

**NATIONAL REVIEW ON THE IMPLEMENTATION OF BEIJING
DECLARATION AND PLATFORM FOR ACTION**

GREECE

CONTENTS

1. Section One: Overview analysis of achievements and challenges since 1995	p. 3
1.1 Women and poverty	p. 3
1.2 Education and training of women	p. 9
1.3 Women and health	p. 11
1.4 Violence against women	p. 11
1.5 Women and economy	p. 14
1.6 Women in power and decision making	p. 18
1.7 Institutional mechanisms for the advancement of women	p. 20
1.8 Human rights of women	p. 21
1.9 Women and the media	p. 22
1.10 Protection of the girl-child	p. 23
2. Section Two: Progress in the implementation of the critical areas of concern of the Platform for Action since 2009	p. 25
2.1 Education and training of women	p. 25
2.2 Women and health	p. 26
2.3 Violence against women	p. 27
2.4 Women and economy	p. 31
2.5 Women in power and decision making	p. 36
2.6 Institutional mechanisms for the advancement of women	p. 39
2.7 Human rights of women	p. 41
2.8 Women and the media	p. 44
2.9 Conclusions	p. 44
3. Section Three: Data and Statistics	p.46
4. Section 4: Emerging priorities	p. 56

1. Section One: Overview analysis of achievements and challenges since 1995

A series of laws, regulations and policies since 1995 have been enhancing the position of women in all aspects of social, political and economic life in Greece.

1.1 Women and poverty (mainly social protection measures included here)

Poverty of women has been tackled through laws enhancing social protection for women, especially those with children.

- Law 2470 of 1997 on “Amendment of the rate of pay for the personnel of Public Administration for the support of the families of the employees” has established a monthly allowance not only for married employees, but also widows and widowers, separated employees, divorcees and unmarried parents, on the condition that they have legally obtained custody of children living with them.
- Law 2525 of 1997 “Unified Lyceum, access of its graduates to tertiary education, assessment of educational work and other provisions” established the operation of all-day kindergarten and all-day primary school, aiming at the support of working mothers, at the same time providing the opportunity to non-working mothers to access the labour market.
- Law 2639 of 1998 “Regulation of labour relations, establishment of the Labour Inspectorate and other provisions” protects women employed in the private sector, especially when they use their right to paid maternal leave.
- Law 2643 of 1998 “Care for the employment of people in special categories and other provisions” includes unmarried parents of three children to the categories of protected people.
- Law 2683 of 1999 “Ratification of the Code of the Status of Civil Servants and other provisions” provides for maternity leave of 2 months before childbirth and three months after that, along with a range of other provisions protecting women employees and mothers.

- The National General Collective Labour Agreements of the years 2000 and 2001 includes provisions protecting women and mothers in the private sector.
- The National General Collective Labour Agreements of the years 2002-2005 improved the existing legislation concerning private sector employees, as far as labour relations equality, parental leaves, paternal leaves and other issues related to gender were concerned.
- Decision 1273 of 1996 of the Plenary session of the Court of Auditors stipulates that in the case of the death of a spouse, the regulations pertaining to the pension given to the surviving spouse is under the same prerequisites, regardless of the sex of the surviving spouse.
- Law 2646 of 1998 “Organization and operation of the national system of social care”, supports the family through programmes aiming at the creation of equal participation of all to the economic and social life, securing a decent standard of living.
- Law 3029 of 2002 modernized old age pension schemes and abolished any existing gender based differentiation in old age social protection.
- Law 3232 of 2004 introduces the provision that those who are divorced may receive part of the pension of the deceased ex-husband or wife and they are entitled to survivor’s pension.
- Presidential Decree 87/2002 incorporated into Greek Law the Directives 86/378/EEC and 96/97/EC for the implementation of the principle of equal treatment of men and women in systems of occupational social security.
- Leave to judicial officers mothers for child rearing. Article 1 Law 3258/2004 on the “Amendment of provisions of the Code of Organizations and Courts and Judicial Officers Status and other provisions” provides for a paid, nine-month (9), leave to judicial officers mothers to rear their child.
- Removal of retirement cessation due to husband’s death when the wife is younger than 40 years old & right to redeem insurance time up to 150 days for establishment of retirement right: Article 4, Law 3385/2005 “Regulations on the promotion of employment, empowerment of social cohesion and other provisions” amends

Article 62, Law 2676/1999, related to women's retirement due to death of their husband, and respectively to men's retirement due to death of their wife. Up until now, a woman or a man younger than forty (40) years of age, losing his/her spouse, would take his/her spouse's pension for only three (3) years. The pension would then cease, and would be paid again after the sixty-fifth (65th) year. The new law does not interrupt the pension for the widowers/widows upon completion of the three-year period, even if the surviving spouse is younger than 40 years of age at the date of his/her spouse's death. In addition, article 6 provides the possibility to those who, for whichever reason may not have completed fifteen (15) years of insurance coverage (i.e. 4,500 stamps) - men which have reached the age of 65, and women the age of 60 - to claim up to one hundred and fifty (150) days of pension time.

- Diminished military service for members of large families, children of single mothers, etc (Law 3421/2005). According to Law 3421/2005 "Greek Military Service and other provisions", if desired, persons entitled to diminished military service may be assigned to the following service categories:
 - a) Six-month term: 1) All brothers out of six (6) or more alive brothers and sisters and the two elder brothers out of five (5) alive brothers and sisters, 2) the only or the elder son whose parents both are unable to provide economic support or have passed away, 3) The father of two (2) alive children, 4) Those whose wife is unable to provide any kind of economic support.
 - b) Nine-month term: 1) the two (2) elder brothers out of four (4) alive brothers and sisters, 2) the only or elder son out of three (3) alive children, 3) the only or older son of a parent that cannot provide any kind of economic support or has reached his/her seventieth (70th) year of age or has widowed, 4) the only or older son of a deceased parent or single mother, 5) The father of one (1) alive child.
- Support for families with three children (Law 3454/06). The Law 3454 on the "Support for family and other provisions" provides economic support and expands social benefits to large families of parents with

three (3) children. Among other things, the following are stipulated: a) payment by the Greek State of the lump sum of 2,000 Euros to any mother that gives birth to a third (3rd) child from 1/1/2006 onwards, b) the obligation of state agencies to employ a fixed percentage of parents of three-children (3) families and children of those families, c) provision of “Culture Card” to parents and children of families with three (3) children, and d) granting of “large family” status to a parent with spouse, who is responsible for the custody of three (3) children, minor and single, and who is the sole person liable for their rearing, etc.

- “Support to public sector employees with family obligations” (Law 3528/2007 and Law 3584/2007) With the aim of supporting women’s attempts to reconcile family and professional life, and to provide special care for members of families requiring greater protection (single parent families, large families, three-children families, single mother, etc), articles 59 and 60 of the Code of Municipality and Community Employees (Law 3584/2007) promote some innovative regulations. The new “Status Code for Public Civil Administrative Employees and Employees of Legal Entities under Public Law” (Law 3528/2007) and the new “Status Code for Municipality and Community Employees” (Law 3584/2007) include, upon proposal by the General Secretariat for Gender Equality, the following beneficial measures for the employed parent (either mother or father): a) civil servant mother’s right to make use of diminished shift or leave of nine (9) months with pay is also given to the civil servant father, provided that the mother shall not make use of her right. Such right is also granted to a single parent in cases of single parent families, b) in case of a 4th – or more - child, the after-delivery leave increases per two (2) months each time, c) a period of three (3) months of leave without pay, up to two (2) years which the civil servant employee is entitled to rear his/her child with full payment in case of a third (3rd) child and more, d) for a parent who is single or widowed or divorced or handicapped per 67% and more and who has children up to four (4) years old, the short-time shift –per one hour- is expanded for six (6)

months or the nine-month leave with payment is increased per one (1) month respectively, e) in case of a 4th child, the short-time shift is expanded for two (2) more years and f) the use of short-time shift or the nine-month (9) leave with pay is expanded to the single parent family (single mother, widowed parent, parent responsible for his/her child custody according to a judicial judgment), under the same terms and conditions that exist for married parents.

- The Ministerial decision increased the leave term provided to employees to be informed on their children's school performance from four to five days per year in case of two or more children, and to six days per year in case the children attend schools courses at institutions of different educational levels.
- Provision of large family allowance to three-child families (Law 3631/2008) According to par. 1 and 2, art. 6 of the Law 3631/2008 on the "Establishment of National Fund for Social Cohesion and other provisions", from 01/01/2008 the mother who has three (3) alive children shall be provided with an annual allowance for each child under the age of twenty-three (23), equal to the allowance for each child of a large family. In case that one (1) child meets the requirements for provision of the allowance of par.1, article 63, Law 1829/1990, as currently in force, the higher allowance shall be paid for such child. The amount of the total monthly allowance cannot be less than the minimum total allowance for a large family parent, except in such case that the previous point is implemented. Such allowance is provided regardless any other allowance, salary, pension, payment, compensation or income, is free of any tax, levy, contribution or deduction for the State or third party. It shall cease on the 1st day of the following year when the benefited single attains his/her twenty-third (23rd) year of age. By no means can such allowance be converted into the beneficiary's pension. The allowance shall be paid under the same terms and conditions to the father, who has three (3) alive children by different marriages, as well as legally recognized or adopted children by himself, when he is the sole

responsible for their rearing and the mother does not receive any allowance for those children.

