree” with this statement;

2009

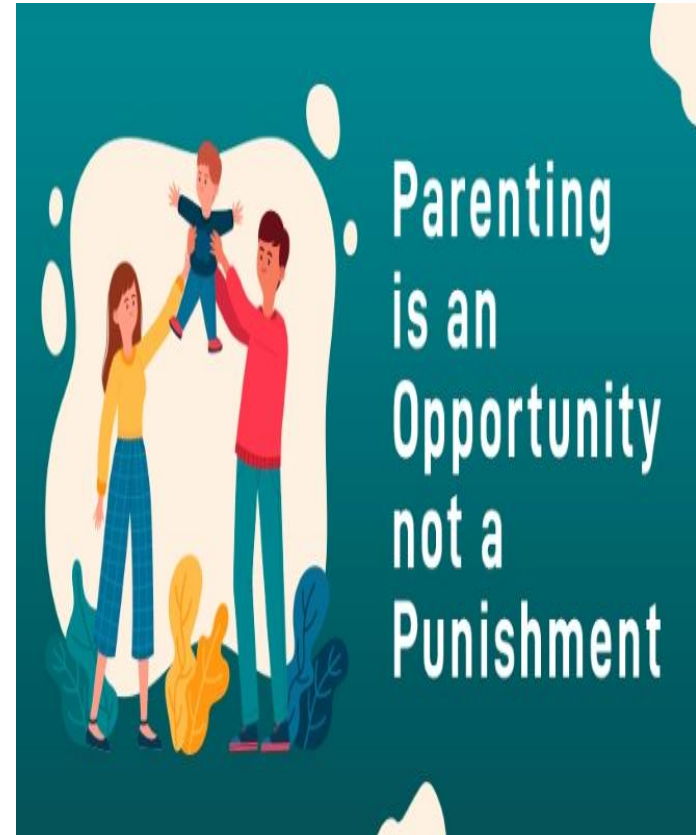
In the EU as a whole, **48%**



MOTHERHOOD PUNISHED

The Motherhood Penalty and The Fatherhood Bonus

- **Multinationals** are not only paying mothers too little,
- they are paying fathers **too much !!!**



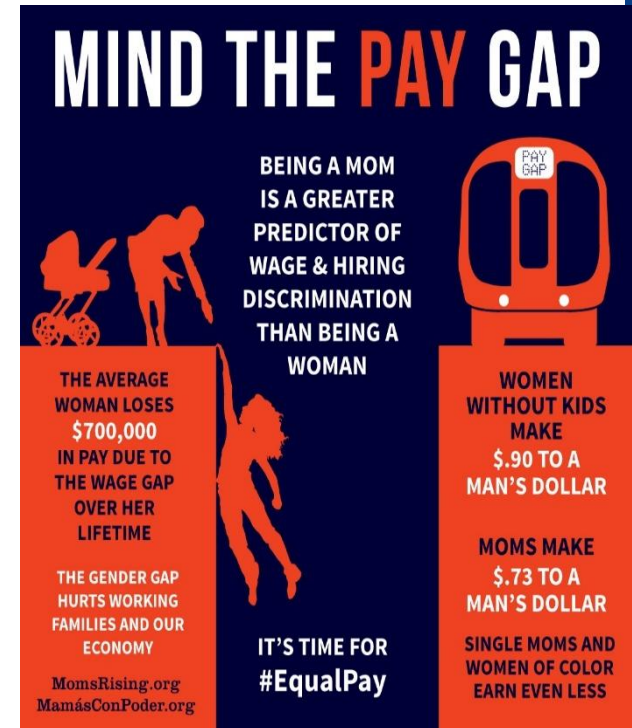
22. PARENTHOOD WAGE GAPS:

Multinationals cultivate-reproduce gender inequalities

Using an extensive database of micro-level data of over **36,500 employees in 57 countries**, van der Straaten, Pisani, & Kolk, 2024 show:

- **Parenthood a key factor contributing to the gender wage gap**
- Mothers **earn less** than their childless female peers, while
- Fathers **earn more** than their childless male peers !

In short, **motherhood is punished**, and the **gender wage gap** along with the **underrepresentation of women in leadership roles** are being perpetuated and reproduced.



Concluding remarks:



Accordingly, to achieve an equal sharing of care responsibilities, v to:

- **Sensitize men and boys, to participate, to join in on equal terms**, to step up, among other things, as **CARE is the foundation that holds societies together**. Obviously existing policies are not enough!
- **Make paternity and parental leaves mandatory** for fathers in the public and private sectors, and especially fathers who hold executive positions, or higher positions, because we need visibility, we need **ROLE MODELS** to reproduce participation...
- Increase the duration of paternity leaves
- Provide full income coverage (not partial) during parental leaves [otherwise fathers will not take them since they make more money].
- Address broader gender inequalities to achieving equal sharing of care responsibilities (eg. historical legacies, social stereotypes, gender pay gap and leadership gap, political structures, economic systems, etc.)
- Cultural and institutional changes are necessary to challenge stereotypes and create a supportive environment for both women and men to use **parental leaves** effectively [continued....].
- .