- Protection of Family – Maternity (Law 3655/2008) Law 3655/2008 on “Administrative and organization reformation of the Social Security System and other insurance provisions” establishes the following: a) special leave for the protection of maternity of six (6) months under Man power Employment Organization funding and full insurance coverage (art. 142, par. 1) (see Ministerial Decision no. 33891/606) Decrease by 50% of insurance contributions for the first twelve months of employment after delivery (art. 141, par.2). When the mother chooses to work just after the birth of a child, for one (1) employment year she shall pay half of the amount of her contributions, c) expansion of nominal time for mother (art. 141, par.1). The recognition of nominal time shall expand from 1.5 to 2 years, and d) pension for mothers (article 144). A mother with minor children having completed the required pension period can obtain a full pension when she completes her 55th year of age.
- The National General Collective Labour Agreement of 2008 and 2009. Art. 4 on “Absence permits for observation of the child’s school performance” stipulates that for each child up to sixteen (16) years of age, that is a student, both parents may take up to four working days every calendar year for parental leave without abridgment of their salary and upon permission by the employer in order to remain abreast of their child’s school performance. According to art. 5 on “Increase of the leave in case of a dependent member’s disease in three-child and large families”, from 01/01/2008, the unpaid leave of art.7, Law 1483/1984 is increased by two (2) days in case of illness of dependent members and is defined at fourteen (14) working days per calendar year, when the employee is responsible for three (3) or more children. Additionally, art. 6 on “Reconciliation of professional and family life of foster parents” applies correspondingly to foster parents all National General Collective Labour Agreement and Arbitrary Decisions provisions in force and related to the protection of the family and the facilitation of employees who are natural parents.

1.2 Education and training of women

In the field of education,

- Law 2621 of 1998 provides for the establishment of Schools for Parents, their organization and operation.
- Law 2817 of 2000 stipulates that educational courses on health become a part of the curriculum of primary and secondary education, including sexual health.
- Law 2913 of 2001 abolished discriminations against women regarding their admission to the military academies.
- Within the framework of the 2nd Community Support Framework, through co-funded programmes, there were actions to promote women to vocational training positions and combat women's exclusion from the labour market.
- The Research Centre for Gender Equality (KETHI), in cooperation with the Departments of Education, Environmental Education & School Vocational Orientation, implemented, during the years 2003-2004, intervention programmes aiming at the promotion of equality for school vocational orientation.
- KETHI also implements a programme (2002-2006) aiming at the promotion of gender equality among male and female students of Secondary Education, and among male and female students of Initial Vocational Training, through activities favouring the development of their critical faculty, their investigative and organisational abilities-skills, co-operation, and co-creation
- The Pedagogical Institute, authority competent for the teaching material used in schools
 - has taken steps so that women do not appear in offensive stereotypes in Inter-thematic Integrated Curriculum Frameworks (2004)
 - has established a Committee for Equality, consisting of members of the Institute itself (2001)
 - has introduced, already since 2000, balanced treatment of the sexes in comprehensive curricula

- In the context of the special programme «Consultation for Parents», 40-hour training courses are offered, which operate in 20-member groups. Trained educators, using suitable educational material, introduce issues and offer to parents the possibility to actively participate in educational procedures not only by exchanging experiences, but also through experiential exercises.
- In the context of the project “Training Teachers on the Utilization of New Information and Communication Technologies in Education”, a total number of 76,000 teachers were trained during the school years 2001-2003, 59% of which were women and 41% men.
- Second Chance Schools are a flexible innovative educational programme that aims at combating social exclusion of individuals who do not possess the necessary qualifications and skills required, to be able to respond to the contemporary needs of the labour market. This programme offers the possibility to people over 18 years of age, who have not completed the nine-year compulsory education, to obtain the relevant certificate, and to evenly integrate into social, economic, and working life. More specifically, the main targets of the programme are:
 - Reconnecting compulsory education drop-outs to the educational procedures
 - Creating cooperation networks among the school, the local society, the business world, and education.
- Vocational Training Institutes are not graded within the official educational system. These institutes are supplementary to the educational system, and help young people integrate in the labour market. They aim at providing any type of vocational training, initial or additional, so as to facilitate young people’s vocational integration in society, and to ensure their adjustment to the changing needs of production procedures. As the statistical data show, women’s participation in public Vocational Training Institutes is increased and wider than that of men (9776 women and 7681 men).

1.3 Women and health

In the field of health,

- Presidential Decree 176 of 1997 “on the introduction of measures that encourage improvements in the health and safety at work of pregnant workers and workers who have recently given birth or are breastfeeding, in compliance to directive 92/85/EEC”
- Law 3089 of 2002, on “medical support to human reproduction”, provides the terms and requirements for artificial insemination and allows unmarried women to have children in this manner.
- By implementation of law 3163 of 2002, the National Centre of Emergency Social Care became an independent institution, aiming, among other things, to provide care to victims of trafficking and abused women.
- By Presidential Decree 41/2003 the provisions of Presidential Decree 176/1997 were supplemented to adjust Greek law to the provisions of 92/85/EEC “on the introduction of measures that encourage improvements in the health and safety at work of pregnant workers and workers who have recently given birth or are breastfeeding”.
- Medically Assisted Reproduction. Law 3305/2005 on the “Implementation of the Medical Assisted Reproduction” specifies the provisions of the Law 3089/2002, providing them biomedical character, and defining the special terms of Medically Assisted Reproduction.

1.4 Violence against Women

In the field of violence against women, until 2001, the Greek legal order did not tackle violence against women as a separate form of violence, but in the same way it tackled any other crime.

- Law 3064 of 2002 regulates combating human trafficking, crimes against sexual freedom, child pornography and, generally, financial exploitation of sexual life.

- Law 3274 of 2004 stipulates that victims of human trafficking are entitled to a residence and work permit for a time period of six months, after which their permit may be extended for an equal period of time, until the issuing of an irrevocable court decision.
- Provision of residence permit and labour permit to victims of trafficking in human beings. Art.34, par.7 Law 3274/2004 on the “Organization and operation of the Local Government Organizations of first and second class” stipulates that the deportation of foreigners residing illegally in Greece and accused of acts of prostitution may, upon order by the misdemeanour judge and approval by the appeal judge, be suspended until the issuance of irrevocable decisions. As long as the deportation suspension period lasts, a residence permit shall be provided upon decision by the Secretary General of the Region according to the provisions of Law 2010/2001. The aforementioned residence permit is also a labour permit, is granted for six (6) months, and is renewable for an equal period of time until the issuance of an irrevocable judgment. The aforementioned judgments are respectively implemented for the cases of the art. 12, Law 3064/2002.
- Law 3386/2005 “Entrance, residence and social integration of third country nationals within the Greek Territory” (article 1, c. and articles 46-52). This law clearly defines the term victim of trafficking in human beings, as the natural person who has been the victim of offences as stipulated in articles 323, 323A, 349, 351 and 351A of the Penal Code, regardless of whether this person has legally or illegally entered the country (art.1, c.). The inclusion of chapter I (articles 46-52) aims at the overall regulation of the protection and assistance to victims of trafficking in human beings within the framework of combating the phenomenon and according to the EC Directive 2004/81/EC. It defines that a third country national who has been characterized as victim in trafficking of human beings by a competent prosecutor shall be provided with a residence permit of twelve (12) months, since he/she cooperates in the combating of trafficking in human beings. This permit shall be renewed for an equal period of

time in order to facilitate research or legal procedure. The residence permit shall safeguard access to labour market and medical and pharmaceutical treatment. Before award of the residence permit, the competent prosecution authority shall provide victims of trafficking in human beings with a deliberation period of up to one (1) month (such period may be extended for minor victims), in order for them to recover and escape from offenders' influence and make an unbiased decision in relation to their cooperation with prosecution authorities. According to art. 79, par. 1 of the same law, a pregnant woman cannot be administratively deported during her pregnancy or for six (6) months after delivery.

- Law 3463/2006 “Ratification of Municipality and Community Code” stipulates, as a new competency of Local Government Organizations, the counselling of persons who have experienced domestic violence.
- Prevention and combating of domestic violence (Law 3500/2006). Ratification of the Law 3500/2006 aims at the combating of domestic violence and covers a significant legal gap, contributing to the prevention and combating of a social phenomenon of rather disquieting dimensions, afflicting mostly women and minor children. This law recognizes that the phenomenon of domestic violence is firstly expressed against women, infringing the constitutional principal of gender equality (art. 4, par.1 of the Constitution), resulting in the definite and negative prevention of women from freely developing their personality. The provisions introduce four (4) crucial reformative sections: a) sexual intercourse without mutual consent of the two (2) spouses is considered a crime of domestic violence, b) prohibition of the use of physical violence against minors as a disciplinary means of his/her rearing, c) all such measures shall apply in the cases of stable cohabitation between a man and a women who have not been married, and d) it establishes the constitution of legal intervention for domestic violence offences of misdemeanour character. The offender and the victim are called before a competent prosecutor or court to make any and all possible effort to re-establish harmonious cohabitation.

- The Law 3500/2006 defines six (6) additional behaviours in the domestic sphere as penal, which had not been regarded to date as culpable offences. In particular: a) Actions of domestic violence executed before a minor against another member of the family shall be severely punished, b) Actions of domestic violence against a pregnant woman shall be also severely punished, c) actions of domestic violence against a family member who cannot defend himself/ herself (elderly, handicapped people, patients, etc) shall be also severely punished, d) grave penalty shall be imposed in case the victim is a minor who experiences deliberated physical pain or physical exhaustion, which jeopardizes the minor's health, e) a respective penalty is stipulated in case of psychological pain, capable of causing grave psychological damage, especially through repeated isolation of the victim, and f) penalties shall also be imposed on any attempt to intimidate or bribe witnesses that are examined within the course of civil or penal domestic violence hearings, so as to provide substantive protection to the victim. For the first time, the exercise of domestic violence is considered important grounds for a marriage break-up - e.g. misconduct, bigamy, threat against one's life. Its basic goal is active social protection, support and sympathy to victims of domestic violence.

1.5 Women and Economy

- Law 2434 of 1996, introducing regulation on "Measures for employment and vocational education and training", provided equally for women and men.
- Law 3227 of 2004 on "Measures against unemployment and other provisions" stipulates, inter alia, the following:
 - Employers who hire employees on a fixed term contract to replace women employees who are on a pregnancy or confinement leave are subsidized, for the duration of the women employees' leave, with a sum equal to their insurance

contribution liability for the insurance coverage of the hired employees.

- As an incentive for the recruitment of unemployed mothers of at least two children, the employer is subsidized with a sum equal to his/her insurance contribution liability for the insurance coverage of the hired mothers. The duration of the subsidization is one year for each child of the hired mother.
 - For every child born to them after the first child, women farmers, insured in the farmers' main insurance branch (law 2458 of 1997), are exempted from their contribution liability towards the Agricultural Insurance Organization (OGA) as regards contributions towards old age pension and sickness insurance as well as contributions towards the Farmers' Union Fund for one year after the birth of each child apart from the first child.
- By law 3174 of 2003, part time employment expanded in the public sector, legal entities operating under public law and Local Government Organizations, to cover needs relating to the provision of services of social character to citizens. This law aimed at boosting employment of vulnerable population groups, among which were included, as a special category, mothers with children up to 12 years of age, at a quota of 10%. Law 3250 of 2004 enlarged the category abolishing the age limit of children of eligible mothers and provided that a quota of up to 60% of the various categories of unemployed who benefit from such employment positions is covered by women as long as relative interest on their side is expressed.

Between 1993 and 1999 the participation of women in the labour market increased significantly, while the non-active women population was reduced. Women's employment increased (78% of the increase in work positions concerned work positions for women) and the general percentage of women employees in the public sector also increased. Programmes were implemented to increase even further the employability of women, and reduce their unemployment which was also high. Programmes were also implemented to help increase the low

entrepreneurship of women. A number of favourable regulations for rural women were also put in place, aiming at promoting new forms of employment and supporting rural women through social protection measures. Women's cooperatives in rural areas followed an upward trend. Women's cooperatives became a tool for local development, activating at the same time rural women.

- Law 2810/2003 on "Agricultural Cooperative Organizations" amends the terms of establishment of agricultural cooperatives, favouring the participation of women in the cooperatives.
- Law 3147/2003 on the "Regulation of issues pertaining to rural land, resolution of matters concerning reinstated stock farmers and other provisions" improves further the terms for the participation of women in agricultural production.
- Special provision on women's employment, Law 3250/2004 "Part-time employment in Public Sector, Local Government Organizations and Public Law Legal Entities". According to Law 3250/2004, personnel selected should include: a) mothers of minors (10%) and b) parents with three (3) or more children, as well as their children, (10%) (Law 3454/2006 on the "Strengthening of family and other provisions" expanded these provisions to parents of three children apart from large family parents). In addition, in three (3) cases (described below) 60% should be covered by women, provided that there are enough respective petitions: a) unemployed men and women over thirty (30) years of age who have used up regular unemployment benefits, b) unemployed men and women five last years before their retirement, c) unemployed men and women, d) unemployed men and women up to thirty (30) registered in the Manpower Employment Organization for at least eighteen (18) months.
- Law 3488/2006 on the "Implementation of the principle of equal treatment between men and women in relation to their access to employment, professional training and progress, terms and working conditions" incorporates Community Directive 73/2002/EC, replacing Law 1414/1984, while it regulates related issues on the equality of salaries between employed men and women. The legal provisions are

implemented in the case of persons employed in the private and public sector under any labour status, and prohibit any kind of direct or indirect discrimination due to gender or family status. Finally, it provides that the Greek Ombudsman, as an independent authority, is assigned as monitoring agency for the implementation of the equal treatment principle between men and women. The legal provisions provide a strict definition of sexual harassment in the workplace as “gender discrimination” (art.4, par. 2) and a punishable action. It establishes penalties [imprisonment from six (6) months to three (3) years and economic penalty of at least one thousand (1,000) Euros, art. 16, par.4]. It creates compensation claims for the victim (art. 16, par. 1). In addition, sexual harassment is defined as a disciplinary offence (art. 16, par. 3). Moreover, according to article 22 of the same law, part-time employees of the private sector are also entitled to a leave due to an illness of a protected member (minor or incapable child) or in order to be informed of their children’s school performance. More specifically, up to ten (10) days may be given per year [six (6) for one (1) child, eight (8) for two (2) children, ten (10) days for more than two (2) children], without payment, in case of depended children’s illness, while, there is the possibility to be absent from work for four (4) days per year, with employer’s permit, for visiting children’s school, up to the age of sixteen (16) years old.

- Changes to income taxation, simplifications to the Code for Books and Records and other provisions” (Law 3522/2006): a) tax deduction of 10% to mothers of large families is abolished, b) tax reduction due to children of those residing or being employed at a frontier region is provided to the wife when the husband does not meet all requirements, c) the tax exemption is increased from 1,900 to 2,400 Euros, without any supporting documents for handicapped people (handicap more than 67%, officers, war victims, blind people, people suffering from kidney diseases, people suffering from Cooley’s anaemia).

- The National General Collective Labour Agreement of 2006 and 2007 aims to support women's employment and facilitate reconciliation of employees' professional and family obligations. Article 7 on "Support of Family and enhancement of women's employment", stipulates the following:
 - Promotion of a legislative regulation to pay unskilled worker's wage from the Distributive Family Allowances Account for Employees to men and women employees that receive parental rearing leave, according to the article 5, Law 1483/1984, as currently in force, and additionally to pay insurance contributions to competent social insurance institutions. The parental rearing leave (which currently is provided to the parent without payment) lasts three and a half (3.5) months and is provided until the child reaches the age of three and a half years (3.5).
 - Promotion of actions through the Account for Employment and Vocational Training to facilitate replacement of employed women with unemployed men and women during the formers' absence during pregnancy and child-rearing leave periods.
 - In case of acquisition of a child through the process of a surrogate mother, the parents are entitled to the leaves concerning the rearing of the child, as if they were its natural parents. During breast-feeding, surrogate mother and the mother of the child both are entitled to short-time shift, according to the art. 9 of the National General Collective Labour Agreement 1993, as currently in force.

1.6 Women in power and decision making

In the field of decision-making positions, women's participation was particularly low until 1999 to 2000.

- Law 2839 of 2000 stipulates that both genders shall participate, at a quota of 1/3 each, in departmental boards of public administration

services and collective managing bodies of public organizations and Local Administration Organizations.

- Law 2910 of 2001 stipulates participation of 1/3 of each gender on electoral lists for local and regional government. With a series of decisions the Council of State (Supreme Administrative Court) has judged that the above mentioned provision is in accordance to the revised Constitution.
- Incorporation of the provision of par. 1a, art. 6, Law 2839/2000 to Law 3528/2007 & Law 3584/2007 on the quota per sex in the public authorities, Legal Entities under Public Law and Local Government Organizations councils. In each public authority and Legal Entities under Public Law council, the number of members per sex, as defined by the service, must be equal to at least a third (1/3) of the members defined according to the current provisions. These service offers employment to an adequate number of employees that meet all legal requirements for employment, and since the member assigned are more than one (1). The same provision, vis-à-vis Local Government Organizations' councils, is incorporated into the "Status Code of Municipality and Community Employees" by the par. 5, art. 7 (Law 3584/2007. G.G./A/143/28-6-2007).
- Establishment of minimum 1/3 quota for each sex for scientists' recruitment to national agencies and committees for Research and Technology (art. 57, Law 3653/2008) Article 57 of Law 3653 on the "Institutional framework for research and other provisions" defines a participation quota of 1/3 minimum for each sex in the recruitment of scientists to national agencies and Research and Technology Committees. A requirement for the implementation of this quota is that the candidates must have all necessary qualifications for the respective posts.
- Establishment of quota for each sex during National Elections. Art. 3 of Law 3636/2008 on the "Amendment of Law 3231/2004) on the "election of members of parliament" stipulates that a minimum of a third of the candidates within political parties – nation-wide, not per election region – must be of each sex.

1.7 Institutional mechanisms for the advancement of women

The institutional mechanisms for the advancement of women include:

- The General Secretariat for Equality, established by Law 1558 of 1985.
- The Research Centre for Gender Equality (KETHI), supervised by the General Secretariat for Equality (later “General Secretariat for Gender Equality”)
- A Permanent Parliamentary Committee for Equality and Human Rights has been in operation since 2002, in the context of the proceedings of the Greek Parliament.
- Presidential Decree 39/2004 established the Office for Gender Equality at the headquarters of the Minister of National Defense.
- The Greek Ombudsman is an Independent Authority established by the Greek Constitution (article 101A). It began operation in 1988, and provides its services for free. Its main goal is to intervene between public administration and citizens to protect the latter’s rights, and legal compliance and redress of maladministration of public bodies (Law 3094/2003). May 2008, a new circle of activities was established, the Circle for Gender Equality. By virtue of Law 3488/2006 (art.13), and based on the art. 2, par. 7 of the European Directive 2002/73/EC, the Greek Ombudsman has been assigned as competent agency for monitoring the implementation -in private and public sectors- of the principle for equal treatment between men and women in relation to their access to the labour market, professional training and development, working terms and conditions. Within the framework of this specific competency, potential infringements of the principle for equal treatment between men and women by the public sector may be investigated when it acts either as an employer or as provider of services to the employee (i.e. maternity provisions), as well as potential infringements by private sector employers either physical or legal entities.
- The General Secretariat for Gender Equality is the competent governmental agency for designing and monitoring of the implementation of policies for gender equality in all sectors. The

General Secretariat for Gender Equality is an independent Public Authority charged with promoting and realizing the legal and substantive gender equality in all sectors of social, political and economic life. It was established by virtue of article 27, Law 1558/1985, as a separate Public Authority.