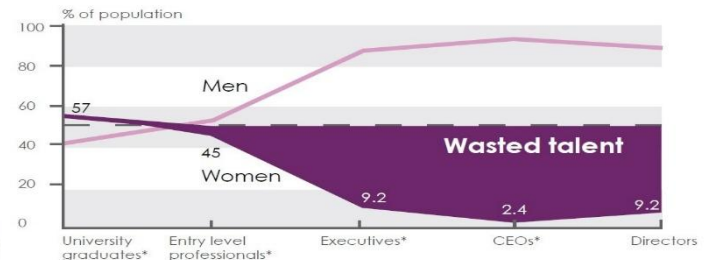
Concluding remarks:

- Eliminating gender disparities/inequalities is vital, and we should not have to wait 123 years (five generations) to reach full parity!
- No industry has yet closed or bridged the leadership gap (WEF 2024, 2025), so if we don't act now, we will lose the women who could become future leaders, especially in the new digital landscape.



* Source: EOWA Analysis 2012 ASX500 + Mc Kinsey Women Matter Asia 2012

Recommendations:



* Source: EOWA Analysis 2012 ASX500 + Mc Kinsey Women Matter Asia 2012

LEADERSHIP ROLES:

- Women in leadership roles (as mentors and role models in order to reproduce participation...).
No more TOKENS! Put an end to the “*Stupid Curve*” !
- Policymakers must demand measures and actions that businesses/firms/corporations/multinational **will be required** to take to support women from the beginning of their careers. **This involves accountability and penalties.**
- Inclusive approaches to **upskilling** and career growth, including training and mentorship programs, especially in **pre- and middle-management roles**, to get more women into **senior positions**

(Duke 2024, WEF 2025, Kamberidou 2020, Kamberidou & Pascall 2020)

Actions to eliminate Gender Fatigue

Subtle discrimination is harder to spot and tougher to deal with, so we need to:

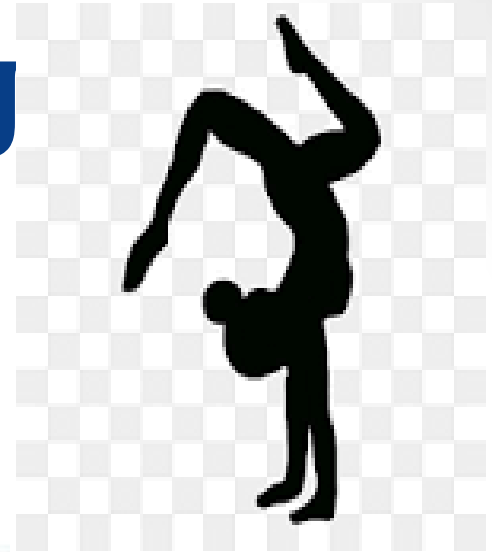
- Educate **both women and men** about **second-generation** gender discrimination in order to:
 - a) Create safe workspaces that support women's transition to leadership roles, and
 - b) Support women's efforts and development of a **leadership mindset**.



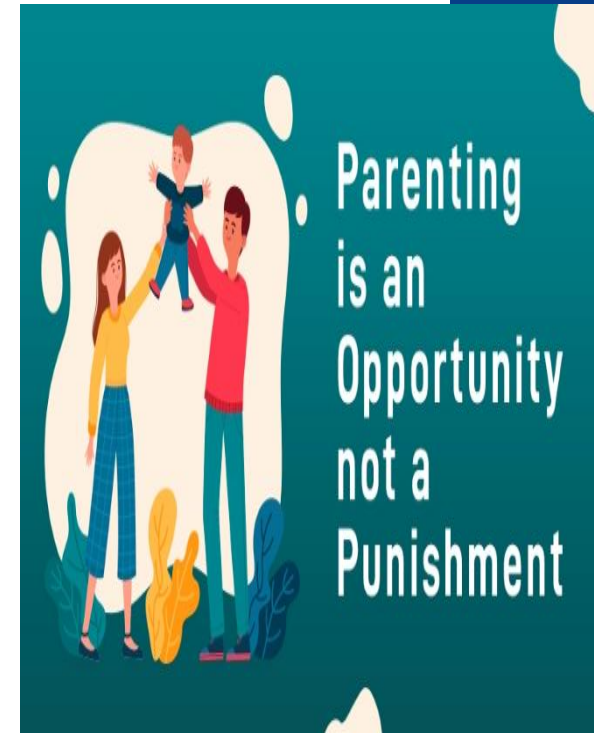
Proposals-Recommendations:

- **Care responsibilities disproportionately impact women**, so workplaces need policies that counteract this inequality and we need women in leadership **(to serve as mentors and role models) in order to reproduce participation**: Gender parity requires changes.
- Policymakers must demand measures and actions that businesses will be required to take to support and promote women from the beginning of their careers. This involves accountability.
- Fair hiring practices and an inclusive approach to upskilling and career growth, including training and mentorship schemes, especially in pre- and middle-management roles, will help drive more women into senior positions. <https://www.weforum.org/stories/2024/06/how-an-ai-driven-future-can-include-more-women-in-leadership/>
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THANK YOU



"THE FLEXIBILITY STIGMA"



Parenting
is an
Opportunity
not a
Punishment

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