1.8 Human rights of women

In the field of the human rights of women,

- The principle of gender equality has been established in the Greek Constitution since 1975. Article 4, paragraph 2 of the Constitution stipulates that Greek men and women have equal rights and obligations. Article 5 extends the principle of non-discrimination to all persons within the Greek territory.
- The 2001 revision of the Greek Constitution opened the way for the implementation of positive measures. Specifically, two of the revised provisions concern issues of gender equality:
 - The new Article 116 paragraph 2 of the revised Constitution abolishes all deviations from the gender equality principle. On the contrary, it explicitly stipulates that the State is obliged to take specific positive measures for the elimination of discriminations mainly against women, aiming at the effective implementation of the gender equality principle in all sectors. (In cases that, due to special conditions, women belonging to socially vulnerable groups cannot exercise or face difficulties in exercising their legal rights, specially stipulated legislation shall apply –i.e. protection of violence victims from trafficking in human beings and sexual exploitation, entitlement to free legal counseling and support according to the conditions of law 3226/2004, special support and assistance regulations for the victims of domestic violence as stipulated by law 3500/2006)
 - The new Article 31 paragraph 1 of the Constitution stipulates that to be eligible for election to the Presidency of the Republic,

a person must be of Greek descent from the father's or mother's line.

- Law 3284 of 2004 regarding the Code on Greek citizenship, abolishes all older provisions, which created issues of discrimination against women.
- Greece has been one of the first 22 States to sign the Optional Protocol to the Convention on the elimination of All Forms of Discrimination against Women, on 10th December 1999. Greece ratified this Protocol by law 2952 of 2001.
- By Presidential Decree 105/2003, the Greek legal order has adjusted to the provisions of directive 97/80/EEC about the importance of proof in cases of discriminating treatment based on sex.
- Reforms for family, children and society (Law 3719/2008). Law 3719/2008 on the "Reforms for family, children and society and other provisions" establishes the cohabitation agreement as an agreement between two heterosexual persons by which they organize their cohabitation. In addition, such agreement regulates the relations that deal with contracting parties' inheritance, inheritance rights, their children's last name and parental custody, and contracting parties' last names. Therefore, such regulations establish the cohabitation of men and women with legal status equal to that of marriage. The same law also amends provisions of family law, Civil Code, aiming at the simplification of related procedures, such as the reduction of constant separation of spouses from 4 to 2 years (automatic divorce). Other provisions aim at the further improvement of wives' status, such as art. 28 of the law that adds a third paragraph to the art. 1388 of the Civil Code, whereby, upon agreement between the spouses, each one may add to his/her last name the last name of the other one.

1.9 Women and the Media

Recognizing the importance of the role of the Mass Media to the formulation of stereotypes, there have been actions to prevent the dissemination of such stereotypes for women.

- Law 2328 of 1995 (and Presidential Decree 100 of 2000) stipulates that “televised advertisements must not introduce discrimination on the grounds of ethnicity, gender, religion or nationality”. Also, “broadcasters must not broadcast programmes inducing the development of relations of hatred among citizens on the grounds of different ethnicity, religion, nationality or gender”.

1.10 Protection of the girl-child

Regarding the protection of the girl-child,

- Ratification, implementation of the Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography (Law 3625/2007) Law 3625/2007 (G.G.2 290/A/24-12-2007) ratifies and puts in force the Optional Protocol to the Convention on the Rights of the Child on the sale of children, child prostitution and child pornography, adopted by resolution 54/263 (May 25th, 2000) by the UN General Assembly. This law enhances the legal framework to confront trafficking in human beings, lechery with minors for pay, execution of trips aiming at sexual intercourse or other lechery actions against a minor, or child pornography. Its provisions are of significant importance for the prevention and reduction of the aforementioned culpable offences, which are conducted against minors - the vast majority of which are minor women (girls). Some respective provisions are amended and some supplements are added to the Penal Code to prevent and punish these culpable offences using the imposition of severe penalties. Such provisions also regulate cases for the protection of minor victims’ personal life, introduce new procedures for their legal protection, and expand the institution of free legal assistance and appointment of lawyer to all minor victims of such offences.
- Ratification and implementation of the Council of Europe Convention on the protection of children against sexual exploitation and sexual abuse (Law 3727/2008). Law 3727/2008 ratifies and sets into force the CoE Convention on the protection of children against sexual

exploitation and sexual abuse, as adopted by the Ministerial Committee on 12/07, at the 1002nd conference of Deputy Ministers. In addition, the new law expands existing national legislation on the protection of children against sexual exploitation and sexual abuse, while at the same time aims at the direct and systematic awareness-raising of society on the protection of victims through promotion of general protection measures and through procedures to benefit children by respecting children's rights. More specifically: a) it prohibits adults who have been convicted of or are being prosecuted for actions of sexual exploitation or child abuse from working in a profession related to children, b) it imposes penalties of imprisonment for at least two (2) years on adults who - through internet or other communication means - get in touch with a minor who has not completed the fifteenth (15th) year of age and who, through gestures or lechery proposals, insults the minor's dignity within the context of his/her sexual life, c) introduces a new article in the penal code re: the offence of recruiting children for sexual purposes. The introduction of this new provision covers the pursuing of children for sexual purposes including via use of contemporary technology, mainly through the internet and mobile phones, where minors have increasing access, d) finally, it introduces the ability to design informational and educational programs at private and public agencies, on the protection of children's rights and immediate diagnosis of sexual exploitation and abuse, and e) includes provisions on protection of and assistance to victims who have experienced such offences, with parallel protection of witnesses during penal procedures.

2. Section two: Progress in the implementation of the critical areas of concern of the Platform for Action since 2009

The General Secretariat for Gender Equality, which is the national mechanism for gender equality in Greece, designed the National Programme for Substantive Gender Equality 2010-2013. The Programme incorporated the actions specified by the “National Programme to Prevent and Combat Violence against Women 2009-2013” which had been announced on 25/11/2009.

The Programme was nationwide, based on the principles and concepts of gender equality. Its four (4) strategic objectives were:

- the protection of human rights of women, with an emphasis on developing activities for groups of women who suffer multiple discrimination,
- the prevention and combating of the phenomenon of violence against women in family / private life, at work and in society as a whole,
- the support of women's employment and economic autonomy, and
- the strengthening of artistic expression that promotes gender equality.

In the course of its implementation, as the economic crisis was deepening, the objectives of the Programme were somewhat modified to match urgent, emerging needs, removing the focus from artistic expression (the fourth strategic objective) and stressing much more actions for the promotion of women to employment. The Programme, even though designed for the period 2010-2013 is still running (modified) and is expected to be completed by 2015.

To implement the National Programme, the National Strategic Reference Framework has been utilized [Operational Programme “Public Administration Reform” (Axis III: Enhancement of Gender Equality Policies across the Entire Range of Public Action), Operational Programme “Human Resources Development” and Operational Programme “Digital Convergence”] as well as the PROGRESS Programme of the EU.

2.1 Education and training of women

- Enhancing the skills of women civil servants in Central Administration, Legal Entities of Public Law, Legal Entities of Private

Law and Local Administration, aiming at promoting them to higher positions.

The General Secretariat for Gender Equality has designed in cooperation with the National Centre for Public Administration and Local Government the project titled as above, co-funded by the National Strategic Reference Framework. The teaching material has been prepared and the implementation of the project by the National Centre for Public Administration began in December 2013.

2.2 Women and health

- The “MultiCentre” of the General Secretariat for Gender Equality (Counseling Centre in Athens) provides counseling services in the field of reproductive and sexual health in co-operation with the Maternity Hospital “Helena Venizelos” and the Hellenic Centre for Disease Control and Prevention (KEELPNO).

Other actions:

- Participation in the public consultation by the European Commission to answer the questions of the Green paper on “Preparing for a Fully Converged Audiovisual World: Growth, Creation and Values”. The proposals dealt with women with disabilities in Greece and the use of the services of the New Audiovisual World.
- Cooperation with the Hellenic Centre for Disease Control and Prevention for the compilation of the National Report of 2013 on HIV/AIDS to the UNAIDS and WHO, by providing data and statistics.
- The cooperation of the Ministry of Education, Office of Health Education of the Directorate for Secondary Education for central Athens has been secured, aiming to provide counseling in matters of sexual health to students of secondary education. Counseling will be provided by specialized staff of the “ELENA” hospital, with which the General Secretariat for Gender Equality has signed a programme deal.

- Participation in the consultation by the Ministry of Health with co-competent bodies, with a view to design actions for the modernization of the institution of family programming.

2.3 Violence against Women

- In September 2010, the Protocol supplemented the UN Convention against the Transnational Organized Crime was ratified by the Greek Parliament and passed into Greek national law (Law 3875/2010). It is entitled the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children. The ratification of the Protocol modified Greek legislation, the Criminal Code and Criminal Procedure, implementing long-standing demands of women's associations, institutions, organizations, and NGOs. It is an important step towards improving the institutional framework governing the trafficking of women for the purposes of commercial sexual exploitation. In particular, the most important changes are as follows:
 - a) extending of existing legislation to all foreign victims of trafficking regardless of whether they have entered the country legally or illegally,
 - b) ensuring the provision of protection irrespective of the victims' cooperation with the authorities,
 - c) amending the Criminal Code, so as to cover not only the crimes associated with persons for labour exploitation but also persons forced to solicit,
 - d) extending the protective provisions of Greek legislation for victims of trafficking and persons identified as victims of smuggling, and
 - e) adapting measures to protect witnesses of the offenses of trafficking and smuggling.
- Article 28 "Regulations for the indictment" (which replaces Article 46 of the Code of Civil Procedure) paragraph 2 of Law 4055/2012 clearly states that individuals, according to Law 3226/2004 designated as beneficiaries of legal aid and who lodge a complaint "for crimes against sexual freedom and commercial exploitation of sexual crimes and domestic violence" are excluded from the obligation to pay the lawsuit fees. It must be emphasized that prior to this amendment the

victim who sought to prosecute the offense, had to pay a fee of 100 € to the government. Failure to pay the fee meant that the lawsuit was deemed inadmissible.

- With Law 3907/2011 “Establishment of asylum services and front desk services, adaptation of Greek legislation to the provisions of Directive 2008/115/EC ‘concerning common rules and procedures in Member States for returning illegal immigrants from third-countries’ and other provisions”, a residence permit may be granted to a third country citizen on humanitarian grounds, as well as to victims of domestic violence and human trafficking who do not cooperate with law enforcement authorities. It is also possible to renew the residence permit for an equal period for humanitarian reasons for family reunification in cases of persons whose family members hold a residence permit.

Other actions:

- Setting up a Legislative Drafting Committee to process a draft bill to combat violence against women. The aim of the Committee was to develop awareness and measures to protect women victims of violence, and ensuring their rights. The Committee submitted an OFFICIAL REPORT at the end of its work.
- Since November 2009, the General Secretariat for Gender Equality has been implementing the “National Programme to Prevent and Combat Violence against Women 2010-2015”, which is the first integrated and coherent programme of action at the national level, to combat gender violence. With this programme policies are developed and projects are implemented, aiming at preventing and combating all forms of violence against women (domestic violence, sexual harassment, rape, trafficking of women for sexual exploitation). The Programme provides for the creation of an integrated network of 61 structures throughout the country for preventing and combating violence against women. It includes the 24/7 SOS Helpline 15900, the creation of 39 Counseling Centres (operated by the General Secretariat for Gender Equality and the Municipalities) and 21 Shelters for women victims of violence (operated by the municipalities and the National Centre for

Social Solidarity) offering services of psychological and social support, legal counseling and accommodation of women victims of violence. The Network is coordinated by the General Secretariat for Gender Equality, which has designed and is supervising all structures. The continuous training and education of the professionals staffing the structures has been undertaken, after an open adjudication, by the Department of Psychology of the Aristotle University.

- The operation of the SOS Helpline 19500 began on 11 March 2011, and provides country-wide services of information, and phone counseling to women victims of violence. The Helpline is supported by electronic mail at sos15900@isotita.gr, it works 24/7 all year round and offers services in Greek and English. During its first two and a half years of operation (by 11 September 2013) the line accepted 12.313 calls and 98 emails. Out of the total number of calls, 79% had to do with cases of gender violence.
- During 2013 most of the 61 structures mentioned above were launched and are operational. To date, 13 of the 14 Counseling Centres of the General Secretariat for Gender Equality for women victims of violence on a nation-wide basis, (at the capitals of each Greek Region and Piraeus) are in operation, their staff fully trained through programmes of the General Secretariat for Gender Equality. The 14th Counseling Centre, the one of Piraeus is under way. As mentioned above, the General Secretariat for Gender Equality has designed and allocated funding for the creation of nineteen (19) shelters for women victims of violence and their children (13 of them are already in operation today and the rest of them under way), and for the creation of twenty-five (25) Counseling Centres for women victims of violence (23 are already in operation today and the rest of them under way) chosen to be placed in 44 Greek Municipalities that were selected with objective criteria (geographical areas and per population).
- In Athens, the operation of the Counseling Centre “POLYCENTRE” is continued. It offers integrated support for women, with psychological and social support, information and legal counseling as well as counseling in matters of employment and entrepreneurship, and in

matters of sexual and reproductive health (by specialized staff of the “ELENA: Hospital. The “POLYCENTRE” is an extension of the Counseling Centre of Athens, operated by the General Secretariat for Gender Equality, which has been in operation since 1988, offering services to women victims of violence as well as implementing actions of social networking. During 2013, the Counseling Centre of Athens has added to its social network: police stations, hospitals, non-governmental organizations and municipalities of the wider Athens area. An official from the Counseling Centre of Athens is also a member of the Working Team for the creation and operation of a unified electronic Data Base. The staff of the Counseling Centre of Athens have also been interviewed by both traditional and electronic media on gender violence, have participated in related conferences and has lectured in schools about partner violence in young ages and domestic violence.

- The implementation of the national campaign “You are not the only one, you are not alone” continues, aiming, on the one hand, to inform society about the existing structures for the support and protection of women victims of gender violence and on the other, to combat stereotypes which tolerate and reproduce violence against women.
- In the framework of the awareness-raising campaign, a micro-site was created in 2013 (www.womensos.gr), connected to the main site of the General Secretariat for Gender Equality and dedicated solely to the issue of gender based violence. A social media profile was also created, aiming at raising awareness on the matter among younger age-groups.
- In the cities where the General Secretariat for Gender Equality operates Counseling Centres, cooperation with local Bar Associations is developed, through Protocols of Cooperation, for the provision of free legal aid to women victims of violence.
- In cooperation with the Greek Police, in August 2013, the Police Order to all police services regarding the “Handling domestic violence cases and zero-tolerance in the implementation of Law 3500/2006” was updated.

- The General Secretariat for Gender Equality cooperates with all national, supranational and international organizations on issues of violence against women. The General Secretariat for Gender Equality has also actively participated in the ad hoc Committee of the Council of Europe for the preparation of the Convention on preventing and combating violence against women and domestic violence. On 11 May 2011 Greece was amongst the thirteen (13) countries that signed the Convention. The Convention is the first legally binding instrument creating an integrated and coherent legal framework for the prevention of violence, the protection of the victims and the prosecution of the offenders. The text of the Convention has been translated into Greek by the Translation Service of the Ministry of Foreign Affairs, has been uploaded to the website of the General Secretariat for Gender Equality and is in the process of being ratified. Because there is need of harmonization of national Law with the content of the convention, the setting up of a legislative committee is under way. This committee will undertake the task of the harmonization of national law and the compilation of the required by the Greek Constitution reports (Explanatory and Financial Reports).

2.4 Women and Economy

- In April 2010, the General Secretariat for Gender Equality recommendation was adopted with respect to individual income tax form submission and tax returns for spouses. The aim was property and financial independence of husbands and wives, in line with the constitutional principle of gender equality. Specifically, the provision of the Tax Law provides: “For married ... the taxes, fees and charges attributable to income are shown separately, and the responsibility to pay borne separately, by each spouse” (Law 3842/2010).

Promoting women to employment has been recognized as an essential way of preventing the feminization of poverty and enhancing their actual participation in economy. Most of the actions of the General Secretariat for Gender Equality as the

National Mechanism of Greece for the promotion of gender equality regarding eradication of female poverty have been oriented towards this goal.

- In December 2010, Law 3896/2010 “Implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation” was passed. It improved upon, simplified and codified into a single coherent piece of legislation existing legislation to date, in accordance with the gist and provisions of Directive 2006/54/EC. Among other things, the Act includes:
 - a) the provision that legal entities and groups of legal entities may, with the consent of the victim of discrimination, undertake in the victim’s name legal action or intervention in her defense before the competent judicial or administrative authorities,
 - b) the redefinition of indirect discrimination and sexual harassment in the workplace. Furthermore the reversal of the burden of proof no longer applies to cases of unequal gender based treatment, and
 - c) the mandate of the Ombudsman, an independent authority to monitor and promote implementation of the principle of equal opportunities and equal treatment of men and women in employment and occupation, was extended to deal also with cases pending before courts or judicial authorities for their first hearing.
- With Law 4075/2012 “Regulation issues of IKA-ETAM insurance, insurance agencies, adapting legislation to the Directive 2010/18EU and other provisions”, national law incorporated Directive 2010/18/EU on the implementation of the revised Framework Agreement of European social partners on parental leave. The purpose of the law is to supplement and update existing legislation on the issues of reconciliation of work and family life where it falls short of the requirements of the Directive. The Act applies to all employees, men and women employed in the private and public sectors, local government authorities and the wider public sector, in any form of employment. Specifically the Act:
 - a) Increases the duration of parental leave without pay from 3.5 to 4 months until the age of six (6) years of the child. Parental leave is considered to be an

individual right of each parent, without the right of transfer. Parental leave is also granted to parents of adopted children.

b) In addition to other provisions for working parents, for the first time the following are also provided without any precondition:

- Special parental leave for ten (10) working days per year, with pay, for serious illness of a child aged up to 18 years.
- Parental hospital leave without pay, in case of hospitalization of the child, for reasons of force majeure (illness, accident, etc.) for the duration of hospitalization and up to thirty working days per year up to 18 years.

c) Maintenance of insurance and employment rights for working parents, such as return to work or to an equivalent position, full insurance coverage, protection against termination of contract.

d) Finally, imposition of civil, administrative and disciplinary sanctions for any violation of the provisions of the law.

- The General Secretariat for Gender Equality has been working with the General Secretariat for Research and Technology to integrate gender equality in policies (gender mainstreaming) relating to Research, Technological development and Innovation. More specifically, the General Secretariat for Gender Equality will fund the establishment of a structure and the operation of the Network of Women Researchers “PERIKTIONI” to monitor gender equality in the formulation and implementation of policies for Research, Technology and Innovation. The Call for Proposals has been published under the Operational Programme “Administrative Reform 2007-2013”. Furthermore, the General Secretariat for Gender Equality participates in a Working Group appointed by the Secretariat for Technology in order to establish research priorities and design actions of Academic Research for the period 2009-2014.
- Upgrading the professional position of employed and self employed women

The General Secretariat for Gender Equality has designed a project for the promotion of women’s employment, funded by the Operational Programme “Human Resources Development”. The project is addressed to non-profit agencies or associations or

partnerships of the public or private sector such as sectoral agencies, chambers, educational institutes, non-governmental organizations which according to their articles of association, have as their purpose the design and/or organization and/or implementation of actions of counseling, mentoring, training and education of employed and self-employed people, as well as the capacity to carry out such programmes by their own resources. Such entities may submit proposals for actions. The project aims at the enhancement/retaining of the working position of women through the provision of individualized information, counseling, training, mentoring, support, promotion of adaptability and professional development of the beneficiaries (women). The target group comprises employed women, especially those employed in precarious positions (e.g. fixed-term contracts, job rotation, part-time work etc), aiming to help them enhance their position, as well as self-employed women, to help them enhance their career prospects as well as their prospects of remaining in the labour market through taking entrepreneurship initiatives.

The total budget of the project is 9,780,000 Euro. The endorsee is the Federation of Greek Associations of Young Entrepreneurs (OESYNE) and the title of the programme is “United for the employed woman”. The project is under way.

- Support to women’s and young people’s employment through enhancing entrepreneurship.

Following the proposal of the General Secretariat for Gender Equality, a special action has been included into the Operational Programme “National Contingency Reserve 2007-2013” to strengthen the employment of women of the Integrated Intervention for the support of Women’s Employment through Support to Entrepreneurship.

Funding for the project was approved in August 2013. The implementation agency is the intermediary agency for the Operational Programme “Competitiveness and Entrepreneurship”.

The Integrated Intervention focuses on the immediate treatment of the effects of the crises on women and taking short-term measures for the alleviation of the consequences of the crises at the sectoral and local level.

The project refers to:

- Promotion of multi-employment capability
- Reversing the unemployment phenomenon

- Creating the circumstances and requirements for the reversal of the unfavourable demographic tendencies in the country
- Use of the competitive advantages and capabilities of the afflicted female manpower

Beneficiaries are women of 18-64 years of age, unemployed or at risk of unemployment.

The project is under way.

- Initiative “Women & Girls Go Digital in Greece – WGGDG

The WGGD-G initiative aims to increase the female talent in Digital Jobs based on the European Commission’s Initiative Grand Coalition for Digital Jobs and elaborated in collaboration with national and European stakeholders. It has to be underlined that the WGGD-G is a coordinated Greek mechanism that will link actors active at local, regional, national and European level and create a community of entrepreneurs, business people, policy makers, the academic community and talents among Greek girls and women in order to create a boom for women in ICT careers. The founding coalition partners are the following:

1. General Secretariat for Gender Equality - Ministry of Interior (Coordinator)
2. General Secretariat for Youth - Ministry of Education & Religious Affairs
3. General Secretariat for Life Long Learning - Ministry of Education & Religious Affairs
4. General Secretariat of Mass Media
5. Hellenic Manpower Employment Organization (OAED)
6. National Organisation for the Certification of Qualifications & Vocational Guidance (EOPPEP)
7. School of Electrical and Computer Engineering - N.T.U.A.- Division of Industrial Electric Devices and Decision Systems
8. National and Kapodistrian University of Athens - Dept. of Informatics and Telecommunications
9. University of Patras- Computer Engineering and Informatics Department
10. Federation of Hellenic Information Technology & Communications Enterprises (SEPE)
11. CISCO SYSTEMS HELLAS

12. GOOGLE
13. MICROSOFT HELLAS
14. ORACLE HELLAS
15. MANPOWERGROUP GREECE
16. Hellenic Management Association - Sector of Women Managers and Entrepreneurs (EEDE)
17. The Found.ation
18. European Centre for Women and Technology (ECWT)
19. European Institute for Gender Equality (EIGE)
20. European Schoolnet (EUN)
21. Team Europe –Representation of EC in Greece.

It should be underlined that the pledge is open to any private or public actor or academia that shares the objectives and purposes of the WGGD-G pledge (relevant website: www.womengodigital.eu)

- Submitting a new PROGRESS proposal 2014-2015

Participation of the General Secretariat for Gender Equality as a partner in the “Pilot programme for the reduction of the employment gap between men and women in the sectors of Information and Communications Technologies and utilization of the pool of female talent.”

2.5 Women in power and decision making

Programmes implemented

- Encouraging and enhancing women’s participation in positions of political responsibility

The project titled “Encouraging and awareness-raising for the enhancement of women’s participation in positions of political responsibility” is co-funded by the National Strategic Reference Framework and comprises actions of information and awareness raising (campaigns) aiming to enhance the participation of women in positions of political responsibility and their representation in political institutions at the European, national, regional and local level.

In particular:

Local and Regional Elections 2010

In the framework of the above mentioned project, an awareness raising campaign took place, to enhance women's participation in political decision-making centres of the local and regional government, with actions that included the production of advertising material, creation and broadcasting of two TV spots, production of one radio spot, organizing a conference for the enhancement of women's participation in political decision-making centres, online broadcasting through various news sites, operating a kiosk in the centre of Athens for three days. A letter was also sent by the Secretary General for Gender Equality to all Secretaries General and to political parties, asking them to include in the selection criteria of the heads of their candidate lists, the gender parameter, in order to realize active promotion of women to decision-making centres.

Statistics: Women elected at the 2010 election were 14.82% of the Deputy Region Heads, 15.76% of Regional Councilors and 16.07% of Municipal Councilors. Eight (8) women were elected Mayors throughout the country (2.47% in a total of 325 municipalities. There were no women Regional Heads.

National elections and European Parliament Elections

As a second part of the project, in view of the coming European Parliament Elections in 2014, a campaign titled "Awareness raising campaign for equal participation of women in political decision-making centres at National and European level" has already been launched, which includes, inter alia, the production of advertising material, organizing actions of information and awareness raising and the creation of a website titled www.naistis-gynaikes.gr.

National Elections 2012

At the administrative level, data about candidates and successful candidates disaggregated by gender was collected, recorded and processed, A report was afterwards prepared, including the full statistics of the Elections (of the 6th of May and of the 17th of June). The report is uploaded at the website of the General Secretariat for Gender Equality (<http://www.isotita.gr/index.php/statistics/c180/>). Sixty-three (63) women were elected as members of the National Parliament (21% of the total number of MPs, a percentage which has risen by 3.7% as compared to the elections of 2009). The total number of women MP is 64 today, as a deceased MP was replaced by the runner up who was a woman.

- Supporting women's participation in positions of political responsibility at the regional and local level

The project is co-funded by the National Strategic Reference Framework and is being implemented by PETA SA, in cooperation with the Central Union of Municipalities of Greece and the Union of the Regions of Greece. It aims at the empowerment of women who participate in politics at the level of Municipalities and Regions. (Actions include, among many others, the creation of website www.airetes.gr)

- Supporting women's participation in positions of political responsibility and participation at the national and European level of politics

The project, co-funded by the National Strategic Reference Framework, has been assigned to the Research Centre for Gender Equality (a legal entity supervised directly by the General Secretariat for Gender Equality). It has already been launched and develops actions of encouraging and supporting the participation of women in positions of political responsibility and representation at the national and European level. It addresses women who have been elected at the national or European level, women candidates who have not yet been elected, and political parties, institutions and bodies that make decisions regarding the electoral process and contesting for political power. The project includes carrying out research and studies regarding the participation of women in decision-making centres, organizing courses of training and education for women candidates, the creation of a special website and the production of relevant printed material. The website mentioned above has already been created and it is www.gynaikes-politiki.gr.

It has to be underlined that the relevant campaign in favor of women's participation at political decision-making has already been activated in Greece in the framework of the elections for the regional and local administration, as well as of the elections for the European Parliament taking place in May 2014.

- Promoting women to the decision-making centres of the Social Partners

Projects have been designed and are being implemented by the Social Partners Trade Unions and Employers' Associations.

- Monitoring the implementation of gender quotas

In the framework of monitoring the implementation of laws 2839/2000 and 3839/2010 on gender quotas in departmental boards, management boards and other collective institutions of the public sector, public organizations and local government organizations, the General

Secretariat for Gender Equality remains in contact with the bodies concerned and collects data through which it monitors the legality of composition of collective institutions and points out deviations from the law.

- Women in financial decision-making centres

PROGRESS programme 2013-2014

The project “Positive action for the promotion of women in financial decision-making centres” has been approved and launched.

- Women in corporate management boards

Information and awareness-raising actions have been launched by the Hellenic Network of Corporate Social Responsibility and other agencies. By an initiative of the General Secretariat for Gender Equality a Consultation Committee has been set up, including representatives of institutional bodies of the State, aiming to formulate a position regarding the “Proposal for a directive of the European Parliament and of the Council on improving the gender balance among non-executive directors of companies listed on stock exchanges and related measures”

2.6 Institutional mechanisms for the advancement of women

The General Secretariat for Gender Equality has been and remains the main National Mechanism for Gender Equality. General Secretariat for Gender Equality staff is constantly trained through participation in seminars/workshops organized by the National School of Public Administration. The Greek Ombudsman has a Gender Equality Section and has been very effective, as well. There are also other parts of the National Mechanism in place in Local Administration, and an Observatory is being created (see below).

- Gender Equality in the Regions

In each Greek Region, a Regional Committee for Gender Equality (PEPIS) has been set-up comprising: the Regional Governor as Chairperson, a member of the Regional Council, representatives of the municipalities of the Region, a representative of women's organizations of the Region, and a representative of General Secretariat for Gender Equality.

The responsibilities of the Regional Committees for Gender Equality include:

- a) support for the integration of gender equality in development policy in the Region,
- b) proposal of measures to promote substantive gender equality in all areas,
- c) proposals to the Regional Council for the integration and project financing from the budget of the Region, as well as relevant actions to inform citizens, and
- d) cooperation with the Counseling Centre of the General Secretariat for Gender Equality in the Region.

- Gender Equality in the Municipalities

For the first time, gender equality policies constitute a responsibility of the Greek Municipalities activities, via their specific units of “Social Policy and Gender Equality”, the establishment of which is integrated into the Regulation for the Municipalities. In addition to these units, Municipalities have the option of developing Municipal Gender Equality Committees. Indicative responsibilities include development of proposals to the Municipal Councils, the sensitization/information on gender equality issues, and collaboration with the Regional Committees for Gender Equality (PEPIS), etc.

- The Library of the General Secretariat for Gender Equality

The Project “Upgrading and Expansion of the Library on Gender and Equality Services” was designed and was approved for funding by National Strategic Reference Framework in February 2011. The Project aims to upgrade and expand library services in order to allow the provision of new information services to inform citizens and particularly researchers, scholars and policy makers on gender equality in all areas of public policy.

The Project includes:

- establishment and pilot operation of a digital repository on gender equality issues,
- enrichment of the existing database of the Library through the collection and digitization of documents of “gray” literature,
- expansion of the Historical Archives with documents on women's movement,
- adjustment of Library’s certain services aiming to meet the needs of people with disabilities.

- New Monitoring Mechanism for the Implementation of Gender Equality Policies

The General Secretariat for Gender Equality developed and is currently implementing the Project: “Organization of Services for Integration, Monitoring and Evaluation of Gender Equality Policies across the breadth of Public Action (OBSERVATORY)” that was designed and approved for funding by the National Strategic Reference Framework. The aim of the Project is the creation/development and pilot operation of the Monitoring Mechanism for the strengthening of the gender perspective and of the goal of gender equality in the planned and implemented policies. The Mechanism, apart from the monitoring system of policies of all agencies of the Government and local authorities and Regions, will also have a rating system of policies results regarding to gender (gender impact assessment). The follow-up and evaluation of the policies will be based on statistical data and the development of gender indicators according to the UN and EU criteria (more information about the project in Section three of this Review).

- Cooperation of the General Secretariat for Gender Equality with the Ministry of Foreign Affairs to support of the creation of a National Coordination Mechanism for combating trafficking in women.

2.7 Human rights of women

- A Legislative Drafting Committee was set up to amend the provisions of Family Law, aimed at strengthening the implementation of the constitutional principle of gender equality. The Committee completed its meetings and presented an explanatory memorandum and draft bill to the Minister of Justice, Transparency and Human Rights (28/12/2010).
- The project “Codification and Proposals for Simplification of Laws and Regulations in the Field of Gender Equality” was redesigned and approved for funding by the National Strategic Reference Framework on 29/10/2010. The aim of the Project was the systematic recording and study of existing legislation, in the public and private sector and in relevant case law, in order to simplify and improve legislation and regulations in the field of gender equality, so as to be effectively implemented by management and courts. The project has been

successfully completed in July 2013, and its results were made public in the same month.

- Also, the General Secretariat for Gender Equality project entitled “Gender Impact Assessment of 100 Laws and Regulations” was approved for funding by the National Strategic Reference Framework on 8/11/2011. The Project’s object encompasses: a) the emergence and documentation of existing weaknesses in the field of integration of gender equality in of ex-ante evaluation of laws and regulations, and technical assessment results, and b) the development of a model to evaluate the effects on gender (gender impact assessment model) that will be implemented in official policy documents. The project has been successfully completed and the results were made public on 3 October 2013.
- A Legislative Drafting Committee was set up, for the preparation of a draft law on substantive gender equality. The Committee’s work sought to establish effective policies to achieve the principle of gender equality and the creation of mechanisms to monitor and evaluate their outcomes. Its work was completed in September 2011, and thus completed its mandate and its OFFICIAL REPORT. In addition, at the initiative of members of the Committee, the General Secretariat for Gender Equality has sent three (3) recommendations on legislative regulations as follows:
 - a) Recommendation to the Minister of Interior regarding the funding of political parties.
 - b) Recommendation to the Special Secretary of the Hellenic Labour Inspectorate regarding the draft bill proposed by the Ministry of Labour on the reform the of the Hellenic Labour Inspectorate.
 - c) Recommendation to the Secretary General of the Ministry of Justice, Transparency and Human Rights regarding the “streamlining and improving of the administration of civil justice”.

A particularly serious threat to fundamental rights of women exists in cases where gender discrimination is reinforced by other forms of discrimination. In this

context, the General Secretariat for Gender Equality developed the following actions:

- The General Secretariat for Gender Equality designed and implemented the Project entitled: “Gender mainstreaming in the municipalities, with emphasis on women belonging to socially vulnerable groups (migrants, refugees, Roma, elderly living alone and women with disabilities)”, funded by EU PROGRESS Programme. The main objective of the action in question is to strengthen the implementation of gender equality policies in Greek Municipalities, particularly in relation to these vulnerable groups. Two (2) tools have been developed: a) Gender Impact Assessment, b) Gender Budgeting. Four (4) Guidebooks have been created focused on these groups of women.
- The General Secretariat for Gender Equality began a close cooperation with the National Confederation of Persons with Disabilities on developing access for disabled people to General Secretariat for Gender Equality services. In this context, Counseling Centres and Shelters for women victims of violence have been made accessible to people with disabilities, and software from the Library on Gender and Equality of the General Secretariat for Gender Equality has been developed to enable them to be accessible by all.
- The General Secretariat for Gender Equality, in collaboration with the Ministry of Citizen Protection and the United Nations High Commissioner for Refugees, printed a Guide on: “Guidelines for Protecting Women and Girls during first entry and asylum procedures in Greece”, targeted primarily at the institutions responsible for asylum seeker reception. Inter alia, the Guide highlights the special risks and challenges facing women and girls refugees, and the factors to be taken into account to ensure that women and girls can enjoy protection and to receive help equally with men and boys refugees. On 20/6/2011, on the occasion of World Refugee Day, a workshop on “The Protection of refugee women and girls” was organized, at which the guide was presented and discussed.

2.8 Women and the media

The role of the media in the dissemination of gender stereotypes is important, since the information they broadcast forms social consciousness, educates and raises the awareness of citizens, both women and men, of all ages. The images broadcasted may represent women in a degrading way or point to traditional stereotypes, influencing audiences and reproducing gender stereotypes, sexist behaviours and ideas.

Having in mind that the role of the media in disseminating gender stereotypes is important, the General Secretariat for Gender Equality has undertaken actions in the field of the Mass Media, including cooperation with collective institutions active in the field of advertising and communication, and the Greek National Council for Radio and Television. In particular, the General Secretariat for Gender Equality cooperates with the Greek National Council for Radio and Television for the approval of free broadcasting of social messages, addresses formal complaints to the Greek National Council for Radio and Television when there are broadcasts which insult the dignity of women, has developed cooperation with agencies, aiming to control the dissemination of gender stereotypes through advertising, etc.

2.9 Conclusions

Gender stereotypes and employment issues seem to have been insistent challenges throughout the years, and policies have always been designed and implemented to tackle them.

The implementation of gender policies has typically been co-funded by Community Support Frameworks.

The General Secretariat for Gender Equality has always been in close cooperation with non-governmental organizations. This cooperation has been officially recognized recently, during the 58th Session of the UN Commission on the Status of Women, the priority theme of which has been, as is known, "Challenges and achievements in the implementation of the Millennium Development Goals for women and girls". One of the official documents of the Session is the Report of the UN Secretary General entitled "Progress in mainstreaming a gender perspective in the development, implementation and evaluation of national policies and programmes, with a particular focus on the priority theme".

According to the methodology of drafting Reports of the UN Secretary General, each year a number of countries are selected and their policies and actions are presented as a good practice in the relevant field for the international community. This year, Greece has been one of these countries which serve as a model in the field of gender equality.

In particular, on page 14 chapter "Participation by women and girls in decision-making", paragraph 68 it is clearly stated that "Greece has strengthened the role of women's organizations through funding". This action is associated with the relevant Project initiated and implemented by the Greek General Secretariat for Gender Equality on funding women's NGOs and other organizations for the implementation of Action Plans on equality between women and men. This Project is co-financed by the European Union.

As it is evident, Greece has continued striving towards substantive gender equality from 2009 on, both through legislative provisions and through programme implementation and integrated policy design and implementation. The economic crisis has made progress in all sectors much more difficult. The General Secretariat for Gender Equality has been trying to adapt and cater for the phenomena which derived from the crisis, as the resources are dwindling and the problems become more insistent. New problems arise because of the crisis. Unemployment, demographic change due to problems in the family structure instigated by economic parameters, domestic violence erupting, discrimination, social and health protection deficiencies are areas towards which policies are now becoming oriented, as they require urgent attention.

3. Section three: Data and statistics

Currently a very important project is underway in Greece, for the creation of a Structure/Mechanism for Monitoring Gender Equality. The project is co-funded by the National Strategic Reference Framework.

The project is at the stage where a National System of Gender Indices is being created, by defining and describing the indices which will record the gender gap in Greece.

The National System of Gender Indices is a mechanism for the production of statistical information, which through a system of parameters and indices, will allow monitoring, through time, the tendencies, developments and critical factors regarding gender inequality in various sectors of policy in Greece.

The purpose of the National System of Gender Indices is to function as a tool for acquiring knowledge and conducting research for the monitoring of the strategy for gender equality, as well as, to constitute a mechanism for collecting, managing and analysing data, calculating and disseminating indices, which will define the situation and the development of gender equality.

The National System of Gender Indices follows the monitoring of the Beijing indices as they have been specified by the European Union, while it is also enriched with indices to follow more specific national priorities. It is organised in thematic areas based on the policy sectors defined in Beijing. For each thematic sector, there has been defined a list of indices. The total number of indices is 127, of which 106 are the Beijing indices. The extra indices correspond to national needs related to strategic targets and policies and are included under the thematic areas they correspond to.

A thematic area under the title “General indices” was added to include general composite indices calculated by international organizations (e.g. Gender Equality Index, Gender Gap Index, etc.)

The indices are still under construction (more indices, for example indices regarding women and health are being prepared). Below there is a mapping of the work done so far.

Indices by thematic area

Regular Indices

(calculated and disseminated in regular intervals)

Thematic Unit	Index
Women and Poverty	Percentage of people in danger of poverty, after social transfers
Women and Poverty	Percentage of inactive population
Education and Training of Women, Women and the environment	Percentage of women and men graduates of tertiary education (ISCED 5A, 5B & 6)
Education and Training of Women, Women and Economy	Percentage of employment
Education and Training of Women	Number of teaching staff in tertiary education (ISCED 5A, 5B & 6)
Education and Training of Women	Percentage of people using the internet regularly
Women and Health	Years of health life (or life expectancy without disability)
Women and Health	Percentage of access to the health system and non satisfied needs for medical examination
Women and Health	Number of deaths
Women and Health	Percentage of men and women leaving hospital
Women and Health	Index of total fertility
Women and Health	Average age of women giving birth
Violence against women	Number of women victims of domestic violence

Violence against women	Number of men-perpetrators in domestic violence cases in relation to the profile of perpetrators
Violence against women	Percentage of perpetrators in cases of human trafficking
Violence against women	Victims of human trafficking
Women and armed conflict	Percentage of men and women participating in peace missions
Women and armed conflict	Official Development Assistance from Member States of the EU to other countries, by beneficiary and by donor at country level
Women and armed conflict	Percentage of men and women asylum seekers by country of origin and where they were recognized as “refugee” or they benefited from, by the corresponding status
Women and the Economy	Percentage of children in day care
Women and the Economy	Percentage of dependants of 75 years and over
Women and the Economy	Ratio of registered unemployed men and women, searching for employment
Women and the Economy	Ratio of registered unemployed men and women not searching for employment
Women and the Economy	Ratio of subsidized unemployed men and women not searching for employment, registered with the Manpower Employment Organization
Women and the Economy	Number of wage earners and salaried employees
Women and Economy	Number of man-days
Women in power and decision-making centres	Participation of women in National Parliaments and the European parliament

Women in power and decision-making centres	Participation of women in Regional Parliaments
Women in power and decision-making centres	Participation of women in Municipal Councils
Women in power and decision-making centres	Participation of women in National Governments and the European Commission
Women in power and decision-making centres	Number of women Ministers/Deputy Ministers in various sectors
Women in power and decision-making centres	Participation of women in high ranking positions in the public sector
Women in power and decision-making centres	Participation of women as Judges in Supreme Courts of the country, the Court of Justice of the European Union and the General Court of the European Union
Women in power and decision-making centres	Percentage and number of men and women as Managers and Deputy Managers of Central Banks
Women in power and decision-making centres	Percentage and number of women and men as members of Management Boards of the Central Banks, for decision-making
Women in power and decision-making centres	Percentage and number of women and men as ministers/deputy ministers in Ministries of Finance
Women in power and decision-making centres	Percentage and number of women and men as Chairs of Management Boards of the top 50 companies listed on a stock exchange
Women in power and decision-making centres	Percentage and number of women and men as members of Management Boards of the top 50 companies listed on a stock exchange
Women and the Environment	Percentage of women and men in high

	ranking positions, who participate or have a say in decision-making for the environment at international level
Women and the Environment	Percentage of girls-students of tertiary education in the sectors of natural sciences, mathematics and informatics and in the sectors of education
Women and the Economy	Gender pay gap based on hourly/monthly/annual gross pay
Women and the Economy	Social protection expenditure of the ESSPROS system for Family/Children, by type of social benefit
General Indices	Human Development Index
General Indices	Gender Inequality Index
General Indices	Gender Equality Index
General Indices	Gender Gap Index

Non-regular indices

(not collected at regular intervals, generated by special surveys, the frequency of which is not predefined)

Thematic Unit	Index
Violence against women	Type of special services for the support of women-victims of domestic violence
Violence against women	Number of special services for the support of women-victims of domestic violence
Violence against women	Capacity of shelters
Violence against women	Number of women using services for the support of women-victims of violence
Violence against women	Number of legal provisions for state funding of the services for the support of

	women-victims
Violence against women	Number of national helplines of women-victims of domestic violence
Violence against women	Free services for the support of women-victims of violence
Violence against women	Employees who have reported a case of sexual harassment in the working environment as percentage of the total workforce
Women and the Economy	Number of working parents in parental leave
Women and the Economy	Committed time
Women and the Economy	Pay gap
Women and the Economy	Gross remuneration
Institutional mechanisms for the advancement of women	Accumulative degree of government responsibility for the promotion of gender equality.
Institutional mechanisms for the advancement of women	Percentage of employees (man-years) who are considered as human resources of the officially appointed body or bodies for the promotion of gender mainstreaming
Institutional mechanisms for the advancement of women	Percentage of employees (man-years) who are considered as human resources of the officially appointed body or bodies for the promotion of equal treatment for men and women
Institutional mechanisms for the advancement of women	Number of actions for gender mainstreaming
Institutional mechanisms for the advancement of women	Number of government commitments or other methods for the production and dissemination of statistical data disaggregated by gender

Women and the Media	Percentage of women and men who participate or have a say in decision-making inside the Mass Media and new communication technologies
Women and the Media	Percentage of women and men who are Chairs or members of boards inside the Mass Media and new communication technologies
Women and the Environment	Percentage of women and men in high ranking positions, participating or having a say in the decision-making concerning the environment, in Ministries
Women and the Environment	Percentage of women and men in high ranking positions, participating or having a say in the decision-making concerning the environment, in the European Parliament
The girl-child	Number of girls and boys who have had sexual contact
The girl-child	Number of girls and boys who used contraception during their last sexual encounter
The girl-child	Existence of compulsory provision of contraception methods
The girl-child	Existence of compulsory sexual education
The girl-child	Age of official beginning of sexual education
The girl-child	Age of first sexual education
The girl-child	Legal abortion following a request
The girl-child	Existence of appropriate financial and social conditions for legal abortion
The girl-child	Percentage of births in the age range of

	15-19
The girl-child	Number of children who express dissatisfaction with their body

Indices for which there are no available data

(define in Beijing, but data not yet collected at National and European Level, or data collected only in European level)

<i>Indices for the creation of which there are no available data yet</i>	
Thematic Unit	Index
Violence against Women	Measures for dealing with the man-perpetrator to close the cycle of domestic violence
Violence against Women	Training of professionals dealing with domestic violence against women
Violence against Women	Measures for the elimination of domestic violence against women, by the State
Violence against Women	Assessment of violence against women
Violence against Women	Number of private and public companies with policies in place for the prevention of sexual harassment in the workplace as percentage of the total number of employers
Violence against Women	Number of private and public companies with sanction processes in place for perpetrators of sexual harassment in the workplace as percentage of the total number of employers
Women and armed conflict	Percentages of men and women in the diplomatic, military and security corps., as well as in the peace keeping corp. of the United Nations and Missions of Common Security and Defence Policy,

	who have had special training on issues of gender equality
Women and the Economy	Pay gap (using the Oaxaca technique)

<i>Indices calculated at the European level only</i>	
Thematic Unit	Index
Women in power and decision-making positions	Percentage of women and men presidents and vice-presidents of trade unions
Women in power and decision-making positions	Percentage of women and men members of the management of trade unions
Women in power and decision-making positions Women in power and decision-making positions	Percentage of women and men presidents and vice presidents of Employers Confederations
Women in power and decision-making positions	Percentage of women and men members of the management of Employer Associations
Women in power and decision-making positions	Percentage of women and men presidents of Employer Associations

Qualitative Indices

(not quantitative but qualitative indices, defined in Beijing, to provide an overview of the policies implemented through time)

<i>Qualitative Indices</i>	
Women and the Economy	Integrated Employment Policies aiming at harmonizing work and family life for women and men
Women and the Economy	Measures to promote equal pay and combat the gender pay gap
Women and the Economy	Influence of collective bargaining on the advancement of equal pay and the elimination of the gender pay gap.
Women and the Economy	Influence of part time work, parental

	leave, systems of time credits and career breaks on the gender pay gap
Women in power and decision-making positions	Policies to promote balanced representation in national elections
Women and the Media	Policies for the promotion of gender equality in the media

4. Section four: Emerging priorities

The economic crisis has altered the focus of policies, creating new priority areas for gender equality policies. As a consequence of the economic crisis, gender gaps intensify in the labour market and economic conditions. Employment rates and female participation in the labour market are still systematically lower than for men, while unemployment and, especially, inactivity rates are higher, particularly in the case of women with care responsibilities and with low educational levels.

Exclusion from the labour market is a major determinant of poverty.

Women are more exposed to low quality employment and poor working conditions comparing to male colleagues even if they tend to have higher average educational levels than men. Female workers present a higher incidence in temporary, part-time, unpaid, forced voluntary jobs or uninsured labour in low pay sectors and occupations. The difficulty for women to remain and progress in employment increases the poverty risk whereas the wage gap between female and male colleagues for the same work seems to expand. Women entrepreneurs face increasing difficulties in accessing financial funds, training, networking, and in reconciling business and family.

Disparities are identified in relation to time allocation of women most of which is devoted to non - paid domestic work and care of vulnerable members of the immediate and wider family circle. These inequalities are further aggravated by limited supply or access to infrastructure and services supporting the reconciliation of family and professional life (kindergartens, day schools, child and elderly people carers, etc.).

Within the family context, the crisis and the ensuing social pressure may be partly responsible for the psychological or physical abuse of women which feel unable to escape from the abusive relationship mainly because of the weakness of economic independence.

The economic crisis has a negative impact on marriages and the birth rate due to the unsustainable economic burden. The access to health services is hampered due to the increase of the public resorting to public health infrastructure, due to the economic downturn.

In Greece, the National Programme for Substantive Gender Equality 2010 – 2013 is under implementation with the aim to improve the everyday life of women and men. It

was largely conceived and designed before the escalation of economic crisis and as such it can only partly address its consequences on gender equality.

However, the national strategy for the promotion of gender equality has been aligned to respond to emerging challenges and social priorities. A newly designed and reality-informed policy frame for gender equality was timely included into the Partnership Agreement for Greece for the programming period 2014-2020. A range of 8 strategic priorities will guide a good use of the structural funds drawn from the Community Support Framework for Greece, concentrating on the protection of women against the economic crisis, unemployment, poverty and exclusion.

The 8 priorities are the following:

- Promotion of equal access of women to the job market,
- Participation of women in rural production aimed at local development
- Promotion of social inclusion of women, prevention of and combating female poverty and all forms of gender-based violence
- Gender mainstreaming in social and health protection issues
- Support of the family institution
- Promotion of equal participation of women in public life and the processes of political, social and economical decision making
- Fighting against gender-based discrimination and stereotypes
- Inclusion of gender equality in public policies, monitoring and evaluation mechanisms.